

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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PENSION WITHHOLDING

by Mike Hebel
Welfare Officer

A controversial provision of the Tax Equity and Fiscal Responsibility Act of 1982 changed the withholding requirements of pension monies. The new law regards pensions (service or disability) as wages earned and makes withholding mandatory unless each pension recipient actually waives the withholding requirement.

The new federal tax withholding law on pensions became effective on January 1, 1983. Due to undue hardship withholding by the retirement System of the City and County of San Francisco will not commence until June 30, 1983.

Your Choice

This new law requires the Retirement System to withhold federal income taxes if a monthly pension exceeds \$450 unless the recipient declines to have monies withheld.

Recently the Retirement System sent a letter and W-4P form to all pension (service and disability) recipients. The letter provides for three options:

1. no income tax withheld from pension
2. income tax withheld - exemptions and marital status to be indicated
3. voluntary additional amounts may be withheld in conjunction with alternative 2.

The Retirement System form must be returned by May 15, 1983. Failure to do so will, under federal law, require the Retirement System to withhold taxes as if the recipient were married and claimed three exemptions.

Pension Taxation

Under the Internal Revenue Code, service pensions

continued on back page

BINDING ARBITRATION ALIVE AGAIN IN THE LEGISLATURE

by Paul Chignell,
President COPS

Vice-Pres. San Francisco Police Officers' Assoc.

Assembly Bill 187 by Assemblyman Bruce Young (D) Los Angeles has been introduced in the California State Assembly. This legislation is supported by all major rank & file law enforcement organizations in California.

Binding arbitration has been a goal of peace officers in California for many years and was almost attained during the Brown years but was killed on the Senate floor.

We all are aware that the vast majority of peace officers and of the public at large abhor police strikes or other work stoppages. But there must be a mechanism to resolve impasse during negotiations and jurisdictions that have no sophisticated negotiations due to Charter restrictions must have the dignity to bargain in good faith for their working conditions.

AB 187 will mandate upon local government an arbitration system that is workable and will provide for penalties for peace officers who engage in strikes. Provisions of the legislation take into account the local government agencies' ability to pay any award and does not expand the scope of negotiations that are now in the Government Code.

The bill is printed in its entirety below and will no doubt undergo extensive changes as it moves through the legislature. It is incumbent on all peace officers in

California to support AB 187.

I urge all members to support AB 187 by writing to their member of the Assembly urging passage of this important piece of legislation. It would also be ideal for the members to write a letter to their local newspaper urging support for Assemblyman Young's bill.

COPS' legislative advocate will keep the membership abreast of any major changes in AB 187 and the status of this bill.

ASSEMBLY BILL No. 187

Introduced by Assemblyman Young
January 3, 1983

An act to add and repeal Chapter 10 (commencing with Section 1138) of Part 3 of Division 2 of the Labor Code, relating to labor.

LEGISLATIVE COUNSEL'S DIGEST

AB 187, as introduced, Young. Peace officers: labor deputies.

Existing law contains provisions relating to employer-employee relations within the various local public agencies in the state, which presently provide that local public employees have the right to form, join

CONGRESSMAN PHIL BURTON

by Paul Chignell
Vice-President

Former Congressman Phil Burton was a giant of a man who left his imprint on so many accomplishments both in San Francisco and across the nation. Whether he was a friend or enemy in politics, one thing was never denied and that was the tremendous respect that all persons had for one of California's senior congressmen.

First elected to the California State Assembly in 1956 from San Francisco, Phil Burton consolidated power over the years until he was without question the leading political figure in the City and a force to be reckoned with.

With Congressman Jack Shelley's election to Mayor of San Francisco in 1963, then Assemblyman Burton won a special election in early 1964 to become a member of the House of Representatives. He was re-elected in November of 1964 and every two years thereafter including a tough re-election battle in November of 1982.

Phil Burton was a leader in the major issues of our generation including a proponent of strong environmental protection, safety for American Workers and a tireless advocate for the poor and disadvantaged. The Golden Gate National Recreation Area was created in large part through the efforts of Congressman Burton; the fight to stop off-shore oil drilling was led by Burton; he saved the Presidio of San Francisco when the Carter Administration attempted to close down the Army's operation in that area.

Organized labor owes a tremendous debt to Congressman Burton. He consistently fought for collective bargaining rights, safety rights and the right to a decent wage for working people.

PHIL BURTON ALWAYS SUPPORTED OUR LABOR RIGHTS whether it was a Charter amendment for retirement or a binding arbitration issue. During the 1982 fight to achieve time and one half for overtime and an elimination of Tier II retirement Phil Burton's endorsement was prominent in thousands of pieces of



literature throughout the neighborhoods of San Francisco.

At the federal level, Congressman Burton was a leader in passing the \$50,000.00 death benefit for murdered police officers and actually moved the legislation through the House of Representatives in 1976.

As the Carter and Reagan Administrations have attempted to mandatorily place police officers in Social Security, Congressman Burton was successful in stopping that plan that would cost our members dearly.

There is no doubt that Congressman Burton had his enemies, especially for the recent reapportionment scheme that he devised and succeeded in implementing. But Phil Burton worked within the political process and used that knowledge and talent and power to achieve important results for the City, State and Nation.

A number of POA Board members were able to work closely with the Congressman over the past years. Mike Nevin, Bob Barry, Reno Rapagnani, Dan Linehan, Pete Maloney and Gerry Schmidt have all worked with the Congressman and his staff, especially during the I and J campaigns of November 1982.

We will all miss Phil Burton. He will not be forgotten.

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POLICE POST #456 NEWS

I was recently reading in a very popular monthly magazine what one man's description of a certain aspect of the weather was. He said, "When I was a kid we didn't suffer from cold weather as much, and I think it's because we didn't keep hearing about the **wind chill factor**. Wind chill factor - that's a breeze with a press agent." And all the time this scribe was under the impression that the wind chill factor was the look your spouse gave you when you came home late from a testimonial dinner. I've been there a few times myself.

Another expression that is greatly over-used is at this point in time. I don't know who coined that phrase but it is certainly getting a lot of use. Just thinking out loud.

Getting back to wind chill factors, you can bet that you won't have that problem at the American Legion Convention in Palm Springs this June. Get behind your Post Officers and show your support by making the meetings and if possible go as a delegate and get into the spirit of things. It's a rewarding experience.

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

Your Scribe
John A. Russell

P.I.G. NEWS

by Vicki Quinn for P.I.G.

Now's the time for all good officers to hit the books hard. The Fazio course was the last training offered in preparation for the written portion of the sergeant/inspector promotional examinations.

Once the Job Announcement is released, members of P.I.G. will meet to plan a seminar for the second phase of the examination process. Unfortunately, at this writing we can't say anything more than we will plan some kind of seminar at some time soon, once we read the Job Announcement and get an idea of what the testing unit has planned for us.

Also, we want to acknowledge the work that Woody Tennant has done to get a M.P.C. and Traffic Code updated so that the POA could make it available to us.

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Widows & Orphans

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. William Hardeman on Wednesday, February 16, 1983 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. Trustees Jeffery & Kurpinsky excused. All other Officers and Trustees present, including P. Pres. J. Sturken. Minutes approved as presented to the membership.

NEW MEMBERS: The following were accepted after motion Hurley/2nd Sturken: JERRELL S. BELL, ALEX BINI, PATRICK BURKE, STEVEN CANIGLAI, DAVID R. COLLINS, LEE J. DAHLBERG, MICHAEL A. DAHLSTROM, RICHARD DALTON, DARCY DEINHART, GREGORY P. DITO, RUTH C. FARNEY, CLINTON F. FOGARTY, JOHN J. GARRITY III, TONY B. HICKS, GEORGE L. HUEGLE, MATTHEW S. KRIMSKY, RALPH KUGLER, HOYT LEW, JIMMIE H. JEW, ROBERT F. LYNCH, PATRICK MULLINS, DARRYL C. PERKINS, NIAL PHILPOTT, SCOTT G. WUINN, SANDRA TONG, RICHARD MONTERO.

COMMUNICATIONS: Letter from The Frank Murphy Family thanking the Association for the flowers sent to their father as Past President.

DONATIONS received from the following: VINCENT J. HOFMAN - thru Co E for services performed, DR. D. CONSIDINE - thru Sgt. P. Dunnigan and his therapy class, JENNE C. BURKE - in honor of retired Officer Alex Groszard's 85th Birthday.

Treasurer Bill Parenti reported the following death: **LEO MAGUIRE:** Born in San Francisco in 1922, Leo joined the Department in 1945 at age 23, after several years in the Armed Services. Assigned to Taraval he worked there for two years, before being transferred to Central where he worked for 9 years. From Central to Park, to the Warrant Detail in Co K and then back to Park where he worked for several years, being known as the "Mayor of Haight Street." Leo was awarded the following: a 2nd Grade Meritorious for arrest of armed prowler on the premises, a 1st Grade for assisting in the arrest of 2 holdup men and the recovery of the loot, a Capt's Commendation for assisting in the arrest of an armed suspect who had killed a Police Officer, and a 3rd Grade for arrest of a suspect who seriously assaulted a teacher. Leo retired in 1975 at age 52 on service. He was just 60 at the time of his death.

NEW BUSINESS: Motion Sturken/2nd Hurley that a gavel be purchased for the Office of President. Approved. Tr. Hurley appointed to purchase same. Motion by Tr. Kemmitt/2nd Jordan that an attempt be made to enroll present members of the Department under the age of 45 that were not contacted while in the Academy or had failed to join while there. Approved.

There being no further business to come before the membership, the meeting was adjourned at 2:55 p.m. in memory of Bro. Leo Maquire.

Fraternally,
Robert J. McKee,
Secretary

TO ALL ACTIVE MEMBERS OF THE DEPARTMENT: IF YOU ARE UNDER 45 AND NOT NOW A MEMBER, YOU MAY CONTACT ANY OF THE FOLLOWING AND BE ADVISED THE STEPS TO TAKE TO BECOME A MEMBER. THE DUES ARE ONLY \$36.00 PER YEAR AND THE BENEFIT IS NOW \$7,000.00. CONTACT BOB MCKEE, 587-4570, BILL PARENTI, 681-6133, MIKE DEMMITT, 553-1426, BILL HARDEMAN, 553-1451, BOB KURPINSKY, 647-1671, MARK HURLEY, 992-9120, MICHAEL LENNON, 553-1101, FRANK JORDAN, 553-1345.

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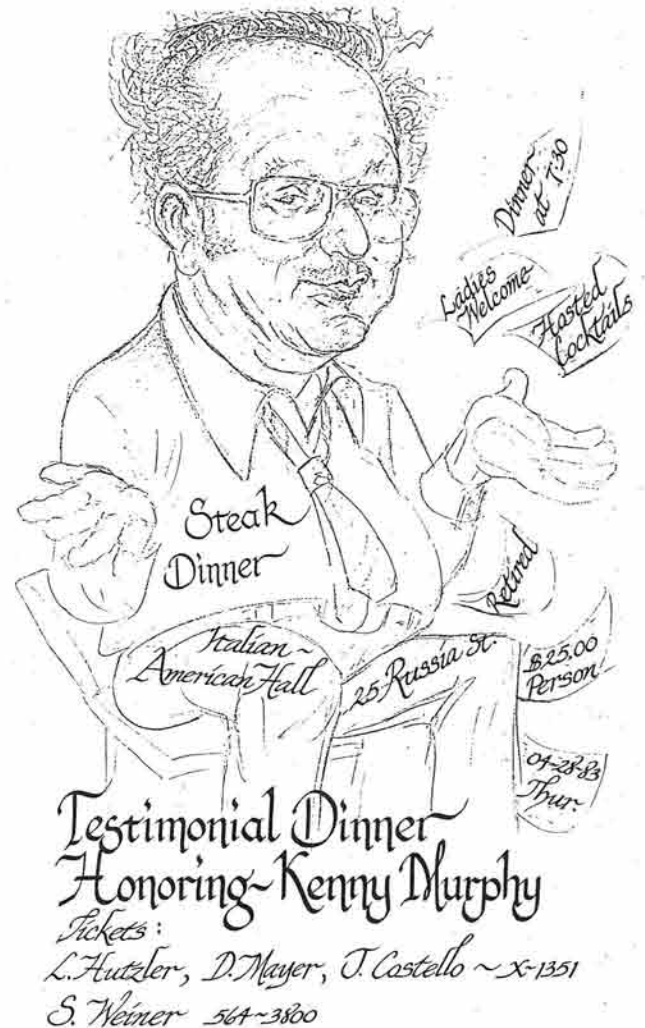
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ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 510 - 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

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

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Secretary's Column

By Gerry Schmidt

"THREE DOT JOURNALISM"

Dear Herb Caen:

If you have a particular problem with the way in which the San Francisco Police Department performs any of its functions a suggestion might be to not cloak your dissatisfaction with what, in my opinion amounts to cheap shots at the working men and women who are doing police work; rather take your criticisms to the appropriate source.

In the past you've not hesitated to print information which, lacking objective and thorough reportive investigation has shed the working police officer in an unfair if not embarrassing light. Of course I realize that this is the nature of your column. I specifically draw your memory to Sunday, November 28, 1982, when you devoted the majority of your column to criticizing the performance of officers responding to a pursesnatch which had occurred aboard a Muni bus.

What about mentioning the excellent work done in solving the nationally publicized Honig brothers case?

If you wish to come out I'll show you what the working police officer deals with and the way in which they're equipped. Perhaps then your biting criticisms would be directed to the appropriate place.

Police officers everywhere depend on healthy-positive relationships with the public for which they work. It would be nice if in the future we could rely upon you to enhance that relationship. You see, all too often our lives may depend on it.

Sincerely,
Gerald J. Schmidt
Secretary - P.O.A.

P.S. The Joy Terry matter was solved via persistent dedication on the part of hard working police officers. I would welcome an opportunity to review that case with you as well as many of the circumstances as you described them were entirely inaccurate.
cc: The San Francisco Chronicle Editor

Treasurer's Column

by Duane Collins

MONEY

RETRO CHECKS, Proposition "G" Stings again

The 126th and 127th recruit classes are feeling the sting of Proposition "G" as the Solo motorcycles did in 1979. For those of you who were not around then, the solos were paid \$172 per month hazard pay, but after Prop "G" they found their pay frozen at that level because they were making more than the survey average. They were stung when the "SUNSET CLAUSE" came into effect on June 30, 1979.

This section stated that no officer shall suffer a salary reduction prior to that date, everyone expected hazard pay to catch up by then, it didn't. Their pay was cut \$64 per month! The Association fought and lost that one. The solos are not yet at their previous level. Now the 126th and 127th are being denied back pay because they received no raise that year, the suit we won stated the L.A. raise be included in the survey for that year, it now has been applied and still no raise for these two classes.

Salary 3rd yr. Patrolman for 77/78:

hired before 7/1/76	after 6/30/76	with settlement
\$1553 month	\$1512 month	\$1550 month

Still no raise, still no retro, our attorneys are looking into an action, but chances are slim to none.

PAY RAISE 83/84

Every year around this time I get asked what it looks like for our raise this year, so here is my prediction for the upcoming wage survey. As you may recall, L.A. was not included in our survey, again, last year, this was due to the nature of their impasse, in 77/78 the wages were settled and the impasse was over benefits. This time the impasse was over wages, even though they were made retroactive to our survey period, they were not included. (We are looking into that one for possible action). What we will have is two years of L.A. raises, with the rest of the cities around 6 or 7 percent, we can look for a raise of 8 to 10 percent, not bad when you consider the inflation rate, looks like we might make up some of that lost ground from a few years back.

RICHARD E. GEORGE PRODUCTIONS

We are negotiating a new benefit show contract this year and I anticipate a fair increase in revenue from these negotiations, by the way 25% of this goes directly to our community service committee.

Any questions about money or ideas for articles drop me a line at the P.O.A. office.

VICE PRESIDENT'S COLUMN

By Paul Chignell

COPS NEW DIRECTION

As I assume the leadership of the California Organization of Police & Sheriffs, there are many challenges ahead in 1983. Our commitment to the membership and to the public that we serve will continue in the most professional manner with the full participation of the elected Board of Directors.

In an era of declining revenues from the State of California, our rank & file members will be put to the test in negotiations with their local jurisdictions and we must be ready to assist with all of our resources so that equitable contracts result from the bargaining process.

In the legislative arena, there will be continued attempts by certain politicians to erode our hard earned disability protections and to deny us binding arbitration as a part of the bargaining process.

We must continue our perseverance to achieve stronger sentencing laws, such as many that passed in the last legislative session, and to implement changes in the law so that police officers who are discriminated against or defamed may have proper and expeditious recourse in the Courts.

COPS was formed almost nine years ago because other state organizations could not or would not fulfill the genuine aims that our members in the front line of law enforcement deserve. The reasons for the original formation of COPS continue today with many of the same issues still to be resolved.

With the same problems to resolve does the California Organization of Police & Sheriffs need a new direction?

In some ways we do!

As an organization, our current Board of Directors is composed of a strong and unified group fully representative of the membership as a whole. There is a commitment from the Board to assist our able General Manager and staff in a recruitment drive throughout the State of California. For example, Michael Scott, President of the Daly City Police Officers' Association, a new member of the Board of Directors, is already spearheading a recruitment drive in San Mateo County.

Our legislative program recently was dormant. The Board has authorized the hiring of a full-time lobbyist with excellent credentials in his field. Bill Hemby, member of the Youth Offenders Board and former Executive Officer with the San Francisco Police Officers' Association and of COPS has already started his work in the Capitol to support legislation in our interests and to oppose bills that are inimical to the goals of our organization. The hiring of a lobbyist was an important first step to achieve more respect and power in the hallways of the State Capitol.

Our staff in the Burbank office is available twenty-four hours a day to assist the membership and have been given the charge by the Board of Directors to be fully accessible to the membership. General Manager Al Angele and Director of Education Mike Chernus as well as Business Agent Bob Peters have great credentials to address the day to day problems of our membership.

COPS is blessed with two fine practitioners in the legal profession, Mike Hannon and Paul Schelly. Their legal plan under the auspices of COPS will continue in 1983 and I urge all member organizations that are not in the plan to contact Al Angele or the attorneys and consider seriously the benefits that the plan can provide to the local association. In 1983 we will be on the road to show new Associations that our legal plan is a major benefit of joining the California Organization of Police & Sheriffs.

During 1983 I pledge to you that under my leadership COPS will be responsive to the membership through a fully participating Board of Directors, that we will be highly visible in the State Capitol guarding your interests and that I will be personally available to any local association that needs assistance in any area.

Together we can make 1983 a successful year for peace officers in California. Let's join together to further our goals!



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President's Message

by Al Casciato

The first month in office has proven to be very interesting. Reorganization was the main thrust and with the help of many members both active and retired I believe that we are well on our way to providing more efficient service to the membership.

In thinking of how I could best communicate the complexities of our organization, to each and everyone of you, I've decided to prepare an in-depth report that will be sent to each of you in about a month. In the meantime be sure to read the paper thoroughly, keep abreast of the bulletins, and check regularly with your station representatives for updates, who should be keeping you abreast of all P.O.A. activity.

New POA head reveals key plans

by Dan Borsuk

Newly elected San Francisco Police Officers Association leader Sergeant Al Casciato plans to make a number of significant reforms during his two-year stint, but one stands out prominently.

Casciato wants the POA to produce reports — and that means lots of reports. Getting the membership informed will be his main thrust as president.

"My whole campaign was built around better communication between the members and the organization and in return the organization to the members. I ran a positive campaign. I ran strictly on the issues," the 33-year-old Casciato commented on why he beat two-term incumbent Bob Barry in the tight February election.

Basically, Casciato is a committee-minded man. He has delegated a great deal of information gathering duties to those committees.

For instance, he's formed a new Office of Civilian Complaints Committee that will monitor the OCC.

A new committee Casciato has formed is a Police Museum Committee. The Police Department doesn't have a museum and Casciato thinks a museum will provide a positive impression about the history of San Francisco police.

Casciato has expanded the POA's old Uniform and Safety Committee from three members to 10 members. Seven committee members will be assigned to dig up information on a variety of police safety issues and to obtain pertinent information the POA can forward to the members and politicians at City Hall.

"They (POA's 1,970 members) are going to get the information. It's going to be complete. That's the theme of my campaign...to get the information out."

When asked what his reforms will mean for the public in providing improved police service, Casciato, replied:

"What you will see as a result of all of this is if officers get positive information they will be thinking and operating in a positive manner. You will see more enthusiasm on the part of police officers. They are going to feel good dealing with the community and the community will feel good dealing with the police officers."

The San Francisco native and Sacred Heart High School graduate thinks that his predecessor, Bob Barry's major stumbling block in gaining re-election, was not providing officers with an adequate flow of information on the issues.

Even so, Casciato married and the father of two children, narrowly beat former POA President Bob Barry in the election by 27 votes, 687 to 660.

Most of his support came from the district police stations, but he garnered a sizable number of votes from headquarters where he was most recently assigned.

Reprinted from S.F. Progress,
Friday, April 1, 1983

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DEPENDABILITY

AB 187

Submitted by Paul Chignell

continued from page 1

and participate in the activities of employee organizations for the purpose of representation on all matters of employer-employee relations. The chosen employee organization has a right to represent its members and the scope of such representation includes wages, hours, and other terms and conditions of employment. Representatives of the public employer are required in this connection to meet and confer in good faith and endeavor to reach agreement with the employee organization, and, if agreement is reached, to prepare a nonbinding memorandum of understanding and present it to the governing body of the public employer for determination.

Also, under existing law firefighters are statutorily prohibited from engaging in strikes, and other local public agency employees do not have the right to strike pursuant to judicial interpretation.

This bill would make a peace officer of a local public agency who engages in a strike against his or her employer subject to immediate termination or liable for a \$500 civil penalty for each day the officer remains on strike. It would impose a procedure for the mandatory binding arbitration of labor disputes between peace officers of local public agencies and their employers.

Article XIII B of the California Constitution and Sections 2231 and 2234 of the Revenue and Taxation Code require the state to reimburse local agencies and school districts for certain costs mandated by the state. Other provisions require the Department of Finance to review statutes disclaiming these costs and provide, in certain cases, for making claims to the State Board of Control for reimbursement.

However, this bill would provide that no appropriation is made and no reimbursement is required by this act for a specified reason.

This bill, in compliance with Section 2231.5 of the Revenue and Taxation Code, would also repeal, as of January 1, 1989, the provisions contained in the bill for which state reimbursement is required.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: yes.

The people of the State of California do enact as follows:

SECTION 1. Chapter 10 (commencing with Section 1138) is added to Part 3 of Division 2 of the Labor Code, to read:

CHAPTER 10. PEACE OFFICER LABOR DISPUTES

1138. The Legislature hereby finds and declares that strikes and work stoppages by peace officers are a matter of statewide concern and are not in the public interest. The Legislature further finds and declares that compulsory and binding arbitration is the appropriate method for resolving disputes that lead to these strikes.

It is the intent of this chapter to prohibit strikes by peace officers employed by any public agency, as defined pursuant to subdivision (c) of Section 3501 of the Government Code, and to establish impasse remedies, including mandatory binding arbitration in lieu of strikes or work stoppages by these peace officers. It is further the intent of this chapter that these provisions shall be construed to apply to all charter cities, charter counties, and cities and counties in this state. It is not the intent of this chapter to alter the scope of bargaining provided for in Section 3504 of the Government Code.

1138.1. The provisions of this chapter shall apply only to peace officers, as defined by subdivisions (a) and (b) of Section 830.1 of the Penal Code, where these peace officers are employed by a public agency as defined by subdivision (c) of Section 3501 of the Government Code.

1138.2. (a) If any peace officer willfully engages in a

strike against his or her employer, the peace officer shall be subject to immediate termination or liable for a civil penalty of five hundred dollars (\$500) for each day the officer remains on strike. The county district attorney shall enforce the provisions of this section upon the complaint of the public agency with peace officers on strike. After a complaint has been filed with the county district attorney pursuant to this section, the complaint shall not be withdrawn by the public agency. All civil penalties collected pursuant to this section shall be deposited in the general fund of the county.

(b) As used in this section, the term "strike" means any concerted stoppage of work by employees and any concerted slowdown or other concerted interruption of operations by employees including, but not limited to, the activities commonly described as "blue flu," "green flu," "sick in," "sick out," or "work to rule."

1138.3. (a) If a mediator agreed to by the parties is unable to effect settlement of a controversy between the public agency and the representative of the certified employee organization, composed of peace officers, within 10 days after his or her appointment, or if the parties are unable to agree to appointment of a mediator pursuant to Section 3505.2 of the Government Code, either party may, by written notification to the other, request that their differences be submitted to binding arbitration.

Within 24 hours after receipt of the written request, each party shall designate a person to serve as its member of the arbitration board. Within five days thereafter, or within any additional periods to which they mutually agree, the two members of the arbitration board appointed by the parties shall designate an impartial, competent, and reputable person, from a list submitted, as provided in paragraph (1), by the State Mediation and Conciliation Service, to act as chairperson of the arbitration board.

(1) The State Mediation and Conciliation Service shall provide the parties with a list of five competent and experienced arbitrators, familiar with matters of employer-employee relations in the public employment sector, and certified by the service as arbitrators qualified to carry out the duties and standards of this chapter. The parties may mutually request a list containing more or less names than five, so long as the number requested is an odd number. The parties, if they cannot agree on which of the listed persons shall serve on the board, shall alternately strike names on this list, with the first party to strike to be determined by lot. The last name remaining on the list shall be the third member of the arbitration board. The arbitration board selected shall have the powers enumerated in this chapter and shall be deemed ex officio agents of the State Mediation and Conciliation Service and of the local public agency which is a party to the dispute.

(2) The Director of the Department of Industrial Relations shall promulgate rules and regulations by which the State Mediation and Conciliation Service is to determine the competence and experience of persons to be certified by the service to serve as members of arbitration boards, and to carry out the duties, standards, and responsibilities described in this chapter.

(b) The arbitration board shall, within 10 days after its establishment, meet with the parties or their representatives, either jointly or separately, and shall make inquiries and investigations, hold hearings, and take such other action, including further mediation, that the arbitration board deems appropriate.

1138.4 For the purpose of its hearings, investigations, or inquiries, the arbitration board shall have the power to subpoena witnesses, administer oaths, take the testimony or deposition of the testimony or deposition of any person, and issue subpoenas duces tecum to require the production and examination of any employer's or employee organization's records, books, or papers relating to any subject matter in dispute. In the event of refusal to obey a subpoena on the part of any person or persons, the arbitration board shall have authority to bring an action to enforce the subpoena in a court of competent jurisdiction.

1138.5 (a) At the conclusion of the arbitration hearings the arbitration board shall direct each of the parties to submit, within the time limit prescribed by the board, a last offer of settlement on each of the remaining issues. The parties may also submit alternative last offers of settlement on any of the remaining issues within the time limit prescribed by the arbitration board.

(b) The arbitration board, within 30 days after the conclusion of the hearing, or any additional periods to which the parties agree, shall decide on each of the issues submitted by selecting the last best offer or alternative last best offer which most nearly complies with the applicable factors described in subdivision (c). The arbitration board shall not have jurisdiction to modify any of the offers submitted by the parties. The arbitration board shall mail or otherwise deliver a true copy of its decision to the parties and their representatives.

(c) The arbitration board shall base its findings, opinions, and decisions upon the following factors, as applicable:

- (1) The lawful authority of the employer.
- (2) Stipulations of the parties.
- (3) The interests and welfare of the public and the financial ability of the public agency to meet the costs.

(4) Comparison of the wages, hours, and conditions of employment of other employees performing similar services and with other employees generally, in public employment in comparable communities, and in private employment in comparable communities.

(5) The average consumer prices for goods and services, commonly known as the cost-of-living.

(6) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays and other excused time, insurance and pensions, medical, dental, and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

(7) Changes in any of the above factors which are normally or traditionally taken into consideration in the determination of wages, hours, and conditions of employment through voluntary collective bargaining, mediation, fact finding, arbitration, or otherwise between the parties, in the public service or in private employment.

(d) The decision of the arbitration board shall not be publicly discussed and shall not be binding for a period of 10 days. During that 10-day period the parties may meet privately, attempt to resolve their differences, and by mutual agreement amend or modify the decision of the arbitration board. At the conclusion of the 10-day period, which may be extended by the parties, the arbitration board's decision, as amended by the parties, shall be publicly disclosed and shall be binding on all parties.

1138.6 The provisions of Sections 1138.3 to 1138.5, inclusive, shall not apply to public agencies which, by charter, ordinance, or resolution have adopted a mandatory arbitration procedure which requires the submission of all unresolved disputes relating to wages, hours, and other terms and conditions of employment to an impartial, reputable, and competent neutral arbitration board, or other neutral arbitration board, or neutral and competent person, for binding determination.

1138.7. Unless otherwise provided in this chapter, the provision of Title 9 (commencing with Section 1280) of Part 3 of the Code of Civil Procedure shall be applicable to any arbitration undertaken either pursuant to this chapter, or to the provisions of a local charter, ordinance or resolution.

1138.8. This chapter shall remain in effect until January 1, 1989, and on that date is repealed.

SEC. 2. No appropriation is made and no reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution or Section 2231 or 2234 of the Revenue and Taxation Code because the Legislature finds and declares that there are savings as well as costs in this act which, in the aggregate, do not result in additional net costs.

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154th GRADUATES

(Officer Philip J. Tummarello #803, currently assigned to Co. A. gave the following address Monday, March 7th, 1983, on the occasion of 154th Recruit Class Graduation. The Academy staff gave Officer Tummarello (154th Class President) high marks for aggressive participation in all phases of training; his remarks speak for themselves.

Editor)

Rabbi Asher, Commissioner Toler, Chief Murphy, distinguished guests, families and friends, on behalf of the 154th Academy Class, I would like to thank all of you for participating in tonight's graduation. This is an intensely emotional evening for each of us, as it is the culmination of seventeen (17) weeks of very hard work and anticipation.

We came together seventeen (17) weeks ago as forty-four (44) individuals bound by a common feeling of needing to serve our community as police officers. We stand before you tonight thirty-eight (38) graduates of the Police Academy who now work as a cohesive unit of trained officers ready and eager to take our place on the street with our fellow officers, so that the innocent may take their rightful place in society without fear or intimidation. We feel a great sense of pride in belonging to an exclusive group of men and women dedicated to public service.

Upon our arrival at the Academy in November, we all had preconceived ideas as to what a police officer was. These impressions were largely formed by the image of the police projected by the media. At the Academy we were introduced to the reality of the situation. We found that officers need a real working knowledge of criminal law, laws of arrest and laws of search and seizure. It was made clear to us that a police officer must drive with the skill of a race car driver in order to negotiate the streets of this city safely when responding to an emergency call. We were also made painfully aware that an officer needs the physical stamina of a decathlon athlete. We found out that unlike television "cops" we will spend up to fifty percent of our time responding to family disputes and that these very disputes that visit virtually all households are responsible for the greatest proportion of injuries and fatalities suffered by police officers.

In responding to family arguments or landlord/tenant disputes or labor demonstrations, we are not only to act as law enforcers but also as mediators who must try to find common ground between two (2) diametrically opposed groups. In that tenuous position, it is the police officer who becomes the target of displaced anger and frustration felt on both sides of the question. It isn't an enviable position to be in but we readily accept it as our responsibility.

This country was founded on the principles of individual rights and the freedom to self expression. There is no other city in America that holds these principles more dearly than San Francisco. As police officers, we are responsible for protecting individual liberties while simultaneously safeguarding the rights of the community as a whole. This is one of the great questions that face any free society — when do the rights of the individual become secondary to the rights of the society at large? The well-intentioned legislators who were so concerned with the rights of the accused are now trying to strike a balance with the rights of the victims of criminal assault. As a people, we are sending out the clear message that we refuse to be bullied by the habitual offender to the extent that the elderly fear for their safety as they fall prey to cowardly assaults; parents fear for the well being of their children to walk to school safely without being subjected to the influence of drugs and alcohol; and shopkeepers wonder if they will be next to suffer the wrath of a socio-path like the one who held up the See's Candy Store a few weeks ago who coolly and calmly murdered a woman whose greatest threat to the criminal was offering no resistance.

I remember growing up in New York a little over twenty years ago and recall a city rich in cultural diversity and heritage. A city where you could walk relatively free and enjoy all the special things the city had to offer. It was then, what San Francisco is today, a wonderful place to live. Today, New York is a place where the people are no longer safe or free and are virtually held hostage during the night by criminals. We dedicate ourselves to never letting that happen to San Francisco.

It must be noted, however, that even the best efforts of this or any other law enforcement agency cannot eradicate the problem of crime by themselves. It will take the concerted effort of the Police Department, you the citizens, by taking a more active role in the affairs of government, and the political institutions of the country to become more sensitive to the genuine needs of her people. Otherwise, the problem will continue to get worse.

We would like to publicly acknowledge the efforts of the Academy staff, especially our own TAC staff for instilling in us a sense of pride in what we have become and for instructing us in the highest traditions of the

department. We recognize our uniforms as a symbol of public faith and we accept it as a public trust to be held as long as we are true to the ethics of police service. With this in mind, we firmly support the efforts of Chief Murphy in maintaining the high standards and integrity of the department.

The most distinguishing characteristic of the 154th was the amount of support and concern we shared for each other. We were always supportive of each other to perform to the best of our ability even in the face of head to head competition.

As our class suffered the loss of many of our friends who for a variety of reasons couldn't graduate with us tonight, the class never lost sight of our immediate goal which was to see that as many of us who could complete the program, did complete the program, so that we could assume our roles on the street. Our parents and families should feel a great sense of pride and accomplishment as we do.

Finally, this class represents every ethnic, racial and social concern that gives this city its special flavor. Humbly, we suggest that perhaps the city can learn a lesson from us. When a group of people, no matter how varied their individual backgrounds are, can share a common vision and sense of purpose, nothing will stand in their way to prevent them from achieving their goals — a people united will never be defeated.

PEACE OFFICER RECORDS

March 22, 1983
Maxine Waters
California State Assembly
State Capitol
Sacramento, CA 95814

Assemblywoman Waters:

The California Organization of Police and Sheriffs strongly opposes your legislation AB 1540 concerning peace officer personnel records.

The current protections in the law under sections 832.5 and 832.7 of the Penal Code were passed and implemented after exhaustive research and compromise.

We request you withdraw AB 1540 or in the alternative meet with rank and file law enforcement groups to fashion legislation agreeable to all.

Respectfully
Paul C. Chignell
President, COPS

ASSEMBLY BILL

No. 1540

Introduced by Assemblywoman Maxine Waters

March 3, 1983

An Act to amend Section 832.7 of the Penal Code, relating to records.

LEGISLATIVE COUNSEL'S DIGEST

AB 1540, as introduced, M. Waters. Records.

Existing law makes peace officer personnel records and records of citizens' complaints against peace officers confidential and prohibits disclosure thereof in civil proceedings except by a specified discovery procedure. Investigations or proceedings concerning the conduct of police officers or a police agency conducted by a grand jury or a district attorney's office are excluded from that provision.

This bill would also include an investigation by a duly authorized board or agency composed of civilian investigators within the exclusion.

This bill would also make a technical change.

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

The people of the State of California do enact as follows:

SECTION 1. Section 832.7 of the Penal Code is amended to read:

832.7. Peace officer personnel records and records maintained pursuant to Section 832.5, or information obtained from such records, are confidential and shall not be disclosed in any civil proceeding except by discovery pursuant to Section 1043 of the Evidence Code. This section shall not apply to investigations or proceedings concerning the conduct of police officers or a police agency conducted by a grand jury or a district attorney's office or a duly authorized board or agency composed of civilian investigators.

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CHANGES SINCE PROP. 8

by William Louis Fazio
Assistant District Attorney

Since the passage of Proposition 8 on June 8, 1982, our courts (San Francisco) have attempted to impose the letter and spirit of the law. Proposition 8, a multifaceted piece of legislature, has apparently made major changes in the field of search and seizure. This article and following ones will reflect upon these changes.

SEARCHES BY PRIVATE PARTIES

The California Supreme Court in *People v. Zelinski* (1979) 24 Cal. 3d 357 stated that under certain circumstances a search conducted by a private party, not at the direction of law enforcement officials, was subject to the exclusionary rule and any evidence thus discovered was suppressible.

Under the provisions of Proposition 8 "independent state grounds" have been effectively done away with, leaving any interpretation to be based on an analysis of the United States Constitution.

The United States Supreme Court has consistently ruled that the Fourth Amendment's protection against unreasonable searches and seizures applies only to the fruits of searches and/or seizures conducted by or at the direction of government agents.

"STANDING"

California cases have long held that if evidence was illegally seized from A but incriminated B, B had the right to stand in A's shoes and have the evidence suppressed. This was known as the "vicarious standing rule."

However, interpretations of the United States Constitution by the United States Supreme Court have consistently held that one defendant does not have the right to claim "standing" to assert the illegality of a search or seizure of another.

MIRANDA

In *People v. Disbrow*, 16 Cal.3d 101, if a police officer takes a statement in violation of the *Miranda* decision the statement cannot be used under any circumstances.

The United States Supreme Court has come to a different conclusion. Under *Harris v. New York*, 401 U.S. 222, the United States Supreme Court has held that a defendant who takes the stand can be impeached by the use of a statement previously made to the police even if that statement was made in violation of the *Miranda* decision.

LINEUPS

The California Supreme Court decided in *People v. Bustamonte*, 30 Cal.3d 88, that a suspect is entitled to the assistance of counsel at a lineup prior to the filing of a complaint or the finding of an indictment.

The Federal Rule provides that a suspect is entitled to the assistance of counsel only at post-arrest lineups. That is, a suspect has no right to an attorney at a lineup until there has been the institution of formal proceedings, e.g., a complaint has been filed or an indictment has been found.


There are additional charges affected by Proposition 8 which relate to police work. Those will be dealt with in next month's article.




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KOBAN, Tambara Style

by Officer David Tambara
S.F. Police Department

This column, which Hokubei Mainichi has invited me to write, is dedicated to all of you who will take an active role in preventing crime and to those of you who are concerned about the safety of the community.

"Koban, Tambara Style" will give my opinions as a Sansei, as a member of the community, and as a San Francisco police officer. It will inform you about crimes of which I feel you should be aware. Being informed and learning from victims of crime is the beginning of crime prevention.

I am grateful for the opportunity to have this column in English and Japanese and for the assistance of Akira Matsuo, Julia Matisoo and Atsuyo Hiramoto of the Hokubei Mainichi staff.

From the community standpoint, I have had the privilege of knowing and working with:

- Steve Nakajo, Kimochi Inc., who was part of my peer pressure while attending Morning Star School. He has given me insights into the workings of the Issei community.

- Jeff Mori, J.C.Y.C., who has been explaining political viewpoints which I'm still trying to comprehend. He, along with his assistant Ron Sugiyama, is also teaching me the intricacy of dealing with the youth today.

- Danny Kuniyara, owner of Silver Fox Cleaners II, board member of J.C.Y.C., and my wife Jennifer's "big brother protector," who has accepted me as "family" and is trying to teach me philosophy. In his words, "You've got to have the right frame of mind, the responsibility to yourself as a man, and, in your heart, the feeling — kokoro to help the community and follow through."

These are just a-few of my associates in the community. There are too many to list them all, but I cherish all their friendships and ask for their continued support.

In the San Francisco Police Department I have the backing of my brother officers in the form of the San Francisco Police Officers Association. Special guidance comes from Inspector Juan Morales, General Works Unit, who writes a column entitled "The Police and You" for a Latino weekly newspaper, El Teimpo Latino.

"Koban, Tambara Style" will endeavor to follow his style. In his words, "In the battle against crime we should know the laws which apply, depending on the circumstances. The law states that we have the right to self defense, employing any method and whatever amount of force that is necessary — with certain limitations."

In essence, my intent is to provide information about crimes which threaten us and to give crime prevention tips so that we can more effectively combat those crimes and have a better and safer community for everyone.

I look forward to writing upcoming articles. If you wish to ask any questions or make any comments, please write me in care of Hokubei Mainichi.

Reprinted from Hokubei Mainichi, March 19, 1983

...Filante, Chignell set a record

By Jeff Greer
Of the II staff

The most costly Assembly election campaign in Marin history saw almost \$420,000 spent by the two chief opponents in the 1982 races.

The winner, incumbent Assemblyman William J. Filante, R-Greenbrae, outspent challenger Paul Chignell, San Anselmo Democrat, by almost \$100,000, county election records show.

Filante, who was unavailable for comment today, spent \$257,206 to Chignell's \$163,841, according to their final campaign statements filed Jan. 31.

"That kind of disparity in financing had something to do with why I got only 45 percent of the vote," Chignell said today.

"We'll have another round about a year and a half from now. People should take a look at where Filante gets his money."

Chignell stressed that he had supported the idea of public funding for campaigns, while Filante opposed it.

"I was somewhat embarrassed that I had to raise the money I did," he said. "Ten years ago, \$50,000 was a lot of money in an assembly race."

Filante's funds included \$239,776 in cash contributions and \$8,677 in non-monetary contributions, including use of airplanes.

Chignell's receipts included \$101,842 in cash contributions and \$64,263 in non-monetary support in the form of printing and postal expenses, mainly from the Democratic Legislative Fund in San Francisco.

Filante, a doctor, ended up with a deficit of \$22,420. Chignell, a San Francisco policeman, listed a deficit of \$6,469.

The final reports detail contributions from Oct. 17 to Jan. 31. Filante supporters donated \$47,047; Chignell backers, \$24,895.

Contributors who gave \$500 or more to Filante during the final reporting period, with previous contributions in parentheses, were: American Insurance Association Political Action Committee (PAC), San Francisco, \$500; J. G. Boswell Co., San Pedro, \$500; C. A. M. PAC, Los Angeles, \$500; C.Y.M.A. PAC, Moraga, \$1,000 (\$1,000); California Association of Collectors PAC, Sacramento, \$500; California Association of Dispensing Opticians PAC, Sacramento, \$500; California Hospital, Sacramento, \$500; California Medical PAC, San Francisco, \$5,000 (\$10,000); Campenue Corp., Newport Beach, \$1,050; Co-op of American Physicians Inc. PAC, Los Angeles, \$1,000 (\$1,500);

The Doctors Company, Santa Monica, \$500 (\$1,000); Evergreen PAC, Sacramento, \$2,500 (\$700); L. B. Futchman, Novato, \$1,000; Valerie and Henry Grausy, Ross, \$700; Crowley Towing and Transportation, San Francisco, \$500; Hughes Organization PAC, Las Vegas, \$1,000; Independent Bankshares Corp., San Rafael, \$700; Investigators and Security PAC, San Francisco, \$500;

National Medical Enterprises, Los Angeles, \$500 (\$350); Pearle Vision Center Inc., Dallas, Tex., \$750; SML Corp, Vallejo, \$500; United For California, Costa Mesa, \$5,000 (\$5,000); and T. J. Wenaas, Emeryville, \$700 (\$500).

Chignell contributions of \$500 or more during the period, with prior contributions listed in parentheses, were: Action for Better Health, \$1,000 (\$2,000); California Teachers Association for Better Citizenship, Burlingame, \$1,000 (\$1,060); California Trial Lawyers Association, Concord, \$2,000 (\$1,000); Floyd Cam-

paign Committee, Gardena, \$900; Friends of Art Agnos, San Francisco, \$1,000; Friends of John Vasconcellos, San Francisco, \$2,000; Golden Dragon Restaurant, San Francisco, \$2,000; Michael S. Hebel, San Francisco, \$1,000; Hofman Co., Concord, \$750; Metropolitan Parking Corp., San Francisco, \$1,000; California School Employees Association PAC, San Jose, \$500 (\$500); Animal Welfare PAC, Oakland, \$500 (\$45); Stephen W. Solomon, Inc., Marina Del Rey, \$500 (\$1,000).

Reprinted from Independent Journal, Feb. 14, 1983

SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

861-5060
510 - 7th St., 8/4 P., M/F

Please Read To All Watches

NO. 83-07

April 1, 1983

TO: ALL MEMBERS
FROM: PAUL CHIGNELL, VICE-PRESIDENT
SUBJECT: REQUESTS FOR INFORMATION
FROM INTERNAL AFFAIRS DIVISION

The Internal Affairs Division has instituted a new practice of requesting information from members involved in complaints made by citizens. A memorandum is sent to the officer requesting information in writing in lieu of an interview or in addition to an interview. This is a request, and not an order.

This matter was discussed at the last Board of Directors meeting of the Association and the following policy was adopted by consensus:

THE OFFICIAL POLICY OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION IS TO RECOMMEND TO THE MEMBERSHIP NOT TO SUBMIT WRITTEN MEMORANDUMS TO THE INTERNAL AFFAIRS DIVISION WHEN REQUESTED, UNDER THE ABOVE NEW PROCEDURES. THE OFFICIAL POLICY OF THE ASSOCIATION CONTINUES TO BE THAT AN OFFICER UNDER INVESTIGATION SHOULD CONSULT WITH HIS/HER REPRESENTATIVE AND ONLY ANSWER INTERNAL AFFAIRS' DIVISION INQUIRIES WHEN A DIRECT ORDER FOR INTERROGATION IS MADE.

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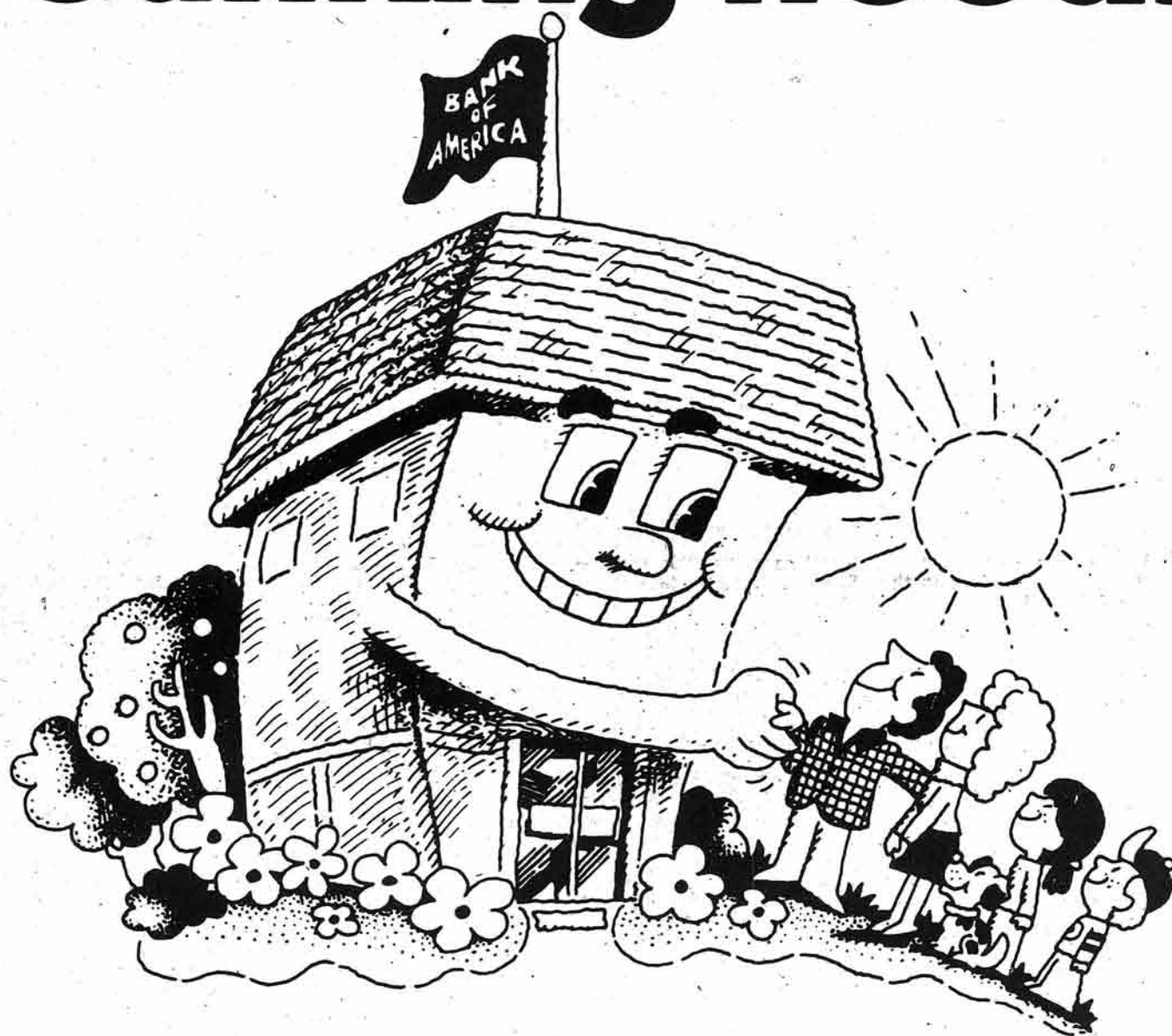
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March 1, 1983

Board of Directors Meeting

The meeting was called to order at 1608 hours. There were seventeen (17) members present and four (4) excused. Present: Lum Linehan, Keys, Dempsey, Parenti, Connolly, Maloney, Doherty, McAllister, Ballentine, Dito, Huegle, Bell, Schmidt, D. Collins, Chignell and Casciato. Excused: Pera, T. Collins, Rapagnani, and Hebel.

The first order of business was a motion by Ballentine which was seconded by Dempsey to provide outgoing President Bob Barry a token of esteem in the form of \$100.00. The motion was amended by Chignell to also provide two (2) additional weeks vacation for Brother Barry at the expense of POA. The motion passed unanimously.

Brother Dave Tambara then made a presentation in behalf of Kimochi. M/Ballentine S/Maloney to donate \$1,500 to Kimochi. Motion passed.

Brother Robert Bronson then addressed the Board of Directors; distributed a letter from Brother Dave Bowman relative to the Sergeants Committee for a Valid Lieutenant's Examination. It is his contention that the language in the complaint of intervention filed by the POA Attorneys contains a statement which could be considered as favoring the City of San Francisco and the successful candidates which is in conflict with a motion made by the Board at the previous meeting wherein it took a position of neutrality with regards to content validity of Phase I of the Q-60 examination. He referred specifically to line 9 on page 4 of the complaint wherein it requests a "declaration of this court that the lieutenants' examination administered in Phase I, July 31, 1982 does not constitute a violation of state law, City and County Charter, Civil Service Commission Rules, California and United States Constitution."

Brother Bowman wanted to put the entire Board of Directors on notice that this intervention had taken

place and that the Sergeants' Committee for a Valid Lieutenants Examination were requesting that the attorneys retract this complaint and re-file a complaint which stresses their neutrality or file a complaint of neutrality.

A discussion then took place by the Board of Directors relative to Brother Bronson's request. M/Dempsey S/Doherty that our attorneys be advised to write a letter to the court regarding the Board motion of 3-23-83 and that the letter stress our neutrality and our role in court as it pertains fairness and the protection of all members' rights.

M/Ballentine S/Parenti to table the previous motion. Motion passed 9 to 7 to 1. Voting in favor of the motion were: Lum, Keys, Parenti, Connolly, Maloney, Ballentine, Schmidt, D. Collins, and Casciato. Voting against the motion were: Linehan, Dempsey, Doherty, McAllister, Dito, Huegle, and Chignell. There was one abstention: Bell.

Brother Henry Friedlander then gave an Election Committee report. Subsequent to the report it was motioned by Ballentine seconded by Maloney that the Election Committee look at ballots from the first election and that they be inspected to determine if double voting occurred that particular attention should be given to the envelopes. Motion passed unanimously.

Brother Chignell then gave a Vice-President's report wherein he mentioned that CUAV (Community United Against Violence) had made arrangements to address watches at Mission Station. CUAV is a self appointed watch dog group monitoring alleged police brutality. He also indicated that Roberto Hernandez who heads a group in the Mission District known as RAP had also attempted to see to it that observers from his group would be placed inside Mission Station. He indicated that the POA was taking action relative to both of these proposals. He then gave a COPS report wherein he indicated that there had been a purge of prior leadership recently of COPS and that as the new President of an organization with nearly 8,000 members an immediate goal of the organization was to institute a recruiting drive and he sought the support of fellow Board members.

There was no Secretary's report.

Under the Treasurer's report; M/Ballentine S/Chignell to adopt the Treasurer's report. The motion was adopted unanimously by a voice vote.

Brother Maloney then gave a brief report regarding the Memorandum of Understanding and indicated that it was his experience that the administration had stonewalled the attempts for a Memorandum of Understan-

ding entirely.

Brother Chignell then gave a Grievance Committee report wherein he cautioned all members once again to be aware of the newly imposed 30 day requirement for the submission of grievances.

A brief discussion then ensued wherein President Casciato indicated that he was in the process of developing a standard operating procedures manual for members of the Board of Directors and that he had also considered the development of POA training tapes, video tapes, to be used on Departmental equipment regarding current issues.

NEW BUSINESS

M/Chignell S/D. Collins that as per Article IV Section 7(a) of the Constitution and By-Laws that Mike Hebel be reappointed as the Welfare Officer for the organization. Motion passed unanimously.

M/Chignell S/Linehan that Pete Maloney, Reno Rapagnani and Duane Collins become the new members of the Publications Committee with Pete Maloney as the new editor. A lengthy discussion then ensued which for the most part dealt with the editor's position and reasons as to why Gale Wright should no longer be the editor. It was then motioned by Ballentine and Seconded by Dito to table the preceding motion. Motion to table failed. Voting yes on the motion to table were: Keys, Ballentine, Dito, Schmidt and Casciato. Voting no on the motion to table were: Lum, Linehan, Dempsey, Parenti, Connolly, Maloney, Doherty, McAllister, Huegle, Bell, D. Collins, and Chignell. The original motion was then voted on and passed as follows: voting yes—Linehan, Dempsey, Parenti, Connolly, Doherty, McAllister, Dito, Huegle, D. Collins, Chignell; voting no—Lum, Keys, Ballentine, Schmidt, Casciato. Maloney and Bell abstained.

Brother Lum then raised the issue regarding the fact that Brothers Dempsey, Jeong and Way were probably going to be appearing before the Grand Jury shortly and that indictments might be pending. After a lengthy discussion regarding the history and merits of the issue it was motioned by Parenti and seconded by D. Collins that a strongly worded Press Release expressing the POA's outrage assuming indictments were forthcoming by the Grand Jury be compiled and directed at Arlo Smith, District Attorney. Motion passed unanimously with one abstention.

Brother Linehan then presented a proposal to the Board put together by Actuary Bart Prien which requested an allocation of \$2,500 for a study by Bart Prien to examine the feasibility of a dental program for the POA. After a brief discussion the motion was withdrawn by Linehan.

Meeting adjourned at 6:31 p.m.

Submitted by:
Gerald Schmidt
Secretary

There is an inaccuracy in the March 1 Minutes of the Board Meeting. Brother Maloney, myself, cited progress and minor difficulties but cooperation by the administration. The major stumbling block was an impasse procedure and I am informed that that has since been accomplished.

The Editor

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March 24, 1983

Board of Directors Meeting

The meeting was called to order at 1:08 p.m. Present were: Lum, Keys, Dempsey, Parenti, Pera, Connolly, Maloney, Terry Collins, Jerry Doherty, McAlister, Reno Rapagnani, Jack Ballentine, Hebel, Dito, Huegle, Schmidt, Duane Collins, Chignell, and Casciato. Tony Bell was absent. Dan Linehan was excused.

President Casciato gave a brief report. He indicated that there was a poor response by station representatives in turning in names of those individuals interested in working on the various committees. He indicated that the committee assignments which would be made later in the meeting, would therefore be subject to amendment. He also took into consideration that many people are studying for the upcoming Sergeant/Assistant Inspector exam.

He then advised the Board of Directors to check their calendars for Saturday, May 7, 1983 for a Grievance Seminar. He then indicated that a survey of the membership, similar to one which was conducted by the POA in 1971 was being prepared and would be forthcoming within the next two or three months. The purpose of the survey was to identify and prioritize concerns of the membership. There is an agreement that henceforth, every Thursday morning between 9:30 and 12 noon, Meet and Confers on all items would take place and that the meeting would be scheduled every week unless cancelled.

Attorney Ralph Saltsman then gave a presentation regarding pending court matters. He indicated that on Monday, March 21, 1983, he made a presentation in court regarding the Garcia seniority matter. He gave a brief history of the matter, wherein he indicated that in May of 1975, Judge Peckham had ruled that 60 women be taken out of rank order on entrance lists and appointed, thereby passing over 60 male counterparts. By virtue of the appointments, people were bumped from Tier I to the second Tier retirement system, which came into being as a result of a charter amendment at about that time. The request being made before the court was that the 60 males affected be compensated for the unintended affect of Peckham's court order. That is, that they be compensated under the conditions of the Tier I retirement system. The judge took the issue under submission after asking whether or not the 60 individuals affected were readily identifiable. He indicated that he expected a decision within the next several weeks in that the major stumbling block to the litigation is that it should have been pursued in 1976.

Saltsman said that approximately two weeks ago he had argued before Judge Peckham a motion for leave to intervene in the case entitled "Sergeants' Committee for a Valid Lieutenants' Examination." The city had taken no position whatsoever in the matter. He indicated that there was an initial intervenor representing four sergeants who had passed Phase I of the examination. This person argued against the POA's intervention. He further indicated that after about an hour of argument before Judge Pollick, that he did in fact grant the leave to intervene. In the complaint, the POA is not listed as a complainant or a defendant, only as an intervenor. He then went into a lengthy discussion regarding all the possible different courses of action which could be taken by all of the parties regarding the Q-60 situation. He also discussed the legal aspects of the OCC (Office of Citizen Complaint) rules which had recently been adopted by the Police Commission.

Ralph then indicated that he had had a conversation that morning with the Los Angeles Police Protective League pertaining to the way in which they had conducted negotiations with the City of Los Angeles last year. An agreement on a contract had been reached last year after our pay survey had been taken. Their contract had not been ratified by their membership until September of 1982 and the contract was not signed un-

til October. He then indicated that in the 1977/78 lawsuit which the POA had litigated and won, the City of Los Angeles had also not signed a contract with the Protective League until November of 1977. The Protective League was going to provide him with information that had been given to them by the city during the course of their negotiations. Having won our lawsuit, there is now a standing Court of Appeals opinion regarding similar situations. He indicated that there was a possibility that there would be a legal framework by which San Francisco could use the standing court opinion to retroactively receive the raise back to July 1, 1982. It was a more remote possibility than was the case in 1977/78.

President Casciato stated that with regards to OCC, he had sent the Police Commission a letter formally requesting a Meet and Confer, therefore they adopted the rules pending Meet Confer with the POA.

Brother Chignell then gave a Vice-President's report. He first indicated that the POA office would be closed on March 29, 1983 for the purpose of finalizing cleaning out the office and files. He strongly urged Board members to, upon discovering that their members were being investigated for allegations of misconduct or excessive force, become involved as soon as possible in the investigation and further indicated that with swift involvement, often times the resolution can be less detrimental to the officer.

Under the Secretary's report, it was M/Chignell S/Ballentine that the minutes of the February 23, 1983 Board meeting be approved as published in the POA newspaper. The vote passed unanimously.

Brother Schmidt indicated that he was in receipt of a letter of resignation from retired representative Tony Bell who was not present at the meeting. He indicated that Robert McKee was going to be taking Tony's place as the retired representative.

Brother Duane Collins then gave a Treasurer's Report. M/Ballentine S/Rapagnani that Duane's report be approved. The vote passed unanimously. He then indicated that President Casciato had requested that he look into the 1977/78 retro situation. The Association had been put on notice late in 1982 that certain members would not be receiving retro checks. This comes as a result of Proposition G which was passed in June of 1976. Proposition G was specifically designed to separate the pay steps between the first, second, third and fourth year patrol officer. In order to achieve the goals of the charter amendment, certain officers had their annual pay raises frozen in order to create the disparity between themselves and other officers. As a result, even though the POA was victorious in the litigation, they will not be receiving retro checks by virtue of the fact that in 1977/78, they would not have received a pay raise anyway. During the course of discussion on this issue, Brother Harlan Wilson indicated that there were two specific academy classes that will not be getting a pay raise and a portion of a third academy class. Brother Collins was requested by President Casciato to compile a written report in behalf of the Board members pertaining to the 1977/78 retro situation. Brother Chignell requested that the attorneys be directed to look into the matter to see if there would be any relief available.

Brother Chignell then gave a COPS Committee report and indicated that a lobbyist had recently been hired by the organization. He indicated that Bill Hem-

by, former Secretary of the San Francisco POA and editor of the newspaper, had been hired on a trial basis as a registered lobbyist in Sacramento. Bill will be addressing the various Boards of Directors from the various organizations across the state pertaining to the legislative program of COPS and its progress.

Brother Chignell indicated that a critical piece of legislation that was progressing in the legislature currently is a collective bargaining measure which the COPS organization intends to monitor very closely. The consensus was optimistic on the bill's passage in both houses of the legislature, given their democratic majorities. He indicated however that Governor Deukmejian may be a stumbling block in the passage of a measure which is suited to our needs, that is a comprehensive collective bargaining with binding arbitration measure.

Brother Chignell then made mention of the fact that Assemblywoman Maxine Waters has authored AB 1540 which, upon passage, would have an eroding effect on the provisions safeguarding peace officers' rights as contained in their Bill of Rights, as well as certain sections of the penal code. He indicated that killing Assembly Bill 1540 had become another priority for the COPS organization. He indicated that recruitment efforts for the COPS organization had been stepped up and that steps have been put in motion to upgrade the quality and content of the COPS newspaper.

Brother Chignell then gave a Grievance Committee report. A significant issue which has recently been resolved by the Grievance Committee deals with the provision of a sufficient amount of locker and bathroom facilities for women police officers, as required by Section 2350 of the California Labor Code. By virtue of a grievance which had been filed out of Mission Station, the department has now taken steps to comply with that section.

Brother Hebel then gave a Welfare report wherein he indicated that the city, based upon the fact that Mrs. Macaulay has received some insurance benefits resulting from Sergeant John Macaulay's death, is questioning her status as his dependent and therefore whether or not she should receive benefits as a result of his death. Brother Hebel indicated that he would keep the Board posted as to the case's status.

Brother Schmidt then gave a report on a proposed \$100,000 appropriation currently off calendar of the Board of Supervisors' Finance Committee. The purpose of the appropriation would be to study the retirement

continued on page 10

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March 24, 1983

Board Meeting

continued from page 9

systems of police, fire and miscellaneous city employees for the purpose of lowering costs in behalf of the city. It is the city's contention, at this point, that lowering costs does not necessarily mean lowering benefits. Representatives of the various labor unions in San Francisco have met and will continue to meet to develop a course of action to monitor and deal with the appropriation. Their first priority is to have input as to the number of members and who they represent of a special task force which would conduct this study.

Brother Ballentine then gave a Federal Litigation Committee report wherein he indicated that the tentative consensus of the parties to the decree is that the Q-50/Q-35 exam will probably be put back for a period of two weeks. He further indicated that a few days prior to this Board meeting that Biddle and Associates of Sacramento had been selected as the exam consultant.

A lengthy and thorough discussion then took place between members of the Federal Litigation Committee and members of the Board of Directors pertaining to the current status of the Q-35/Q-50 examination. Attorney Saltsman indicated that he had stipulated to the Auditor/Monitor that it was the position of the POA that a cut-off score or a cut-off number for the first phase of the exam should be established prior to its implementation. A lengthy discussion then took place regarding the availability of books on the scope. Brother Hebel then made a motion S/Rapagnani that this Association adopt a policy position that no book appear on a bibliography for a future examination unless it is available to all members at least two weeks from the date of the scope announcement. Discussion on the motion then took place and the motion was amended to stipulate that no materials would appear on a scope which are not available within two weeks of the date of the scope announcement. The motion passed unanimously.

A motion was then made by Brother Ballentine S/Hebel that this Association direct our attorneys to file a motion in the Sergeants' Committee for a Valid Lieutenants' Examination litigation to vacate the stipulation which has been entered into by the city, that the City and County of San Francisco be enjoined from using the results of the examination until ordered to do so by the court or the case is heard on its merits. The effect of the stipulation by the city is that it precludes the use of the names of people who have passed the test for the purpose of making temporary appointments. The effect of the motion would be that it would allow the city to use the results of the examination if it deemed necessary. It was the opinion of the attorney that this motion would not have an effect or bearing on the Board's previous position of maintaining neutrality with regards to content validity of Phase I of the Q-60 examination.

Brother Dempsey then made a motion to table which was seconded by Brother Terry Collins. The motion failed. Voting no on the motion were: Lum, Parenti, Maloney, McAlister, Rapagnani, Ballentine, Hebel, Dito, Heugle, Schmidt, Duane Collins, Chignell and Casciato. Voting yes on the motion to table were: Keys, Dempsey, Pera, Connolly, Terry Collins, Gerry Doherty. The original motion was then voted on and passed. Voting yes on the motion were: Parenti, Pera, Maloney, Terry Collins, McAlister, Rapagnani, Ballentine, Hebel, Dito, Heugle, Schmidt, Chignell, Casciato. Voting no on the motion were: Lum, Keys, Dempsey, Connolly, Doherty. Brother Hebel then made a motion that would have the Association adopt a cut-off score of 60% or better for the Q-35/Q-50 examination, assuming Phase I were a qualifying phase (pass/fail). Lacking a second to the motion, President Casciato set April 7th at 3 p.m. for a special board meeting to discuss this issue, as well as other federal litigation matters.

GRANDMA'S SALOON

1232 Noriega St., San Francisco CA 94122
Phone (415) 665-7892

The meeting was then recessed for a meal period. The meeting was reconvened at 1610 hours.

Under New Business, M/Hebel S/Schmidt that the POA endorse F. Walter Johnson in his bid for reelection to the Health Services Board. The motion passed unanimously with Dempsey abstaining.

The Board then discussed a proposed amendment to the San Francisco POA Constitution and By-Laws pertaining to the creation of a Muni Transit Division representative position, as well as renaming the Field Patrol Company as the Tactical Unit. M/Schmidt S/Chignell to adopt the proposed amendment. The motion passed unanimously.

A discussion then took place pertaining to the transition of the editor's position of the Policeman newspaper to Pete Maloney. After a lengthy discussion, M/Chignell S/Parenti to rescind the motion of the Board made on March 1, 1983 pertaining to the creation of a new Publications Committee wherein Peter Maloney was designated as the new editor. The motion passed. Voting yes on the motion were: Lum, Linehan, Keys, Dempsey, Parenti, Collins, Doherty, McAlister, Rapagnani, Ballentine, Hebel, Dito, Heugle, Schmidt, Collins, Chignell and Casciato. Voting no was Connolly and abstaining was Pete Maloney.

M/Chignell S/Terry Collins that Duane Collins, Reno Rapagnani and Pete Maloney become the members of the new Publications Committee with Peter Maloney as editor. A lengthy discussion then ensued pertaining to Gale Wright's conduct as editor over the past several years. The motion passed. Voting yes on the motion were: Lum, Linehan, Dempsey, Parenti, Connolly, Terry Collins, Doherty, McAlister, Rapagnani, Dito, Heugle, Duane Collins and Chignell. Voting no were: Keys, Ballentine, Hebel, Schmidt and Casciato. Abstaining was Maloney.

After a brief discussion it was moved by Chignell S/Heugle to allocate \$752.50 for the purpose of hosting and entertaining the Royal Hong Kong Police Rugby Club. The motion passed with Connolly voting no and Dempsey abstaining.

A presentation was then made by Brother Walter Scott pertaining to the upcoming Police Department Run for Youth. Brother Scott presented a proposed budget for the second annual Run for Youth and also articulated the various ways in which the Police Officers' Association, as the main fund source, had received much notoriety at last year's first event. A discussion then ensued relative to the merits of the POA's continuing to fund this event and a motion was subsequently made by Brother Ballentine S/Terry Collins that \$8,137.50 be appropriated from the POA to fund the Run for Youth and that \$1,000.00 be solicited from Community Services to cover the overall costs of the run. The motion passed unanimously with the exception of Doherty who voted no.

M/Chignell S/Duane Collins to appropriate \$3,000.00 for the purpose of conducting an installation function for the new Board of Directors and that the president appoint a committee to look into the matter. The motion passed with Linehan, Dempsey, Parenti, Maloney, Terry Collins, Doherty, McAlister, Ballentine, Hebel, Dito, Heugle, Schmidt, Duane Collins, Chignell and Casciato voting yes. Voting no were Lum, Keys and Connolly.

President Casciato then made extensive committee appointments. M/Duane Collins S/Parenti that Al Benner be appointed the parliamentarian. The motion passed unanimously on a voice vote. M/Heugle S/Dempsey that the Legislative Committee as constructed by President Casciato be adopted. This motion also passed unanimously by a voice vote. It was then M/Linehan S/Schmidt that the Civil Service Committee as constructed by President Casciato be adopted. The motion passed on a voice vote unanimously. It was then M/Chignell S/Schmidt that the Community Services Committee as constructed by President Casciato be adopted. The motion passed unanimously by a voice vote.

There being no further business, it was then moved and seconded to adjourn. The meeting was adjourned at 1822 hours.

Submitted by:
Gerald Schmidt
Secretary

Resolution of Support

Robert F. Barry, Pres.
San Francisco Police Officers Assoc. No. 28
510 - 7th St.
San Francisco, CA 94103

Dear Mr. Barry,

The International Ladies' Garment Workers' Union is launching a Spring Offensive Against Imports 1983.

We need the support of the entire Labor Movement to make this Spring Offensive a success.

As you know, imports from low wage nations have been a plague in our industry for many years now. In the past we have gone to the American people and the American Government to try and persuade them to limit the imports flooding our shores. As a result of our efforts, we have managed to slow down the flow of imports somewhat, but it has not been enough. Year after year, the imports have continued to grow, and now the threat is greater than ever. We are forced to plead our case across the nation.

Unless we can convince the lawmakers in Washington to put a lid on imports, the entire garment industry could eventually be wiped out.

Imports are not just our problem any more, for the first time, many others are working up to what we have been saying for so long.

Steel and Autos have been crippled. Small communities across the Nation have been devastated, others are fearful about the future.

The apparel/textile industry provides jobs to 1,604,000 workers. That is one out of every eight workers. That is one out of every eight workers in manufacturing. More than Steel, Autos and Chemicals combined. When the apparel/textile industry is in trouble, the entire American economy is in trouble.

Imports are killing us. There is no way an American worker can match 63¢ an hour in South Korea, 16¢ an hour in China without bringing back the "Sweatshop." Unemployment will rise, we must stop importing unemployment.

Isn't it time that America woke up?

Enclosed, please find a copy of a "resolution" we are asking you to adopt in support of our Spring Offensive Against Imports.

Very truly yours,

Mattie J. Jackson, Vice-Pres.
International Ladies' Garment
Workers' Union

RESOLUTION IMPORT ROLL BACK

The apparel industry is a major factor in the stability and economic well-being of our community.

Factories engaged in the production of American-made garments provide job opportunities and security for our citizens; ... Their payrolls contribute taxes to our government agencies; ... Their workers provide the purchasing power that keeps our service industries health and growing.

The very existence of this vital American industry is threatened by a rising tide of imported apparel from low-wage countries around the world. This take-over of the American market must be rolled-back and controlled — our factories must not be shut down — our citizens must not be forced to suffer unbearable economic hardship.

RESOLVED, that San Francisco Police Officers Assn.

hereby supports the International Ladies' Garment Workers' Union campaign to roll-back the flood of imported apparel to a controllable level, and give American workers and their employees a chance to compete in the marketplace under fair trade conditions.

Board of Directors authorization for the Resolution will be carried in the May issue of the Policeman in the minutes! Editor)

JOHN KIMAK



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LETTERS

Secret Service

Dear Mr. Casciato:

Thank you for your kind letter of sympathy for the tragic loss of our three agents.

During this difficult period, it is indeed a tremendous source of strength for me and my colleagues in the Secret Service to receive your words of comfort.

As you know, a memorial fund has been established on behalf of the families of the three deceased agents. Members of your organization wishing to contribute to this fund should send their donations to the following address:

U.S. Secret Service
Office of Public Affairs
1800 1G Street, N.W.
Room 805
Washington, D.C.
20223

Checks should be made payable to Mr. Robert R. Snow. All proceeds will be distributed evenly among the three families.

Your thoughtfulness is greatly appreciated.

Sincerely,

Robert R. Snow
Assistant to the Director
Office of Public Affairs

Dogs

Dear Editor:

I was reading your Policeman News today (because I don't have anything else to do) ("My boss told me to put that in") and I came across your article on page 16 — March on Pets and Older People" — I really enjoyed that article — it is so true. I have given a few older people dogs who's spouses have died, and they have been so thankful. It works! I've had a few friends of mine who have broken love affairs and I have suggested a dog — that WORKS WELL too!

I have a tee-shirt that says "The more I know about men, the more I like my dog" — I wore it when I was going through a divorce! (no offense if you are a man!)

All kidding aside — what a real nice article and WELL PUT!

From an Office Secretary
Bobbie Hopkins

Dear Editor:

Thank you so much for including the introduction from our Pets and Older People brochure in the March issue of the San Francisco Policeman.

The companionship of a pet can bring a special kind of joy to the everyday lives of older people. Like all of the Society's services, our Pets and Older People program also seeks to find good homes for the stray and unwanted animals at The SF/SPCA Shelter. We truly appreciate your interest and concern for

these two deserving groups, as well as the tremendous assistance given to The San Francisco SPCA by the City's police force.

Again, many thanks for your ongoing friendship and support. We are very proud to be associated

with San Francisco's finest.

Sincerely,

Richard Avanzino
President

I Apologize

Dear Mr. Maloney

I have sent the enclosed letter to American Poultry Co., hoping that they will publicly admit and take responsibility for their error.

The articles you printed in the "Policeman" about the undercooked chicken that was served during the Queen's visit were justified but very upsetting.

I would like to apologize for any inconveniences this may have caused any member of the Police Dept. We subcontracted this one part of the order out because we wanted everything to be just right. They delivered us a smaller chicken than we had ordered, shorted us by 51 quarters on the first day of delivery, and to top it off sent chickens that weren't thoroughly cooked.

We have a good reputation for our catering in the Bay Area, which has taken 19 years to build up, and I won't have it tainted by someone else's work no matter how big of a company they are. I will forward any correspondence from American Poultry to you.

Sincerely,
Ann Pacheco

American Poultry Co.
1925 Jerrold Ave.
San Francisco, CA 94124

Dear Mr. Kelly,

On the week of March 2, 1983, we received merchandise from your company, for a contract we had with the San Francisco Police Department for 2139 box lunches and dinners.

We served a total of 894 quarters of chicken for the two days. On Friday afternoon we received a phone call from a police Captain, complaining that 10 of his men had become ill after eating "half raw" chicken on Thursday night.

Upon examination of the chicken, we discovered that the breast pieces were cooked and the thigh and leg pieces were not cooked. I immediately phoned your company and a salesman stopped by our store and agreed that they were indeed undercooked thigh and leg quarters of chicken. We then unwrapped the 146 quarters we were serving Friday night and replaced the thighs with breast pieces of chicken.

We had served 748 dinners on Thursday night and the damage was done. I have enclosed two articles that appeared in the March issue of the official "Policeman" publication of the San Francisco Officers Association.

I have tried by telephone of March 8th, and in person of March 25th to talk to you with no avail. I have no intention of having a reputation that took 19 years to build ruined by an error that was made in your kitchen.

I expect your company to assume full responsibility for this error, and to do so in writing, to the editor of this publication, for the April issue.

Failure to satisfy this

matter immediately will result in an official letter from our attorney to your company and to the "Policeman" publication. Please notify me of your intentions.

Mailing address:

The San Francisco
Policeman
510 7th Street
San Francisco, CA
94103

Ann Pacheco, owner
John's Deli & Catering
928 Geneva Ave.
San Francisco, CA 94112

YMCA Youth

March 28, 1983
S.F. POLICE OFFICERS
ASS'N
510 7th St.
San Francisco, CA 94103

Dear Lt. Frazier,

Thank you for your generous pledge to support the programs of the Stonestown YMCA's 1983 Current Support Campaign. You will receive reminder statements in accordance with your instructions as to how you would like to complete your payment of your pledge.

You can be assured that your contribution to the YMCA will be used wisely in providing quality programs for youth and seniors. The Stonestown YMCA is continuing to expand its programs and services to all members of the community. The YMCA will periodically keep you informed of all its programs and activities.

Again I would like to thank you for your pledged contribution to the YMCA. It is through the support of individuals as yourself that the YMCA continues to be a viable community institution.

Sincerely,
Edward G. Munster, Jr.
Executive Director

Insurance

Dear Al:

In reviewing the POA policies, I found nothing wrong with the current Health policies, except your officers can't buy them anymore and I can't sell them. I'm sure those officers who have collected benefits from these, greatly appreciate how valuable they are.

As far as the Life policies are concerned, there are probably better policies available than what your officers are currently paying for. I'm not implying that they weren't right when purchased, but today there are policies designed to keep pace with interest rates as well as being able to adjust to a family's changing needs.

Recently, you and several other officers have started to receive letters from me regarding further premium payments. This is generally available to policies issued in 1973 or prior. It provides a means to discontinue premium payments without borrowing on the policy and without losing any benefits.

There are also policies available on a quasi group basis that discount premiums over what you would pay as an individual. These would be available on an annual enrollment period of sixty days.

Since I really haven't had an opportunity to meet with the POA, I'd like to take this time to promise continued good service that the late Colonel Jack Knoll gave you.

Best regards,
Mark Goodman

Challenge

3-10-83

Dear Al:

First Al, Congratulations on your election victory.

I felt compelled to write you to offer this as a challenge to see if you and your administration will DO something about this problem. Your predecessors have turned a deaf ear in the past.

This request is regarding PARKING for all OFFICERS. It should be noted that all district stations...Ingleside, Richmond, Park, Potrero especially have SOME parking...even in the area of the Northern Station and Central Station there is SOME...although admittedly not much...parking. Not so at the Hall of Justice..!

The Hall of Justice is a Joke...with all the previous parking around the Hall usurped by the department for PERMIT HOLDERS ONLY. The lot across the street on the 7th St. side was formerly available, but now inhabited by the Government Services Administration. The Patrolman reporting to work at the Hall of Justice has NO PLACE TO PARK... Permits are issued to the District Attorneys, Judges, Inspectors, but NOTHING for the Patrolman.

GRIPE: When days off are cancelled due to visiting VIP's i.e. Queen, President...etc. and there is NO place to park...then some mis-begotten low level brass sends someone of the meter checkers out to TAG... and all the officers working 12 and 14 hours a day...in the rain come back to find TICKETS on their windshields. REAL APPRECIATION!

SOLUTION: The POA should bring pressure to bear and the lot behind the Hall of Justice now a PAY LOT, should be made available to employees and of the Hall of Justice Civilians as well as Officers. The lot behind the traffic bureau should not be for D.A.'s...etc. Let them park in the lot along with the Officers and civilians who have been "walked on" long enough.

GRIPE AND INQUIRY #II: WHAT HAPPENED TO PATROLMAN II??? There are many patrolmen who wish to remain in the Patrol force, not as Sgt/Lt/Capt. etc., but as Patrolmen and those in-

dividuals were "SOLD OUT" for more Sgts..Lts..Capts... of which we already have TOO MANY.

So Al, How about it...show the Patrolman that you are going to DO something for him. Not by making way for more positions as Sgts., Lts. etc., but giving the patrolman the incentive for Patrolman II...III...IV. I will be anxiously awaiting your reply.

First time complainer (in writing)...

Officer John J. Grizzel
Solo M/c Detail
Traffic Division

Community Services

Dear Sergeant Casciato:

The Recreation and Park Commission, at its Regular Meeting on Thursday, March 10, 1983, formally accepted with expressions of public gratitude, a donation of \$1,000.00, from the San Francisco Police Officers Association, made through the Midget League Baseball Advisory Board, to be used for the purchase of uniforms and baseball equipment for the Summer Youth League.

The Commissioners and Department Staff expressed their heartfelt thanks to the members of the Association for this latest example of generosity and public service to the Citizens of the City and County of San Francisco.

Your kind assistance to the Summer Youth League is sincerely appreciated.

Very truly yours,
Eugene L. Friend
President
Recreation and Park Commission

Dear Friends,

Thank you for your generous donation to the Kimochi Home Project Building Fund.

Your concern and support are greatly appreciated.

Sincerely,
Sandy Ouye Mori
Kimochi Home Project
Building Fund

To the Community Services Committee:

This is to thank you for the donation of two hundred fifty dollars (\$250) for the Senior Advisory Councils' Fund. As you know, the money is used for purposes beneficial to seniors which would not be provided from grant money.

Our St. Mary's Cathedral event of last February is an example of how the money is used. In the past we spent \$2,500 on the food program and large amounts for the publication of our Senior Report.

Thank you very much!
Sincerely,
Thelma Kavanagh
Senior Escort-Outreach Program

Dear Mr. Casciato:

Thank you for your generous donation to our complaint mediation ser-

vice. We shall put the money to good use and will be able to buy much-needed supplies for consumer education to San Francisco residents.

We appreciate the continued support from your Community Service Committee. As you are aware, our complaint mediation service is free to San Francisco consumers and much of the work done here by volunteer students. They also appreciate the donation as it allows them to be reimbursed for special expenses they incur when giving presentations to seniors and community groups.

Again, thanks for your support.

Sincerely,

Laurel Pallock
Director, Mediation Services
Consumer Fraud Unit

Dear Mike

Dear Mr. Wallace:

Regarding your piece on the Tarentino death which you attributed to over zealous police officers indiscriminately wielding nightsticks to the head of a defenseless ex-marine who was on PCP.

PCP is a hallucinogenic drug which erases the user's pain threshold, as well as a powerful stimulant which can increase the user's strength tenfold. It is my experience that four police officers are seldom enough to overcome the physical resistance of a user on Angel Dust, and I instruct our police recruits that not only would four officers be ineffective in subduing a PCP user on a psychotic rampage, but the baton blows to the arms and knees as suggested by Tarentino's uncle are also totally useless since the user feels no pain, even though his bones are being shattered.

I suggest that ex-police detective Tarentino spend some time learning of the horrors of PCP, rather than shooting his gun in vacant fields, and I suggest that 60 Minutes learn what two sided journalism is.

Respectfully
Rene LaPrevotte

Congratulations

Dear Mr. Chignell,

Congratulations on your election as President of the California Organization of Police and Sheriffs. I look forward to maintaining and strengthening the working relationship and the bond of mutual trust between the Assembly Democratic Leadership and C.O.P.S.

The next year will provide a series of financial hurdles for the State and for local governments. It will be a difficult time for public employees. I hope we can work together to mitigate these circumstances.

Again, congratulations! I look forward to working with you in Sacramento.

Sincerely,
Mike Ross

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French Hospital's Are Lowest

S.F. BOARD OF SUPERVISORS APPROVES HEALTH PLAN PRICES FOR CITY WORKERS

SAN FRANCISCO, Calif. — In March, the San Francisco Board of Supervisors met and approved the 1983-84 rates for the five health plans offered to San Francisco City workers. The announcement revealed that for the first time, French Hospital's Plan offers the lowest employee rates - lower than the Kaiser Plan and three other plans. Only French has held employee contribution rates close to last year's, while the others have risen substantially.

City workers are offered a choice this May from among five selected Plans including Children's Hospital; Bay Pacific; City Administrated Plan; and Kaiser Foundation in addition to the French Hospital Health Plan.

French Hospital Health Plan is the oldest prepaid health plan in the U.S., and distinguishes itself in many ways — by providing excellent, high quality care and personalized service in a pleasant environment. With the French Hospital Health Plan, patients may choose their own primary care physician, available from among a panel of leading French Hospital staff physicians.

The state-licensed, prepaid French Hospital Health Plan offers many other advantages including prompt treatment and convenient parking in a secure neighborhood.

For employees with no dependents, there is no monthly charge. For employees with dependents, the French Hospital Health Plan has the lowest employee rates.

For more information on the Health Plan benefits offered to City workers, contact: Jerry Hill, French Hospital Health Plan, 4131 Geary Blvd., San Francisco, CA 94120, or call 666-8881.

AROUND THE DEPARTMENT

by Don Carlson

Those sheepish grins at Co. B may be from the half-dozen or so would-be sailors who signed up for "Patrol Boat" duty. Seems that some creative practical joker constructed a bogus "scratch," documenting the donation of a boat to the SFPD, earmarked to patrol the Bay "from Candlestick to the Golden Gate." After the scratch was put on the reading clip, two or three coppers actually requested transfers to this new, specialized Unit, even though it was projected to operate from 1600 through 0800!

That isn't an explosion you hear in the background, it's the continuation of the Department's "Baby Boom": on March 7, Susan and Ralph Schoenstein (Co. I) welcomed JASON ERWIN into the world; Jason (9 lbs., 2 oz.) joins his 18-month-old brother, Brian, in the Schoenstein house....Co. H's Gil Chang reports that his wife, Norma, gave birth on March 13 to 8 lb., 2½ oz. TREVOR JONATHAN (T.J.?) Chang....and finally, another Jason — JASON JOSEPH — greeted his mom, Maureen D'Amico (FTO), and dad, John Gallagher (Co. E), on March 14, weighing in at 7 lbs., 10 oz. Rumor has it that J.J.'s DOR showed a "7" for Appearance, but a "1" for Knowledge; of course, he's still in the limbo period!

The Centurions, despite a 35-15 loss to LAPD on March 19, all made it home intact, though Co. E's Joe McKenna still has a distinct ringing in his head, thanks to a concussion sustained in the game. And, no, it isn't true that the hospital had to apply for an emergency federal grant to buy an x-ray machine big enough to

shoot pictures of Joe's head....and I'm not sure I was present during the same weekend as one particular Centurion if the following unmailed postcard, found by a maid, can be believed:

"Dear Mom:
Having a great time. I'm making lots of new friends. We lost, but I played really well. The guys took me to church, and we sang some songs. I've really seen a lot of LA. I'm so busy during the day, I get tired and go to bed early. Well, time to go to bed.
Love,
Your Son"

Finally, on another note, I feel fortunate to be a member of the Department's panel that, hopefully, will validate the Q-35 and Q-50 exams prior to their administration. When the 30-or-so of us were sworn to "an oath of confidentiality" on March 28 by Judge Peckham, however, it became clear why the promotional exam process in our Department has deteriorated to the level it has. Judge Peckham seemed uncertain of why we were there, and the "oath" he administered was hastily written on the spot by his Court Clerk. And this is the man overseeing the Consent Decree! I sympathize with Ray Wong if this is an example of the bureaucracy with which he has to deal.

* * *

I'd like to maintain the same attitude toward this column Al Casciato did: that it really is your column. So, if you have any item of interest, please drop me a note at the Academy or the POA Office by the last Wednesday of each month.



It's time for a change.

This year take a good close look at the French Hospital Health Plan. Compare our benefits and price with your present plan.

As a San Francisco city employee you are offered a choice this May from among five selected health plans. Only one will be right for you.

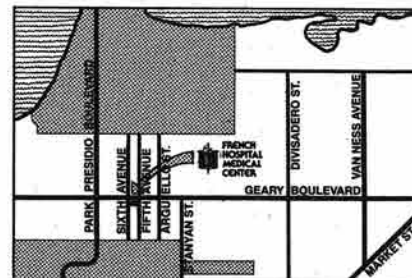
The French Hospital Health Plan offers scheduled appointments, your own doctor available from among a panel of leading French Hospital physicians,



convenient parking in a secure neighborhood, and a full range of medical and surgical health care services.

Remember, you have a choice. Compare the alternatives. Read the Health Service System's Comparison of Benefits Chart. It's time for a change to the French Hospital Health Plan.

If you have questions, or would like a tour of our excellent facilities, call us at 666-8881.



FRENCH HOSPITAL MEDICAL CENTER

4131 Geary Boulevard
San Francisco, CA 94118

CANDIDATE FOR HEALTH SERVICE BOARD MEMBERSHIP

I, ANNA GRAJEDA, Parking Controller, Police Department, present myself as a candidate for the Health Service Board member. My qualifications are: 5 years as a city employee and as a Licensed Vocational Nurse. I was born and raised in San Francisco and attended St. Monica's Grammar and Presentation High Schools. Currently enrolled at City College of San Francisco Registered Nursing Program. Between school and Staff Builder's Nurse's Registry I have acquainted myself with every hospital in San Francisco. I respectfully request your consideration in voting for a new voice in the Health Care System.

Poem pays tribute to police officers

Submitted by Gerry Schmidt

Dear Sir:

I would appreciate if you could put this poem in your letters column. I would like to dedicate this poem to all the law enforcement officers who protect our streets. This poem was given to me by Sam Punter, my senior tactical officers, when I went through the Ninth San Bernardino Sheriff's Reserve Academy. I hope this poem will help others, like it has helped me.

All Of Us Bury Our Dead

All of us know we're human,
We'll probably make a mistake,
Trusting to luck and the chance we can duck
If we don't get a decent break.
We tend to fall into patterns,
Forgetting to use our head,
And every once too often
We have to bury our dead.
All of us hide our emotions,
Bury them deep inside,
Not to display our grief and dismay
Is a point of professional pride.
Yet a common feeling binds us,
One we have learned to dread,
The bitter taste of ashes
When we're forced to bury our dead.
All of us form the processions,
Stiffen and shiver at taps,
One of us pays so the bugler plays
And we touch our hand to our caps.
At such a time we wonder,
How our kids will be raised and fed,
If we are the subject of honor
When we come to bury our dead.
All of us know who kills us,
But few of us understand why,
The action we crave runs close to the grave
Though nobody wants to die.
So give us a righteous answer,
Are we wolf born through honor bred,
Or a gaggle of fools who play by the rules
And forever must bury our dead.

U. Colfer and S. Baralla

DAVID L. SODERBERG
Upland

Reprinted from Upland Reporter, Upland, CA

WHAT ARE OFFICERS IN VICE CRIMES TALKING ABOUT? ARIMENA BROWN

by Paul Chignell
Vice-President

The talk of the Vice Crimes Division is clerk/receptionist Arimena Brown and her new sideline in Pacifica. Arimena has opened a chemical hair service featuring California Curl, Cold wave permanents, eye waxing and permanent relaxers. Her operation is located at 444 Manor Plaza in Pacifica servicing customers from San Francisco, Daly City and the rest of the peninsula. The operation is open on weekends and evenings and Arimena can be reached at 355-9809 or 355-2616. Appointments are necessary. Arimena is certainly keeping busy!

1983 California Police Olympics

San Diego
June 28-July 3

Host Hotel: Town & Country

OPEN ENROLLMENT PERIOD

Editor, San Francisco Policeman
510 - 7th Street
San Francisco, CA 94103

Dear Editor:

Enclosed is a copy notifying City employees of the upcoming open enrollment period (May, 1983) for the Health Service System.

I would appreciate inclusion of this notice in your April publication of the *San Francisco Policeman*.

If you have any questions, please feel free to call me. Thank you for your assistance.

Sincerely,

RANDALL B. SMITH
EXECUTIVE DIRECTOR

To: All City, School District, and Community College Employees
Subject: Annual open enrollment period — Month of May changes become effective July 1, 1983

The Health Service Board has designated the month of May each year as the Open Enrollment period for employees to:

1. **TRANSFER BETWEEN HEALTH PLANS** of the system,
2. **ADD ELIGIBLE DEPENDENTS** not presently covered. Includes spouse and dependent children to age 25 years if unemployed, unmarried, and dependent upon employee for support (Dependents may be Cancelled by employee at any time during the year),
3. **TRANSFER FROM AN EXEMPT STATUS** to enrollment in one of the system's health plans,
4. **APPLY FOR EXEMPTION** from the system due to: (a) documented adequate outside coverage; (b) salary in excess of \$14,000 straight time; (c) religion.

Each employee should receive a comparison of health plans brochure by April 29, 1983. This outlines the five (5) health plans available, the plan benefit changes, and the new contribution rates for the 1983-84 fiscal year. Contact your payroll/personnel division if you do not receive one.

Employees must come in person to the Health Service Office, 121 Market Street, 2nd Floor, (cross streets are Hyde and Grove at 8th Street), in order to make changes.

The Health Service Office will be open from 8:00 a.m. to 4:45 p.m., Monday through Friday during the month of May. Change of enrollment forms will be accepted by mail only from employees who work outside the city.

Temporary employees who did not sign up for Health Service at the time of their six-month eligibility who wish to sign up during the month of May must have a processing form for temporary employees with them, with part 'A' filled out completely by their department. No enrollments will be accepted from temporary employees without this form.

IMPORTANT REMINDERS

AUTHORIZED LEAVES OF ABSENCE WITHOUT PAY: The employee is responsible for notifying the Health Service System office when going on an approved leave of absence without pay. Direct payment of Health Service contributions in advance is the sole responsibility of the employee. Failure to keep contributions current can result in cancellation of health coverage.

RETIREMENT AND EXEMPTES: Remember the Five Year Rule. You must have an aggregate of Five (5) years Health Service coverage, and membership in one of the health plans One (1) year prior to retirement in order to continue coverage in the system after retirement. Only those dependents covered by you at the time of retirement will be eligible for continued coverage after retirement, with the exception of disability retirees.

CHANGE OF ADDRESS: Please remember to notify the Health Service System of any address change.

TIC TOCK DRIVE-IN

1000-3RD STREET
5411 - 3RD STREET
San Francisco, CA 94107

NATIONAL POLICE WEEK MAY 15-21, 1983

Public Law 87-726
87th Congress, H.J. Res. 730
October 1, 1962

SUNDAY, May 15, 1983
Citywide

National Police Memorial Day

MONDAY, May 16, 1983
Civic Center Plaza
11:00 a.m. - 3:00 p.m.

Displays & Exhibits, San Francisco's Outstanding Police Service Award by Chamber of Commerce, Department's National Police Week Poster Award

TUESDAY, May 17, 1983
Union Square
11:00 a.m. - 3:00 p.m.

Displays & Exhibits, U.S. Military Band Concert

THURSDAY, May 19, 1983
Embarcadero Center
Vaillancourt Fountain
11:00 a.m. - 3:00 p.m.

Displays & Exhibits, U.S. Military Band Concert

FRIDAY, May 20, 1983
Stonestown Mall
12:00 p.m. - 4:00 p.m.

Displays & Exhibits, San Francisco Unified School District Band Concert

Any questions or inquiries, please contact either Sergeant Gary Epperly at 553-1551, or Officer Sandi Gallant at 553-1133.

Mr. Croce Casciato
President
San Francisco Police Officers' Association
540 7th Street
San Francisco, California 94103

Dear Mr. Casciato:

National Police Week (by Presidential Proclamation) will be celebrated May 15 through May 21, 1983.

We will again be presenting to the citizens of San Francisco four days of displays, exhibits, and informational booths, at various citywide locations.

On Saturday, May 21, 1983, we will be conducting an annual Police Family Day Open House at the Police Pistol Range.

Your participation in these events is sincerely requested. Your continued financial support, particularly with our Family Day, is also very much appreciated.

CORNELIUS P. MURPHY
Chief of Police

TYLIN

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1983 CALIFORNIA

Host

The San Diego Police

Dear Competitor:

Following you will find all information pertinent to entering the 1983 California Police Olympics being held June 28 through July 3, 1983 in San Diego. Information regarding rules, registration, lodging, camping, child care, attractions, social events, sports events and event particulars, along with the application and waiver are included.

We ask that you photocopy as many additional application packets as needed and distribute them to all interested officers in your department.

An attempt has been made to arrange the schedule of events so those participating in more than one sport can do so with as few conflicts as possible. With the volume of competitors, some conflicts are bound to occur. We will do our best to resolve your particular scheduling problems, however, we will not change schedules at the expense of the competition. Please make any special request prior to the start of the Olympics.

FOR INFORMATION, CONTACT THE SAN DIEGO POLICE ATHLETIC FEDERATION OLYMPIC OFFICE, POST OFFICE BOX 4527, SAN DIEGO, CA. 92104 OR CALL (619) 293-3412. PLEASE DO NOT MAIL APPLICATIONS TO THIS ADDRESS.

JEFF BARKER, SFPD, may be contacted at the POLICE GYM, 553-1243 for any further information.

There will be one central processing center for applications. Processing will be done by the California Police Athletic Federation, the governing body for the Police Olympics.

MAIL ALL APPLICATIONS BY MAY 13, 1983 TO: POLICE OLYMPICS, POST OFFICE BOX 26650, SAN JOSE, CA. 95159.

The age brackets for both men and women are: OPEN - 33 and Under, SENIOR - 34 to 43, MASTER - 44 and Over. Refer to the sport information listing for age classes in each sport.

1. **NO LATE REGISTRATION.** Applications postmarked after MAY 13, 1983 will be returned. To make the application process run as smoothly as possible, please mail your applications as soon as possible.
2. **NO REFUNDS** after MAY 13, 1983.
3. A **\$3.00 SERVICE CHARGE** will be added for all returned checks.
4. **EACH ENTRANT MUST REGISTER IN PERSON** before the event at the Olympic Headquarters registration room, located in the Town and Country Hotel, 500 Hotel Circle North, San Diego, California. Each entrant must then re-register at the event site with the event coordinator. **I.D. from your agency will be required.**

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1133 MARIPOSA
SAN FRANCISCO, CA 94107

Registration room hours will be as follows:

MONDAY, JUNE 27 2:00PM to 10:00PM
TUESDAY, JUNE 28 6:00AM to 10:00PM
WEDNESDAY, JUNE 29 6:00AM to 8:00PM
THURSDAY, JUNE 30 7:00AM to 8:00PM
FRIDAY, JULY 1 7:00AM to 8:00PM
SATURDAY, JULY 2 8:00AM to 7:00PM
SUNDAY, JULY 3 8:00AM to NOON

5. **ENTRANT ELIGIBILITY.** To be eligible a person must be a sworn peace officer in the state of California for a period of 180 days prior to the starting date of the California Police Olympics and be a member of an eligible agency.

Agencies Eligible: Municipal Police Departments, County Sheriff's Departments, Harbor Police Departments, District Attorney's Investigators, Marshall's Office, California Highway Patrol, California State Police, California University Police, California Bureau of Narcotics, California ABC officers, California Fish and Game Officers, CII Investigators, California Parole Agents, California Adult Correction Officers, U.S. Border Patrol, U.S. Customs and Immigrations Services Officers, F.B.I., U.S. Secret Service, U.S. Marshall's Office, U.S. Fish and Game, U.S. Parole Agents, and any other agencies specifically approved by the C.P.A.F. Specifically excluded are Military Police, Police Reserves, Sheriff's Reserves, Auxiliary Police, Police Cadets or Interns, Pre-Employment Police Science Students, Security Services, Probation Officers.

6. **NO JOHN DOE ENTRIES.**
7. **AGENCY COORDINATORS.** If your agency has an Olympic Coordinator, please forward your entry and fees through him.
8. **MAXIMUM NUMBER OF ENTRANTS.** Each Department is limited to 3 teams, 3 doubles, 3 singles in every category of competition, except in the following sports: Bowling, Golf, Pistol, Skeet, Trap, Large Bore Rifle, Small Bore Rifle. In Bowling, the fifth man on the team (or 15th if your agency has 3 teams) may bowl doubles with a sixth man (16th for 3 teams). This 6th or 16th man may also bowl singles.
9. **MINIMUM NUMBER OF ENTRANTS.** If fewer than three people apply in any sport or category, they will be combined in the next most reasonable category of the sport, or the category cancelled, at the discretion of the 1983 California Police Olympic Committee.
10. **MEDALS** will be awarded immediately after the conclusion of each event at the site of the event.
11. **RESULTS** will be mailed to all competitors and any others requesting this information.
12. **DECISIONS** made by the San Diego Police Athletic Federation Olympic Sport Coordinator or Director are final unless overruled by the California Police Federation rules.
13. **CHANGES** consistent with C.P.A.F. rules, such as times, dates and locations may be necessary in conducting the various events. The San Diego Police Athletic Federation Olympic Chairman and/or C.P.A.F. Board of Directors reserve the right to make such changes.
14. **NOTIFICATION OF TIME OF EVENT.** We will be xeroxing your name and address from your application and sending it in a glassine envelope to inform you of your starting time in each event. **IMPORTANT:** To ensure receiving your mail, please print or type your application.
15. **SECURITY DESK.** A security desk and message board will be provided at the Olympic headquarters.

LODGING/HOTELS

Make your housing reservations as soon as possible. Reservations may be made directly with the host hotel, Town & Country Hotel, 500 Hotel Circle North, San Diego, CA 92138, Phone: (619) 291-7131, either by phone or by mail.

The host hotel will be the site of many Olympic sports such as Boxing, Judo, Karate, Armwrestling, Wrestling and Powerlifting.

Rates for Olympic participants are:

Single - Standard \$50.00, Superior \$55.00, Deluxe \$65.00
Double - Standard \$60.00, Superior \$65.00, Deluxe \$75.00

For information on other hotels in the Mission Valley area you may call the Convention and Visitors Bureau, 8 AM - 5 PM (619) 232-3101 and ask for Hotel Information.

CAMPERS

The host hotel will **not** allow people to live in campers or RVs on the hotel parking lot.

There are two sites available, free of cost, for self contained RVs:

1. The west parking lot of Sea World, near the security office. It is lighted but there are no hook-ups or restrooms.
2. The lighted parking area near the Lifeguard headquarters, at Quivira Basin Mission Bay. Again there are no hook-ups. There is a public restroom nearby.

Both areas are within 10 minutes of the host hotel. No tent camping. Indicate on application if you are planning to use either facility.

Privately owned area "Campland on the Bay" has all facilities but you must make reservations early. (619) 274-6260, hours 8 AM - 5 PM.

CHILD CARE

Child care will be provided at the host hotel near the registration room. Please inquire upon registration.

WEATHER

Normal Southern California weather for June/July is very pleasant. Temperatures during the day are between 70° and 75° with slightly cooler temperatures in the evenings.

SOCIAL EVENTS

SEA WORLD: The world's foremost marine life park has been reserved for Olympic guests on Thursday night, June 30 at a special reduced rate: Adults \$7.50; Children (Ages 3-11) \$6.50. To obtain this special rate, you must pre-register.

A MEXICAN STYLE BARBECUE DINNER will be held at beautiful Mission Bay Park, on Friday, July 1. Cost, which includes a carne-asada dinner, beer & soda will be \$6.00 per person. Again, please pre-register. This will be at the same location as the O.T.L. finals and Tug of War competition.

BASS FISHING TOURNAMENT: Bass fishing for the serious fisherman and fun for families. One of the best Bass lakes in San Diego, Lower Otay, 20 miles south of the host hotel, has been set aside for a fishing tournament for law enforcement officers and their families only. The lake will be ours on Monday, June 27, 1983. All boats and facilities are available. This will **not** be a Police Olympic event, but the same eligibility is required.

The Bass Competition is for serious fishermen, and offers awards and prizes. Western Bass fishing rules will apply. A Bluegill fishing derby for families will be held in conjunction with the Bass Tournament.

Each competitor must pay a lake permit of \$3.50, boat fee (or fish from the bank) and pre-pay an entry fee of \$5.00.

EVENT PARTICULARS

ARCHERY: 9:00 AM - Friday & Saturday, July 1 and 2, 1983. Friday, July 1: 28 Target Field Round, NFAA Rules, Field Range, Balboa Park. Saturday, July 2: 900 Round, NAA Rules, Target Range, Balboa Park. Classes - Barebow, Freestyle, Bowhunter Freestyle, and Bowhunter Barebow.

ARMWRESTLING: 9:00 AM - Saturday, July 2. Town & Country Hotel. Petaluma Rules. Men: Open, Seniors, & Masters. 150 lbs. & Under, 151 to 175 lbs., 176 to 200 lbs., 201 lbs. & Over. Women: Open, Seniors, & Masters. 152 lbs. & Under, and Over 153 lbs.

BADMINTON: 8:00 AM - Saturday, July 2. Federal Building, Balboa Park. ABA Rules. Singles & Doubles, Double Elimination.

BASKETBALL: 8:00 AM - Tuesday, June 28 through Sunday, July 3. Municipal Gym, Balboa Park. NCAA Rules. Twelve members per team plus non-

Take Auntie Pasta home tonight.

Bring this ad to one of our three convenient locations for a **FREE POUND OF PASTA** with any purchase of sauce.



Waller & Clayton 681-4212 / Diamond at 24th Street 282-0738 / Fillmore & Filbert 921-7576



POLICE OLYMPICS

ed by
Athletic Federation

playing coach. Double Elimination.

BILLIARDS: 9:00 AM - Thursday, June 30; Friday, July 1 and Saturday, July 2. Billiard Tavern. BCA Rules. Straight Pool. Double Elimination.

BOWLING: 9:00 AM - Thursday, June 30; Friday, July 1 and Saturday, July 2. Clairemont Bowl. ABC Rules. Men: A&B Division Singles, A&B Division Doubles. Women: A&B Division Singles, A&B Division Doubles. 5-Person Team and All-Events are scratch. This is not a sanctioned event. B Division is open to bowlers with current league averages of 169 or less who elect to bowl B AND who submit on their application the phone number of that league secretary AND whose average can be verified with that league secretary at that phone number. All other bowlers will be in A Division.

BOXING: 7:00 PM - Wednesday, June 29, Thursday, June 30 and Saturday, July 2. Town & Country Hotel. AAU Rules. Under 147 lbs., 148 to 156 lbs., 157 to 165 lbs. 166 to 178 lbs., 179 to 190 lbs., 191 to 204 lbs., 205 lbs. and over. Open: Any fighter who has fought as professional or who has fought more than 2 Golden Gloves fights or AAU fights. Novice: Any fighter who has fought only in the California Police Olympics or no more than 2 Golden Gloves or AAU fights.

CREW: 6:00 AM - Wednesday, June 29 and Thursday, June 30. Bahia Cove, Mission Bay. NCAA Rules. Men: 500 meter 4-Man w/coxswain, 2000 meter 4-Man w/coxswain, 2000 meter 8-Man w/coxswain, 1000 meter pair-straight, 1000 meter singles. Women: 1000 meter 4-Women w/coxswain. Mixed: 1000 meter 2-Men and 2-Women w/coxswain. All team members must be sworn.

CROSS COUNTRY: 9:00 AM - Thursday, June 30. Balboa Park. TAC Rules. 6 Miles. Men: Open, Seniors, Masters. Women: Open, Seniors, Masters.

CYCLING: 8:00 AM - Friday, July 1, Saturday, July 2, and Sunday, July 3. USCF Rules. Open, Seniors, Masters. Friday 800 meter sprint. Saturday PM 10-mile criterium - Lakeside. Sunday AM - 25-mile road race - Clairemont Industrial Complex. Helmet required.

EQUESTRIAN: 9:00 AM - Wednesday, June 29 and Thursday, June 30. Lakeside Rodeo Grounds. American Quarter Horse Association Rules and American Horse Shows Association Rules. Gymkhana: Pole Bending, Barrel Race, Keyhole Race, Flag Race and 2-Man Rescue Race. Stockwork: 2-Man Team Roping, 2-Man Cattle Penning, Steer Stopping, and Working Cowhorse. Western: Western Pleasure, Trail Horse, Reining, Western Riding. NOTE: This year each of the major categories; Gymkhana, Stockwork, Western, will be considered separate events requiring second sport fees. There will also be a \$5.00 stock fee for each event in the Stockwork category. The corral fee will be a \$5.00 stock fee for each event in the Stockwork category. The corral fee will be \$10.00. Portable 12' x 12' stalls will be available. There will be space available for RVs and trailers, however, no hook-ups are available.

GOLF: 6:30 AM - Wednesday, June 29, Thursday, June 30, and Friday, July 1. USGA Rules. Singles and 2-person teams in Open, Seniors, Masters. Wednesday, June 29 Torrey Pines (South). Thursday, June 30, Singing Hills (William Glen). Friday, July 1, Cottonwood (Ivanhoe). This is a scratch tournament. 2-person team is better ball scoring.

HANDBALL: 8:00 AM - Thursday, June 30, Friday, July 1 and Saturday, July 2. Court Sports. USHA Rules. Open, Seniors, Masters. Singles and Doubles. Single Elimination with a Consolation Bracket.

HORSESHOES: 8:00 AM - Thursday, June 30 and Friday, July 1. Horseshoe Club, Balboa Park. AHPA Rules. Open. Singles and Doubles. Round Robin.

JUDO: 9:00 AM - Saturday, July 2. Town & Country Hotel. IJF Rules. Open: 154 lbs. and under, 176 lbs. and under, 205 lbs. and under, over 205 lbs. Seniors and Masters: 176 lbs. and under, 205 lbs. and under, over 205 lbs. NAGE-NO-KATA, OPEN, MEN/WOMEN.

KARATE: 9:00 AM - Friday, July 1, Town & Country Hotel. AAU Rules with CPAF Guidelines. Men:

Open, Seniors, Masters. 165 lbs. and under, 166 to 185 lbs., 186 to 205 lbs., over 205 lbs. Kata: Men/Women, Open Division, Forms (hardstyle only) & Hyungs.

MARATHON: 7:00 AM - Friday, July 1. Mission Bay Park. TAC Rules. Full Marathon. Men: Open, Seniors, Masters. Women: Open, Seniors, Masters.

MOTOCROSS: 9:00 AM - Saturday, July 2. Carlsbad Raceway. AMA Rules with CPAF Guidelines. 0-125 cc, 126 to 250 cc, 251 cc and over, 4-Stroke (all cc). Open, Seniors, Masters. Raceway will be open for practice and inspection on Friday afternoon, July 1. The Carlsbad Raceway is a world-class motocross course. There will be an extra fee of \$20.00 for motocross competitors. (see application.)

OVER-THE-LINE: 4:00 PM - Thursday, June 30 and Friday, July 1. Mariner's Point. CPAF Rules. Men: Open, Seniors, Masters. Women: Open, Seniors, Masters. All participants will receive a copy of the rules with their notification of starting times approximately two weeks prior to the Olympics or upon written request. NOTE: The Over-The-Line competition will conflict with Softball.

PENTATHLON: 8:00 AM - Wednesday, June 29. Police Pistol Range and Balboa Park. Pistol: Practical Police Course and American Standard Course, NRA Rules. Rope Climb; 110 Meter hurdles; Long Jump; and 3-Mile Cross Country Run, TAC Rules. Open, Seniors, Masters.

PISTOL: 8:00 AM - Saturday, July 2 and Sunday, July 3. Police Pistol Range. CCA Rules with CPAF Guidelines. Individual and 4-Man Teams. Open, Marksman, Sharpshooter, Expert, Master, Distinguished Master, and Grand Master.

POWERLIFTING: 8:00 AM - Thursday, June 30 and Friday, July 1. Town & Country Hotel. AAU Rules. Squat, Bench Press, Dead Lift. Mens: 148 lbs., 165 lbs., 181 lbs., 198 lbs., 220 lbs., 242 lbs., 275 lbs., and over 275 lbs. Womens: 114 lbs., 123 lbs., 132 lbs., 148 lbs., 165 lbs., and over 165 lbs. All classes Open, Senior and Master.

RACQUETBALL: 8:00 AM - Wednesday, June 29 through Saturday, July 2. LA MESA RACQUET IRA Rules. Single Elimination with Consolation Bracket. Singles and Doubles. Men: Open, Seniors, Masters. Women: Open, Seniors, Masters. Mixed Doubles: Open only.

RIFLE - LARGE BORE: AM - Wednesday, June 29. Camp Elliott, NRA Rules. 600 Yards. Singles; High Master, Master, Expert, Sharpshooter, Marksman. 4 man team: Open.

RIFLE - SMALL BORE: PM - Wednesday, June 29. Camp Elliott, NRA Rules. Singles: Master, Expert, Sharpshooter, Marksman. 4 man team: Open.

SAILING: 10:00 AM - Wednesday, June 29 and Thursday, July 30. Mission Bay. NAYRU Rules. Hobie 16 ft., Multi-hull Open, 21 ft. and under (North) American Multi-Hull Association), Sloops 21 ft. and under Open class (Portsmouth Handicap).

SCUBA DIVING: 9:00 AM - Wednesday, June 29 and Thursday, June 30. CPAF Rules. June 29, La Jolla Shores. Skill Events. Spearfishing, 2-Man Teams, June 30, Birdrock Cove.

SERVICE DOGS: 9:00 AM - Saturday, July 2. CPAF Rules. Obedience, Stability, Agility, Protection work.

SKEET: 9:00 AM - Wednesday, June 29. Miramar Gun Club. NASSA Rules. Individual and 5-man teams.

SOCCER: 8:00 AM - Wednesday, June 29 through Saturday, July 2. FIFA Rules. Double Elimination. 18-Man Teams and non-playing coach. (A team may play with as few as seven members on the field.)

SOFTBALL - FASTPITCH: 8:00 AM - 3:00 PM - Wednesday, June 29 through Sunday, July 3. Golden Hills Rec. and North Park Rec. ASA Rules. 20-man teams and non-playing coach. Minimum of 9 players on the field.

SOFTBALL - SLOPITCH: 8:00 AM - 3:30 PM - Wednesday, June 29 through Sunday, July 3. Robb Field; Kearney Mesa Rec. and Morley Field. Double Elimination. 20-Man teams and non-playing coach. Softball will finish early enough in the day to allow competitors to participate in both Softball and Over-the-Line. (Minimum of 9 players on the field).

SURFING: 10:00 AM - Thursday, June 30 and if necessary Friday, July 1. La Jolla. WSA Rules. Long

and Short Board.

SWIMMING: 7:00 AM - Saturday, July 2. San Diego State University. AAU Rules. 25-yard pool, Separate Men's and Women's events: Open, Senior, Masters; 50 Free, 50 Back, 50 Breast, 50 Fly, 200 Free Relay, 200 Medley Relay. Men/Women combined: Open, Senior, Master; 100 Free, 200 Free; Open only-100 Back 100 Fly 100 Breast 100 Free Men: Open, Senior; 200 Individual Medley; Master only - 100 Individual Medley. Women: Open, Senior, Master; 100 Individual Medley. The Mission Valley YMCA pool will be open for practice Friday afternoon. Competition starts early Saturday morning.

TABLE TENNIS: 9:00 AM - Saturday, July 2. Conference Building, Balboa Park. USTTA Rules. Singles and Doubles. Modified Round Robin.

TENNIS: 8:00 AM - Tuesday, June 28 through Saturday, July 2. Morley Field, Balboa Park. USTA Rules. Single Elimination with Consolation Bracket. Men's and Women's. Open, Senior, Master. Singles, Doubles, Mixed Doubles.

TRACK & FIELD: Friday, July 1 and Saturday, July 2. San Diego State University. TAC Rules. Men's and Women's events: Open, Senior, Master; Shotput, Discus, Long Jump, Javelin, 100 Meter, 200 Meter, 400 Meter, 800 Meter, 1500 Meter, 500 Meter, 10,000 Meter, 400 Meter Relay, 1600 Meter Relay. Men/Women combined: Open, Senior, Master; Pole Vault, High Jump, 3000 Meter Steeple Chase, Triple Jump, 110 Meter High Hurdles (39"), 400 Meter Intermediate Hurdles, Decathlon (IAAF Rules). Shotput - Men, Open and Senior 16 lbs., Master 1.6K; Women - 8 lb.

TRAP: 9:00 AM - Wednesday, June 29 and Thursday, June 30. Miramar Gun Club. ATA Rules. 16 yd., 21 yd., Doubles. Individual and 5-Man Teams.

TRIATHLON: 7:00 AM - Wednesday, June 29. Mission Bay. CPAF Rules. 1-mile swim, 26-mile cycling, 10K run, in that order. Men's and Women's Singles: Open, Senior, Master. 3-person teams: Open, Senior, Master.

TUG-OF-WAR: 4:00 PM - Friday, July 1. Mariner's Point. Scottish Highland Rules. Men: 6-Man Team, Maximum weight 1500 lbs. Women: 4-Women Team, Maximum weight 800 lbs. Double Elimination.

VOLLEYBALL: 9:00 AM - Tuesday, June 28 through Sunday, July 3. Federal Building, Balboa Park. USVA Rules with CPAF Modifications. 6-Man Team (12 on team and nonplaying coach). Open only. Men's Doubles (3 on the Team) Open, Senior, Master. Women's Triples (4 on the Team), Open. Mixed 2 men-2 women teams (6 on team), Open. Double Elimination.

WATERSKIING: 8:00 AM - Friday, July 1. Hidden Anchorage, Mission Bay. AWSA Rules. Slalom Only. Open and Novice. If an entrant has made 32 MPH in tournament competition, he will be placed in the Open Class. All others may ski Novice Class.

WRESTLING: 10:00 AM (7:00 AM Weigh-in) - Wednesday, June 29. Town & Country Hotel. FILA Rules. Freestyle Wrestling. 145 lbs and under, 146 to 154 lbs., 155 to 165 lbs., 166 to 171 lbs., 172 to 181 lbs., 182 to 191 lbs., 192 to 206 lbs., 207 to 216 lbs., over 216 lbs. Open.

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NEW VEHICLE CODE SECTIONS

CHILD PASSENGER SEAT RESTRAINT REQUIREMENTS

The following sections were added to the California Vehicle Code effective January 1, 1983. The grace period for warning citizens not in compliance with the new law will end March 15, 1983. Thereafter, officers may issue citations to those in violation.

Section 27360.(a) CVC

Requires every parent or guardian, when present in a passenger vehicle or motor truck weighing less than 6001 pounds, registered in this state and owned by the parent or guardian, to provide a child passenger seat restraint system for each child under 4 years of age or weighing less than 40 pounds, when being transported. Charges may be dismissed by the court upon presentation of proof in court that a child passenger seat restraint has been obtained.

Section 27360.(b) CVC

Requires every parent or guardian, when present in a passenger vehicle or motor trunk weighing less than 6001 pounds, registered in this state and not owned by the parent or guardian, to provide a child passenger seat restraint system for each child under 4 years of age or weighing less than 40 pounds, when being transported. Available seat belt may be used.

Section 27360.(c) CVC

Requires every driver in a passenger vehicle or motor truck weighing less than 6001 pounds, registered in this state, to provide a child passenger seat restraint system for each child under 4 years of age or weighing less than 40 pounds, when being transported. Available seat belt may be used.

All child passenger seat restraint systems shall be of a type meeting applicable federal motor vehicle safety standards. Flimsy, light weight, plastic "feeder" seats

and beds used in the home are not intended for car use. Look for a label on the restraint system that identifies it as having been dynamically tested and check to see that the restraint is properly secured by a seat belt.

Section 27361 CVC

Permits any law enforcement officer reasonably suspecting a violation of Section 27360 CVC to stop any vehicle transporting a child appearing to be within the age or weight specified. The officer may issue a notice to appear for a violation of Section 27360 CVC.

Section 27362 CVC

Prohibits a retailer from the sale, offer to sell, or installation in any vehicle of any child passenger seat restraint system not conforming to applicable federal standards on the date of sale.

Officers are reminded that enforcement of these new laws will help to reduce the number one cause of preventable deaths of children - car accidents.

An informational packet which includes the law and a shopper's guide of federally approved seats has been prepared for public distribution.

Gays seek patrol to work with cops

By Beth Hughes
Examiner staff writer

Members of a gay community street safety patrol, Community United Against Violence, will begin planning today for a unit of volunteers trained to act as intermediaries for uniformed police in neighborhood disputes.

The project was launched yesterday in a Mission Station meeting that gay and Latino leaders held with Capt. Vic Macia, who proposed what he called "a coalition or a task force" police could call for help.

Referring to last year's problems at Collingwood Park, Macia said complaints of police harassment could have been avoided if gays going into the park had been warned that police intended to enforce curfew laws. The Eureka Valley park was the target of several early morning police sweeps after neighbors complained of homosexual activity.

"It's a good idea," said Paul Hardman, publisher and editor of California Voice, a gay publication. He likened Macia's scheme to the parade monitors trained in crowd control for the Gay Freedom Day parade. "It takes the pressure off the police," he said.

Macia cautioned that the 24-hour task force must know "its responsibility and its limitation. Word must be spread through the community that this (enforcement) is from the community."

Task force members would be assigned to trouble spots within their neighborhood, according to Diana Zabarte-Christensen, a coordinator for Community United Against Violence.

"We could take care of situations the police really don't need to get involved in," she said. "We would deal with minor problems at the community level."

Having police go into these situations where lifestyles are in conflict puts officers in what Macia called a "can't-win situation. Let them be caught in the middle," he said of the task force.

Reprinted from S.F. Examiner, March 26, 1983

Promotion Causes Black-White Rift In Oakland Police

by Pearl Stewart

Representatives of the Oakland Police Officers Association and the Oakland Black Officers Association will meet tomorrow with the city manager and an outside "facilitator" in an attempt to resolve grievances that have caused a rift between the two organizations.

The issue that led to the disagreement was the appointment by Police Chief George Hart of two captains, one black and one white, in February.

The black officer appointed placed fifth among nine officers—three blacks and six whites—who took an examination for the post. The white officer appointed was the highest scorer.

The officer who scored second on the test asked the police officers association, which represents all of the department's 625 officers, to investigate the possibility of reverse discrimination in his being passed over.

According to Sergeant David Krause, spokesman for the chief, regulations allow the chief to appoint any of the top five scorers to a vacant post.

However, Krause said, the police officers association "agreed to look into the member's complaint, then decided the claim had no merit, and did not pursue it."

The Black Officers Association "objected to the police officers association even taking it under advisement," Krause said.

Since then, the police officers association's board of directors has voted to cease its relations with the Black Officers Association, and the black group is threatening to challenge the official bargaining power of the larger association for "failure to represent all its members," according to a black officers' official.

Sergeant Ceda Floyd, president of the black group, said all members of the police officers association, including minorities, pay an average of \$50 a month in dues and "we don't want to see them continuing to use our money only to look into charges of reverse discrimination. Not one cent has been used for affirmative action goals, but they're using our money to stab us in the back."

The black who was promoted, Marvin Young, became the department's only current black captain. He is only the second black ever to hold that rank.

Reprinted from S.F. Chronicle, April 6, 1983

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

SALE TO BENEFIT ANIMAL WELFARE SCHEDULED

The Animal Welfare Association has scheduled its annual fund-raising sale for Saturday and Sunday, May 7 & 8, from 10 AM to 4 PM at 1049 Portola Ave., San Francisco.

The big general sale will feature super bargains including housewares, electrical appliances, dishes, glassware, toys, cards, books, accessories, bric-a-brac and pet items. In addition there will be a good selection of home-baked goods and decorator fabrics.

The non-profit, all volunteer Animal Welfare Organization will use sale proceeds to continue its 24-year-old program of dispensing humane information and aid to all pet owners and giving financial assistance to people on low or fixed incomes in having their pets spayed or neutered.

AWA's Memorial Fund also provides emergency treatment for sick or injured animals for low income owners.

To donate, or for further information, please call 333-5589 or 771-1649.

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Al W. Benner, M.S., Sergeant/Inspector, Personnel
Retention Supervisor, San Francisco Police Depart-
ment; Doctoral Student, Saybrook Institute

Linda Conti, Director of Programs and Public Rela-
tions, Saybrook Institute

(Special thanks to Jack Ballentine for his assistance)

Facilitators

Al Casciato, President, San Francisco Police Officers
Association

Richard C. Wihera, Psy. D., Psychological Assis-
tant, Law Enforcement Psychological Services, San
Jose

Saybrook Institute

Founded in 1970, Saybrook Institute provides
graduate education, research, and community service
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tenets of humanistic psychology which assert that effec-
tive solutions cannot be found without viewing in-
dividuals from many perspectives, including their
work, social, familial, psychological, emotional,
physical and spiritual lives. "Emotional Survival of Law
Enforcers" is one of many community service programs
that Saybrook sponsors for both the public and profes-
sional groups.

Conference Materials

Reference materials on police stress and support pro-
grams will be bound and available for purchase.

Who Will Benefit

Panels, presentations, workshops and printed
materials will provide insight into psychological issues,
administrative concerns, and the role of the mental
health professional. The conference will provide law en-
forcers with alternatives and strategies for helping
themselves and each other; and mental health profes-
sionals with a refined understanding and more effective
counseling techniques. Support programs already
developed will be described, and guidelines for new
ones will be offered. It will benefit law enforcers work-
ing with others in stress or experiencing stress
themselves; law enforcement administrators who are in-
terested in learning more about this issue or in develop-
ing support programs; new officers,
officers-in-training, or individuals interested in enter-
ing the law enforcement profession; mental health
professionals working with law enforcers and/or law
enforcement agencies, and mental health professionals
who want to know more about police stress.

Credit

A certificate of attendance will be awarded to each
participant of the conference. Applications for continu-
ing education credit have been submitted.

Location

Fort Mason Conference Center, Building A, located
at Marina Boulevard and Buchanan Street, by the
Marina in San Francisco (415) 441-5706. Parking is
available.

Police stress is more than the result of the inherent
dangers of the job. The most debilitating stress comes
from the necessity for peace officers to repress their
feelings and to insulate themselves in order to remain

impartial and objective. This can lead to an inability to
feel or communicate feelings, and often creates prob-
lems in other areas of their lives. It is essential that the
law enforcement community examines further the issue
of stress and responds to the compelling needs of the
professo in a humanistic and practical way. This con-
ference — a follow-up to last year's on "Psychotherapy
and the Law" — has this as its goal and focus: the emo-
tional survival of law enforcers.

PROGRAM

Friday, June 17

- 8:00 Registration
- 8:45 Introductory Remarks
Donald Polkinghorne, Ph.D., President, Saybrook
Institute
- 9:00 Keynote Address
John Van De Kamp, Attorney General of California
- 9:45 Administrative Concerns of Police Stress
Anthony Guardino, Redwood City Police Chief
Jack Garner, Martinez Police Chief
Michael Hennessey, Sheriff, San Francisco City and
County
Gerald MacNamara, Menlo Park Police Chief
James P. Shannon, San Francisco Deputy Police
Chief
- 10:45 Break
- 11:00 Psychological Disability
Paul S.D. Berg, Ph.D., Forensic and Clinical
Psychologist; Consultant to Police Departments
- 11:45 Lunch
- 1:00 Mental Health Professionals
and Law Enforcement
Jack Ballentine, Sergeant/Inspector, Officer in
Charge of Mental Health Unit; San Francisco Police
Department
John Hopkin, M.D., Vice-Chairman, Department of
Psychiatry, University of California/San Francisco;
Department of Psychiatry, San Francisco General
Hospital
- 1:45 Psychological Screening
George E. Hargrave, Ph.D., Principle Investigator,
Emotional Stability Standards Research, Standards
and Evaluation Services, California Commission on
Police Officer Standards and Training
John W. Kohls, Ph.D., Chief of Research, Standards
and Evaluation Services, California Commission on
Peace Officer Standards and Training
- 3:00 Employee Assistance Programs
and the Police
Barbara Tracy Stratton, M.A., M.S., Educational
Specialist and Marriage, Family and Child Counselor
John G. Stratton, PhD., Doctor, Psychological Ser-
vice, Los Angeles County Sheriff's Department
- 3:45 Break
- 4:00 Workshops
Room 1: How to Set Up Employee Assistance Pro-
grams
Room 2: Psychological Disability and Screening
Room 3: The Mental Health Professional and Law
Enforcement
- 5:00 Reception
Ft. Mason Officers Club

Saturday, June 18

- 9:00 Socialization Issues of New Officers
Ethnic and Sexual Issues
Denise Cannonier, Training Officer, San Francisco
Police Department
Debra Furman Glaser, M.A., Consultant to the Los
Angeles Police Department
Woodrow Tennant, Officer, Mental Health Unit, San
Francisco Police Department

Vicki Quinn, Counselor and Trainer, San Francisco
Police Department

- 11:00 Break
- 11:15 Peer Counseling as a Process
James I. Linden, Ph.D., Instructor for P.O.S.T.-
certified Peer Counseling Training Program
Robin Kline, Sergeant, Director of Peer Counseling,
Long Beach Police Department

- Noon Luncheon Speech:
Future of Police Psychology
Harvey A. Goldstein, Ph.D., Director, Psychological
Services Unit, Prince George's County Police,
Maryland; Acting Chair, American Psychological
Association Division 18, Police Psychology Section

- 1:30 Substance Abuse
San Francisco Stress Unit

- 2:15 Traumatic Incidents
Richard A. Blak, Ph.D., Director, Psychological Ser-
vices Fresno County Sheriff's Department
Michael Tracy, President, Long Beach Police Officers
Association
Kelly Waterfield, Inspector, San Francisco Police
Department

- 3:00 Break
- 3:15 Relationships
Michael R. Mantell, Ph.D., Chief Psychologist,
Psychological Services Program, San Diego Police
Department

- 4:00 Wrap Up Discussion
- 5:00 Closing
(Speakers will be available after their presentations to
answer further questions.)

Fees and Registration

\$125 if registered by May 16; \$150 for registration
after May 16. Please mail the registration form in this
brochure along with your check, credit card number, or
money order, to Saybrook Institute, 1772 Vallejo
Street, San Francisco, CA 94123. Requests for refunds
must be made in writing. There will be a \$25 service
charge for refunds requested prior to May 30. No
refunds will be provided after May 30. No single day
registrations; enrollment is limited.

Meals

Meals will not be provided. However, because of the
luncheon speech on Saturday, June 18, box lunches will
be available for purchase at \$4.00.

Accommodations

Special rates are available for conference attendees at
the Grosvenor Inn, 1050 Van Ness Avenue and Geary
Street, San Francisco, CA 94109; (415) 673-4711.
Please mention that you will be attending this con-
ference. Early reservations are advised.

Bay Cruise Tour

Conference attendees may join the Red and White
Fleet's Barbecue Cruise on the San Francisco Bay on
Friday, June 17, leaving Pier 41 at 7:30 pm. The cruise
includes two-and-a-half hours of dining and dancing
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• • • • • Bill Mandel • • • • •

He's a 10-year veteran of the San Francisco Police Department, and he's seen too much.

"It's getting to the point," he told me, "where plenty of officers I know are saying the hell with it and doing the basic minimum in their jobs."

"They'll be driving down the street, and they'll see something a block ahead that looks like trouble, the kind of thing cops are supposed to look into, and, zoom, they'll turn the wheel and go up the next street. They think, who needs the aggravation?"

This cop is as dedicated as they come. He works in community youth organizations in his spare time. He takes courses in community dynamics to make him more effective. He loves San Francisco, and he hates dirty cops. And he's getting desperate about conditions of life in the Bay Area today.

"I'll tell you," he said, "morale in the department is pretty bad. Whose fault is that? It's not like back when (former Chief of Police Charles Gain) was here, when the guys didn't feel like the brass was behind them. Con Murphy is popular enough. He's with us. It's just that the stuff cops see every day is enough to make anyone's morale bad."

The cop was moved to talk with me after two recent incidents: the 49er Super Bowl mini-riots and the controversy in Oakland over a judge's release without bail of a convicted cop-killer on another gun-pulling charge.

In the later case, Oakland-Piedmont Municipal Court Judge James S. White released Robert Earl Simmons on his own recognizance on a charge of pulling a gun from his car's glove compartment during a routine traffic check. He was later found to have another gun in his coat pocket.

Simmons appeared in court as required on Friday and pleaded not guilty. White continued Simmons' release without bail until a Feb 23 hearing.

Simmons served seven years for the 1973 murder of Oakland officer Robert Blan, who was shot to death after stopping Simmons on a traffic violation.

"People talk about it all the time," the veteran cop told me in an emotional conversation, "but it's hard for them to really understand that what policemen see every day is the absolute garbage society has to offer. Cops go from one tragedy to another. There's nothing we haven't seen, and it gets us sick sometimes."

Although he didn't want to be quoted directly on the issue, the cop agreed that such incidents as police-

citizen confrontations after the 49ers' win in the Super Bowl stem from frustration.

One of the prime tenets of police training is to use the minimum force necessary in each situation. When tensions build, however, and the police are placed in a seemingly dangerous predicament, that training can go out the window. Cops can forget their special status and become armed tough guys.

I was out on the streets Super Bowl Sunday and 49er Monday. Some of the fights that broke out between police and citizens were just that — undisciplined street fights — only the police had billy clubs, training and superior numbers. Plus the police could arrest their adversaries after the fight.

Streets were crowded that Sunday night with rowdy punks who chucked beer bottles at passing cars and pedestrians. Cops asked to stand and take that kind of abuse are bound to crack, and San Francisco's cops eventually went aggressive.

On the other hand, there's no excuse for some of Monday's excesses, in which policemen reportedly attacked older people, children and completely uninvolved passers-by without provocation.

In the favorite phrase of Mayor Feinstein, San Francisco should not tolerate its policemen taking out their frustrations on innocent citizens.

Matters were not helped when Chief Murphy went before the Police Commission and said his men would not meekly turn the other cheek when attacked. This begged the question. No one wants policemen to become patsies. The kids, old people and shoppers who were reportedly victimized by the police rampage didn't attack the cops.

On the other hand, it's not hard to understand the frustration of policemen working in life-threatening circumstances when a cop-killer gets to go home without bail after allegedly pulling a gun on officers.

Judges, too, have to see the filth of the world parade before them each day. That kind of inundation must skew the judges' view of the world. Otherwise, how could Judge White argue that Simmons was apt to return from his hearing because Simmons "didn't have a record except for that one incident?"

That one incident? The murder of a policeman making a routine traffic check? That's a pretty big incident, Judge White.

First the man kills a policeman for no reason and serves a dinky little sentence of seven years. Then he's back on the street and allegedly pulls another gun on another officer. Then his lawyer calls him a non-violent person. Then the law says he's got to be released without bail. It's a mess.

I hate to say it, but I felt some sense of relief when Ricardo Contawe, the One Market Plaza mass murderer, was killed by police. At least justice was done swiftly, with a sense that the punishment in some way fit the crime. It's a sad day when justice at the point of a gun seems more just than what our courts are handing out.

Reprinted from S.F. Examiner, Feb. 8, 1983



SAN FRANCISCO Fellowship of Christian Peace Officers

by Ed Matelli
S Squad

At different times throughout our lives we find ourselves burdened by problems that appear insurmountable. It could be our health, or the health of a loved one. Perhaps it's a marriage or family difficulty, a financial or drinking problem, or something related to our work. The unfortunate truth is that we cannot walk through this life without encountering situations that appear unsolvable.

Often, as we make futile attempts to resolve our situation with human solutions, we allow it to smolder within us until it explodes, creating even greater difficulties. And all the while, as we grope, someone stands before us with loving hands outstretched; ready, willing and anxious to lift our burden and carry it for us. That someone, of course, is Jesus Christ. The bible states, "Do not be anxious about anything, but in everything by prayer and petition, with thanksgiving, present your request to God. And the peace of God which transcends all understanding will guard your hearts and your minds in Christ Jesus our Lord" (Philippians 4:6&7). This is not a request, but a command. Jesus commands us to hand our burdens over to him. In Proverbs 3:5 we are told, "Trust in the Lord with all your heart and lean not on your own understanding."

The power of prayer, spoken in full faith that Jesus will lift our burdens, will bring us real peace. And when true believers gather in prayer, we know Jesus is in their midst. He himself told us, "For where two or three come together in my name, there am I with them." (Matthew 18:20).

Members of the fellowship of Christian Peace Officers gather each morning to pray for the members and leadership of our department, the leadership of San Francisco, and the City itself. Although we attempt to reach out into the community, our focal point centers on you, the men and women of the department.

If you feel burdened and would like prayer for yourself, a loved one, or a friend, we want to include your request in our daily prayer. (Of course all prayer requests are confidential).

Further; if you, a loved one or a friend are unfortunate enough to be hospitalized, we will happily visit and fellowship with that person in a concerned and caring way.

Finally, if you ever feel a need to meet with any one of us privately for conversation or prayer, we stand ready and willing to serve you in love.

PARKING ON SIDEWALKS

The purpose of this bulletin is to remind members with traffic enforcement responsibilities that it is illegal to park motor vehicles on sidewalks, and that vehicles so parked create hazardous conditions for pedestrians.

Motor vehicles (including motorcycles) parked on sidewalks are a source of numerous complaints to this department. Sidewalk parking complicates the passage of blind, elderly and young pedestrians, and forces them to navigate curbs and to walk in the roadway under conditions of limited visibility. In addition, oil spillage results in slippery surfaces, creating further safety hazards.

California Vehicle Code Section 22500 (f) prohibits any person from stopping, parking or leaving any vehicle standing on a sidewalk, whether attended or unattended, except when necessary to avoid conflict with other traffic or at the direction of a peace officer or official traffic control device. All members are directed to strictly enforce California Vehicle Code Section 22500 (f).

In residential districts or other areas where ongoing enforcement has not been vigorous, members should place SFPD-42, Warning Notice forms on violating vehicles upon the first observed violation.

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“There’s No Such Thing As a Routine Traffic Stop”

by Mike Pera
Public Affairs

On Easter Sunday, Officer Leonard Engel of the Traffic Division, Solo Motorcycle Detail, made what appeared at the outset to be a routine traffic stop. The stop took place in the Marina District and the violation, as described by the driver cited, was a “Hollywood Stop.” The officer and the driver, Mr. Minco De Bruin, struck up a rather friendly conversation during the citing process.

The citizen was so taken with the style of Officer Engel that at the conclusion, he asked if a friend (also seated in the car) could take a picture of the officer and himself.

On April 6th, Mr. Bruin came into Public Affairs with the photo and a poem he had written about the encounter. I believe all the members of the department will enjoy the attached photo and poem and in particular the members assigned to Traffic.

Mr. Bruin is a native of Holland and a war veteran. He has been a resident of San Francisco for the past twenty-five years. An interesting note is that his father was a police officer in Holland, working a shift of ten days on and one off.

Officer Engel entered the department in 1960 and has been assigned to the Solo’s since 1963. In addition to his traffic duties he trains new members in the unit.

Incidentally, the term “Hermidad” used in the poem refers to an old expression used in Holland concerning police.



He suavely give me a “fine” treat;
what **should be** and **still is**,
his duty, as an officer, **indeed**.
The lesson I got, was truly not new;
I thought anyway, I was overdue.
Twenty-eight fifty, that was the fine
And three days in a row now (sic....)
It restricts me to dine.... (out, that is).
O, “Holy Hermidad” of yore,
Keep marching on and catch some more.!!!!

***Excuse the word this time
It’s purpose **only** is for rhyme.
San Francisco, Easter Sunday 1983
Minco De Bruin

Congratulations to the “COP,”
who **did his duty** at a stop
where I **did NOT**.

SHOVELING AGAINST THE TIDE

by Don Brewer

A TALE OF TWO CITIES

I could not resist writing this article after suffering the antics of some of our local politicians in regards to the visit of Queen Elizabeth II.

I was privileged to have been one of a two hundred man honor guard for the Queen when she visited the city of Chicago approximately twenty-five years ago. We put in over sixteen hours that day and were bused ahead of wherever the Queen went. She must have tired of seeing the same uniformed faces waiting for her as she arrived at the various points of interest, but of course, she did not let on. The lady has too much class! A quality that many of our local politicians lack!

At the time, the Irish made up twenty-five percent of the population of Chicago. Out of three and one half million people, that is a lot of Irish. Still, the whole city welcomed the Queen, no matter where she went, and she responded in kind.

When she went back to her yacht, anchored off Chicago’s downtown loop in Lake Michigan, it was past midnight. However, this “lady” sent us a telegram, thanking us for our efforts; a most thoughtful act which lifted the spirits of us all. The same class displayed here when San Francisco received a telegram upon her arrival in the north.

AN INSULT TO THE IRISH

Here, in “the city that knows how,” a few dregs from humanity were able to excite our politicians who cannot resist performing for any voting bloc, no matter how small or despicable. These unprincipled people, in their lust for votes, ignorantly associated these dregs with the Irish as a whole. It was a gross mistake to refuse making an appearance, or to do so, after hedging their bets in an effort to have their cake and eat it as well.

A MATTER OF PRINCIPLES

No decent person wants to be associated with thugs and wanton killers of women and children, or even horses!

Those politicians that snubbed the Queen, or abused her good will in other ways, denied themselves an excellent opportunity to learn some manners.

This most dignified of ladies, with ever ready humor and grace, quick wit and fascinating eyes, set an example for us all.

Fortunately, the citizens at large had enough “smarts” to sense what the Queen’s visit was all about and give her the proper welcome; in spite of the dregs and their lackeys

I think we all know that this Queen could not have the British out of Northern Ireland if she so wished, and I believe it is not her wish. After all, any informed person knows that if the British (after being invited in) left at this time, a fanatical blood bath would ensue. Most assuredly, only those that are self-seeking vultures would want that.

All civilized people owe the British a debt of gratitude for their unselfish and principled efforts in the north of Ireland. Efforts that are costly to the British, both in the lives of their troops, and revenue of their taxpayers. Efforts lacking in any positive return except knowing that you have done what is right

VOTE THE RASCALS OUT

Instead of giving comfort to a few small individuals with infinitesimal minds, let’s give the British a cheer for a job well done! Then, team up with the majority of the Irish and vote these misinformed and uninformed politicians out of office, thereby, freeing them from their (too heavy) burden of acting in a responsible manner.

The opinion printed here does not necessarily represent the position of the San Francisco Police Officers’ Association. Our policy has been, and continues to be, to print as broad a representation of opinions as space allows. This policy includes articles by both police officers and non-police officers.

Editor

Asian women breaking barriers

SAN FRANCISCO — Times change. Those of us who grew up watching John Wayne as the sheriff protecting citizens from criminals, or remember actor Chuck Connors as The Rifleman whose handiwork with guns kept society safe, must broaden our perspectives to consider the important contributions and greater potential of women in law enforcement.

S.F. Sheriff’s Deputies Teri Tussey and Shirley Scheffler are two Asian American women pioneering in the law enforcement field. They are two who are helping to change the traditional views of what a woman can or cannot do.

A recent story in the Japanese-language Gun Magazine focused on the S.F. Sheriff’s Dept. The department boasts 8 percent Asian American personnel, and 23 percent female personnel.

“I feel there is a good opportunity for advancement for a woman in this department,” said Tussey, who has been on the force for 16 months, and has been working in the county jail for 13 of those months. “I hope to move up to working in the courts, and perhaps into investigative work eventually.”

Deputy Tussey is a native San Franciscan, a third-generation Chinese American from her mother’s side with German and Scottish blood from her father’s side.

“I was working as a typist for a year and a half before coming to the Sheriff’s Dept.,” said Tussey, 25, who earned a Bachelor of Science degree in law enforcement from San Jose State University. “I think there is definitely better career opportunity here.”

Deputy Tussey supervises prisoners in the jail and also transports them to and from courts or other jurisdictions and institutions.

Sheriff Michael Hennessey was credited in the magazine article for being an outstanding “advocate of the rights of minorities.”

“As a direct result of his (Hennessey’s) philosophy the San Francisco Sheriff’s Dept. now has many women holding down key positions, expertly and efficiently,” wrote Mieke Watkins in Gun Magazine.

Watkins pointed to Captain Mary Ann de Sousa as a prime example. One of only six female captains in California, de Sousa now manages the county jail in San Bruno.

“Undoubtedly, many people wondered whether or not a woman could properly manage a medium-security jail, which holds 400 male and 50 female prisoners. But since taking over as the operational commander, she has clearly demonstrated that she is fully capable of administering the facility in an excellent manner,” Watkins wrote.

Deputy Shirley Scheffler, 24, is also a native San Franciscan, the daughter of immigrants from Hong Kong. Formerly an officer of the SFPD, she has been with the Sheriff’s Dept. for 11 months, working at the jail the whole time.

Scheffler said she does not feel any resentment from others in the department. “There will probably always be some doubts as to whether a woman can do the job. But you can’t let other people’s doubts shake your confidence — just watch out for yourself and do the best you can.

“I’d recommend the Sheriff’s Dept. to other Asian American women, or any women who are interested in this sort of work,” she said. “There should be nothing stopping a woman from doing whatever she is qualified and has a desire to do.”

Reprinted from Asian Week, March 31, 1983



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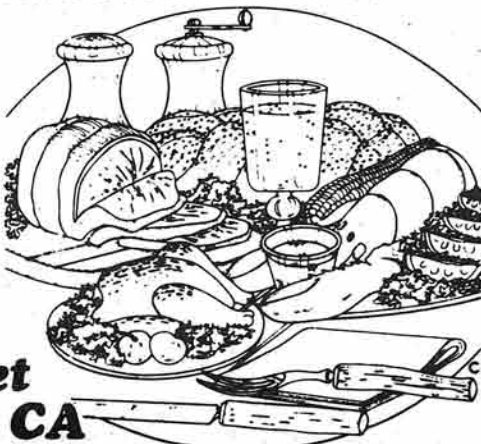
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LATE DELIVERY

The article (reprinted below) in the February **POLICEMAN** re: late delivery of our Association newspaper to such far away places as Concord, Walnut Creek, Pacifica, Petaluma, Rodeo, etc. was well received. So far several members responded with the coupons below.

The Editor needs a lot more of these completed coupons in order to make the best case for a post office policy change, as to how and when our Association newspaper is delivered.

DISSATISFIED WITH MAIL DELIVERY OF THE POLICEMAN NEWSPAPER TO YOUR ADDRESS?

During my predecessor's nine years as Editor of this monthly police newspaper, the complaints about slow delivery of The **POLICEMAN** newspaper have never reached the proportion of complaints that he has received over just the past few months.

The postage rate we have always paid for is Second class, yet there are subdivisions within that class. Our newspaper is treated less fair than you would think. All newspapers are delivered to Rincon Annex station in San Francisco, pre-packaged according to ZIP code. The pecking order is: 1st Class mail, then the daily newspapers, then the weekly newspapers and then our monthly newspapers.

The Oakland Postal Terminal has long had a reputation for slow processing of any class mail. Naturally, this effects delivery of The **POLICEMAN** to Concord, Walnut Creek and so on. Of late, it even takes ten days for the paper to be delivered in Pacifica, and three days in San Francisco.

WHAT'S THE POINT? He has asked for documentation (a written complaint) from any member who has told him of his/her delayed delivery service. No one has ever followed through, in all these years, with this request. Therefore, he designed the below coupon letters for any member to read and complete, and send to me at the SFPOA. Your participation is seriously requested.

Pete Maloney
Editor

United States Post Master
Washington, D.C.

Sir:

I protest the policy of the U.S.P.O. of working second class monthly newspapers only after almost every other class of division of mail is worked. My Association's monthly newspaper is just as important to me, which only has to be routed twenty to thirty miles in the San Francisco Bay Area, as any daily or weekly paper going across the country.

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I protest the constant late delivery of my Association newspaper, The **POLICEMAN**, to my address in the immediate bay area. I have complained verbally to our Editor many times in the past. The service is not improving. Delivery should not take up to ten days or longer in just a twenty to thirty mile radius.

I rely on this newspaper for news which affects over 1800 members. I need to get timely announcements of meetings, court cases, new laws, promotional and/or retirement dinners and more.

Sincerely,

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City in dilemma if a cop is sued

By Dave Murphy

A law to protect cities from lawsuits against police officers has ended up placing both the cities and the officers in an awkward situation.

The law protects cities from being liable for punitive damages in cases involving police officers. The law does allow, however, the individual officers to be liable for punitive damages.

A recent case in San Bruno showed the weakness of the law, and the City Council there is looking for a way to get the law changed.

It started Dec. 23, 1980, when San Bruno Officer Brian Hyland shot and killed 29-year-old David Reitan.

According to police, Reitan locked himself in the bathroom of his apartment and threatened suicide. He was reported to be armed with a rifle and a knife.

The police surrounded the bathroom, with Hyland waiting in the bedroom. When Reitan went into the bedroom, he turned toward the officer and pointed the gun at him. Reitan's finger was taped to the trigger.

Hyland fired two shots. The first hit Reitan's finger, then shattered into his chest and stomach. The second hit him above the shoulder as he fell.

It turned out that Reitan was armed with only a pellet rifle. Police Chief Frank Hedley said there was no way Hyland could have known that because the gun looked like a regular rifle.

Hedley said an investigation by the Police Department showed that Hyland acted properly. The San Mateo County district attorney's office ruled the case a justifiable homicide.

Reitan's widow and parents sued the city for \$1 million. Also named as defendants were Hedley, Hyland and Sgts. Robert Porras, Rick Lehman and Rick Watson.

City Attorney Ted Bresler said San Bruno and Reitan's family settled out of court for \$25,000, although he believes the city could have won in court.

Bresler said that if the city went to court to challenge the suit, the ones risking the most would have been Hedley, Porras, Lehman and Watson. They could have

been liable for punitive damages.

He said that rather than placing the five police officers in an awkward situation, the city decided to pay the \$25,000 and settle the case.

Both Bresler and Hedley said they would prefer a law where the city has the right to pay the officers' punitive damages if it chooses.

In that way, they said, the city government could fight the case, knowing that the employees would not be the ones held liable if it lost.

"You end up in a situation where the city's hands are tied," Hedley said. "That can develop an inhibition in an officer that prevents him from doing something that he should be doing."

Hedley is not alone. One who agrees with him is South San Francisco Police Chief Jim Datzman, the president of the San Mateo County Police Chiefs Association.

"It's an unfortunate reality when you start getting involved with attorneys and insurance agents and insurance companies," Datzman said. "Sometimes people who make the final decision boil it down to economics rather than right or wrong."

Both Datzman and Hedley said they see nothing wrong with an officer having to pay punitive damages if he acted improperly or grossly exceeded his authority, but he should not have to pay them if his department agrees he was right.

Datzman said the officer is faced with a split-second decision, and a decision not to shoot could cost him his own life.

He said he understands the San Bruno situation because sometimes an attorney can convince a jury that an officer did something wrong — even though police procedures were followed.

"It's sad," Datzman said. "The whole world sits and second-guesses the whole thing. Any number of those kind of things can happen, and the officer shouldn't be stuck with that."

Reprinted from S.F. Progress, March 20, 1983

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



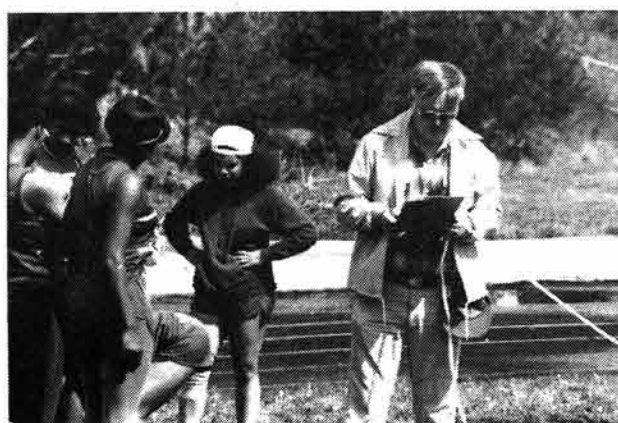
WCAL TRACK AND FIELD

Balboa High School won the Varsity AAA WCAL High School Relays held at McAteer High with a score of 36 points after twelve events. St. Ignatius was a close second with 31 points. Third place went to McAteer with 28 points. Other finishers are: Galileo 4th, Sacred Heart 5th, Lincoln 6th, Lowell 7th, and Riordan 8th. In the Frosh/Soph category, McAteer was the winner with a score of 48 points. Second place went to St. Ignatius with 42 points, and Galileo finished 3rd with a score of 39 points. Other finishers are: Riordan 4th, Sacred Heart 5th, Lowell 6th, Balboa 7th, and Lincoln 8th. In the Girls Division, Lowell was victorious with an impressive 38 points in the eleven events. Second place was McAteer with 33 points, and Lincoln took 3rd place honors with 24 points. Other finishers are: Galileo 4th, Mission 5th, and Balboa 6th place. Team trophies were awarded. In addition, Maurice Crumby, who cleared 7 feet, and participated in three other track events, was voted the outstanding athlete of the meet. Crumby failed in his bid to clear 7'4½" by the slightest of margin. The crossbar tipped in the final attempt. Had it remained, Crumby would be the only high school athlete to have achieved that height in the nation.

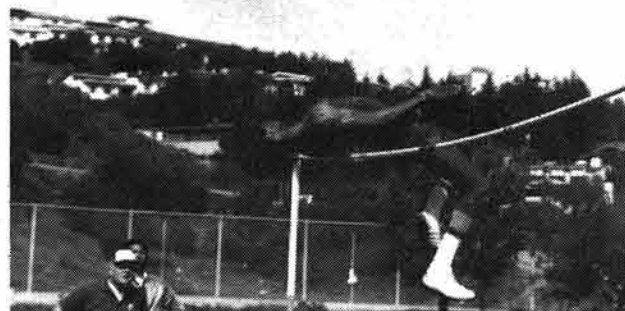
In other highlights, Galileo High Senior triple Jumper Justin Brown turned in one of the best marks in the nation this year with a tremendous leap of 48' 4". According to the March issue of Track and Field News, that would rank Brown third in the nation. The top mark of 51' 4 and 3/4" is held by Virginia's Roger Bennett. Brown, a starter and team captain on the varsity basketball team, is also an accomplished high jumper with a personal best of 6'10". Mission High's Melody Martin had the best girls individual high jump of 5'2". Balboa's Peter Davis anchored the winning 800 meter relays with a time of 1:34.1. Lincoln was a close team second with a time of 1:35.1. Third was McAteer with a time of 1:35.4. In all, eight high schools competed. PAL T-shirts were awarded to all participants.



No nonsense starter Irv Delman preparing to start yet another sprint medley. Delman can always be counted on to do yeoman duty.



Deputy Chief Jim Shannon officiating in the shotput competition. Chief Shannon always seems to find time to help the kids.



Balboa Track Star Maurice Crumby attempting a high jump of 7'4½". Crumby previously cleared 7' but was trying for a national record.



Shown above is Balboa High Track Star Maurice Crumby accepting the most outstanding athlete award from Sgt. Jim Meyer, PAL Track Commissioner. Crumby participated in the hurdles, sprints, and won the high jump team competition with a leap of 7 feet. All Track aficionados should catch Crumby in local competition. Crumby intends to win a spot in the Olympics High Jump Team for the 1984 Olympics to be held in Los Angeles.



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Members of the victorious Balboa High Men's Varsity Track Team after scoring 36 points in the recent PAL AAA WCAL High School Relays. St. Ignatius was second with 31 points.



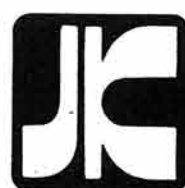
A proud McAteer Track Team accepting the team trophy from Sgt. Jim Meyer.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL BOXERS WIN BIG IN SIERRA NEVADA GOLDEN GLOVES CHAMPIONSHIPS

Story by Angel Rodriguez

1. Jimmy Ford won championship/walkover.
2. Mike Ford boxed Travis Dunham (Jets) won championship, looked very good. Referee gave opponent two standing 8 count. Won an easy decision.
3. Jose Hernandez won championship/walkover.
4. Dave Nicholas won championship/walkover.
5. Hank Rivera won championship/walkover.
6. Shawn Gomez boxed Pancho Moreno (CCPAL) won by knockout in second round, looked Incredibly Good!, but lost in finals.
7. Richard Paz fought a very good fight with Robert Lopez (CCPAL). Won first and second round big, knocked his opponent down in each round, but ran out of gas from altitude. Referee stopped the match saying he was too tired to continue. Awarded bout to Carson City boxer. We thought decision was very unjust, because referee should have given a standing 8 count, but didn't bother.
8. Nelson Santiago boxed John Lockwood (SHURZ) fought hard, but lost close decision. In our opinion, he could have won the decision if he fought harder.
9. Paris Alexander boxed Hector Colon (FREMONT) fought very hard, but was repeatedly penalized. We feel unjustly. Referee awarded fight to Colon.

Still though we did come home with 5 champions out of nine boxers.

The next boxing show scheduled at the old National Guard Armory, 14th and Mission Sts., is on Saturday, May 28, 7 p.m. Admission for Adults is \$3.00. See amateur boxing at its best. All proceeds to benefit the boxing team.

PAL FLOAT WINS FIRST PRIZE IN ST. PATRICK'S DAY PARADE

The PAL Float, festooned with Shamrocks and a live Leprechaun, came away with first prize in the float category in the St. Patrick's Day Parade. In all, 12 children wore uniforms of various sports that the PAL sponsors, and rounded out the float, all the brainchild of Con and Cathy Keighran. This means the second first prize award for the float in as many months. The PAL Float won first prize in the Chinese New Year's Parade also.



PAL Boxers Mike and Jimmy Ford after receiving PAL Boxers of the year award from Chief Murphy last year. The boys went on to regional championships and recently distinguished themselves by both winning in the Sierra Nevada Golden Gloves Championship.

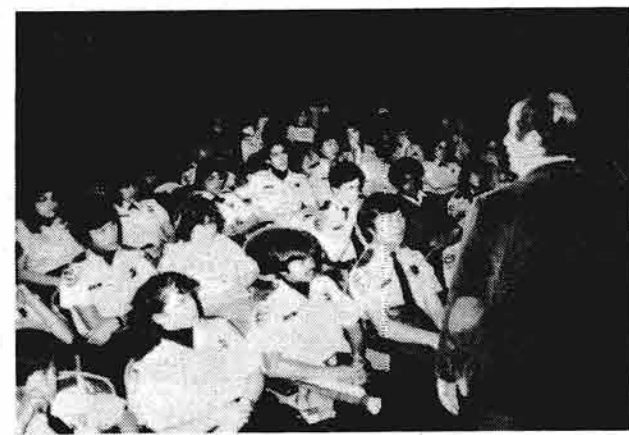


Some of the 'heavies' in the PAL Boxing Team enjoying the snow after competing in the Sierra Nevada Golden Gloves held recently in Reno, Nevada. (Left to right) Coach Rio Rosa, Paris Alexander, Jimmy Ford, Mike Ford, Hank Rivera, Shawn Gomez, Dave Nicholas, Ricki Paz, Jose Hernandez, and Nelson Santiago. In all, 5 PAL Boxers were crowned champions. Good work, guys. (See story.)

(Photo by Angel Rodriguez)



Officer Dave Robinson (Narcotics), giving his expertise in Narcotics to a group of PAL Cadets. The class was so attentive of Officer Robinson that you could hear a pin drop.



Inspector Ken Moses addressing a group of PAL Cadets on the subject of Crime Scene Investigations.

(Photo by Herb Lee)

PAL GOLF TOURNAMENT AUGUST 5, 1983

PAL Golf Tournament Director Sgt. Ken Davis (FTO) announces that the 1983 PAL Golf Tournament will be played at the Meadow Club in Marin County Friday, August 5, 1983. Shotgun start 1:00 P.M. All interested active and retired police officers who would like to participate are to call PAL Headquarters (567-3215) for signups. As in previous years, businessmen entries are \$125.00. This will include lunch, refreshments, green fees, carts, tee prizes, and a sumptuous dinner. All police officers are urged to submit a businessman entry. This will ensure your position in the limited police officer category. The fee remains at \$60.00 per person. First come, first served. Get your entries in early. All proceeds go towards providing In-service Training for PAL Law Enforcement Cadets at the Hall of Justice for the summer. Co-Chairman for this Tourney is Frank Seput.



One of last year's foursome in the PAL Golf Tournament are; (left to right) Lt. Bill Groszard, Nick Eterovich Jr., Sgt. Alan Sonoda, and Nick Eterovich Sr. They support the PAL Golf Tournament each year.

(Photo by Herb Lee)



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For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PEE WEE BASEBALL SIGNUPS AT RECORD HIGH

Pee Wee Baseball signups for boys and girls 7 through 10 are at a record high, according to Mrs. Thelma Williams, PAL Pee Wee Baseball Director. In all, twenty five teams will be competing in this beginners league. The league stresses team play and good spirits, rather than winning games. "Every boy and girl gets a chance to play," Mrs. Williams states. PAL T-shirts, hats, and equipment are supplied at no expense to the youngsters.

PAL BASEBALL CLINIC NOW IN SESSION

The PAL Baseball clinic for boys and girls 11 through 14 are now in session through May. This is an opportunity for youngsters who have never played baseball to learn the fundamentals, states Jim Griffin, Director. The fundamentals of hitting, base running, and strategy are all discussed on these Saturday sessions. Call PAL Headquarters (567-3215) for the locations nearest your home. Pickup games are played utilizing what a boy or girl learns in the sessions. PAL T-shirts and Caps are provided at no charge.

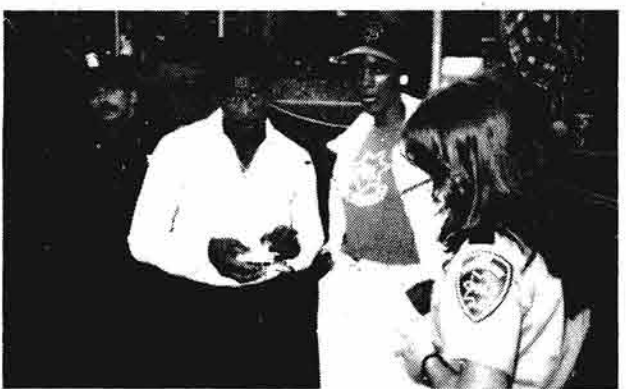


Deputy Chief Jim Shannon, representing Chief Murphy, poses with Mayor Feinstein and Sgt. Herb Lee at the Press Conference declaring baseball week. PAL baseball representatives were (left) Jim Keighran and (right) Yussef Sterling.



Mayors Dianne Feinstein and Lionel Wilson heralding the Oakland A's and S.F. Giants Bay Cup Series. The Oakland A's swept the exhibition series and the Oakland Police Activities League will keep the Cup for a year.

(Photo by Lynn Tracey)



Ricky Henderson, stellar left fielder of the Oakland A's giving an autograph to PAL Cadet Lt. Lynn Tracey in the Oakland Coliseum. The A's swept the exhibition series against the S.F. Giants.



S.F. Giants Pitcher Atlee Hammaker (no. 17) walking out the PAL Boy and Girl of the Year for the ceremonial first pitch of the season.

(All Photos by Herb Lee)



PAL Boy and Girl of the Year Monya Hargrove and Sean Keighran right after throwing out the first ball in the Oakland A's S.F. Giants Bay Bridge Series.



Sgt. Bob Muszar (right) of the Oakland Police Activities League is shown receiving the Bay Cup from Coach Steve Boros of the Oakland A's after the A's swept the two game series from the Giants 7-3 and 5-4, entitling them to hold the trophy until next year. Of course, the San Francisco PAL has been in possession of the Bay Cup for the past year because the S.F. Giants won the series last year.

PAL LAW ENFORCEMENT CADETS

The PAL Cadet Program will end in May with graduation exercises for all seniors scheduled for Tuesday, May 24, 1983. There are eighty Cadets still active in the program. Besides the usual Tuesday night meetings at the Hall, the Cadets will be very busy in the next two months with providing assistance in marathons, picnics, and the Summer Inservice Training at the Hall of Justice. Tours to San Quentin and San Bruno county Jails are being planned. In addition, the ridealong program will commence under the direction of Officer Jeff Levin of Co. E.



Displaying a PAL T-Shirt in which they were made honorary PAL members were Joe Spano (Center) and Rene Enriquez (2nd from right), better known as Lts. Henry Goldblume and Ray Caletano of Hill Street Blues. Also in the photo is Sgt. Herb Lee (PAL), Officer Matt Perez (Crime Lab), and Captain Frank Jordan (Community Services Division.) The occasion was a dinner sponsored by the S.F. Press Club honoring the two Hill Street Blues Stars and Officer Matt Perez. Matt, as you may remember, was the producer of a 60 second SFPD recruitment tape.

(Air News Photo)



Outgoing President of the PAL Sgt. Bill Leet receiving a plaque for his dedicated work during the year from incoming President Sgt. Jim Hegarty (retired).



Officer Danny Hampton (Academy) thrilled the audience with his solo rendition of the Man from La Mancha and the Twelfth of Never. Great job, Dan. Also in the photo is Police Commission President Dr. David Sanchez.



PAL Cadet Lieutenant Lorraine Perez being congratulated by Deputy Chief Shannon after receiving the PAL Cadet of the Year Award. Congrats. Lorraine.



PAL Cadet Elaine Perez in a flute rendition of Mozart to an appreciative audience at the Boy/Girl of the Year Dinner.



VIPs at the head table (left to right), Chief Murphy, Mr. Joseph Lerer, Guardsman President, Dr. David Sanchez, PAL Boosters Executive Director Jack Immendorf, Deputy Chief Jim Ryan, and S.F. Progress Sports Editor Bill Paterson.

SPORTS

Connie Louie: Top fencer, clever cop

by Bill Paterson
Progress Sports Editor

Connie Louie was robbed 113 times last year. But don't feel sorry for her. That's her job. She acts as a decoy for the San Francisco Police Department.

Louie plays the perfect victim. When wearing a bulky overcoat and a drab scarf, the 30-year-old policewoman can appear twice as old. At 5-foot-3 and 100 pounds, she is an inviting target as she shuffles slowly along the street with a bag of groceries in her arms.

Louie earns her living being stalked. But she also does her share of stalking as a champion-caliber fencer. Her goal is to make the 1984 United States Olympic team.

"Her small size makes it difficult for her opponents to hit her," says Dr. Bruce Mebine, a friend of Louie's who is organizing this year's national tournament to be held in June at the University of San Francisco.

"She is like a cat who stalks its prey, and then, with a lightning quick thrust, goes for the kill. She moves so quickly and smoothly that many of her opponents do not realize that they are being attacked until it's too late."

Louie is the defending Pacific Coast Women's foil champion. She currently is ranked sixth in the nation and hopes to compete in the Pan American games later this year.

Last weekend at the College of San Mateo, Louie participated in the 30th annual Helene Mayer Memorial Tournament. It was one of four major sectional tournaments being conducted this season (the final is April 21 in Philadelphia) before the nationals.

"The five women with the best scores from the sectionals and nationals will comprise the Pan American team," Louie explains.

Participants can toss out their worst score from the sectionals, which is just fine with Louie. She finished a disappointing 14th place Saturday. However, she helped the U.S. team to a victory over Canada in an exhibition the next afternoon.

"I didn't do as well as I would have liked, but I did get the opportunity to compete against the former world champion," Louie said in reference to Cornelia Hanisch of West Germany.

Louie thinks the experience will be invaluable as she continues her quest towards an Olympic Games berth.

The match against Hanisch was not her first ex-

posure to international fencing, however. In 1977 she spent a year in Europe observing the masters.

She returned the next year to the U.S. with grand hopes of becoming a champion dancing in her head. But in the 1978 national tournament she suffered a major setback. She was eliminated early in the tournament, far below her goal of being in the top 10.

"I was trying too hard," Louie recalls. "I felt frustrated. My expectations had been so high."

Louie was so upset that she abandoned the sport. She focused most of her energies at trying to get into the SFPD.

"My interest at Berkeley had been in social welfare," she says. "I worked for a while in the field, but right after I got back from Europe Proposition 13 was passed. Social worker positions were being eliminated."

Louie had always had positive impressions of police work and when the department made a big push to hire minorities and women, she saw it as an excellent opportunity.

But when Louie graduated from the Police Academy she didn't find the rank and file waiting with open arms. She says it took a while to convince her fellow officers that she could carry her own share "of the load."

But many of those barriers have fallen since she joined the SFPD's Tactical Unit a year and one half ago. Her convincing work as a decoy has earned the respect of her fellow officers. They are even helping her fencing career. The Police Officers' Association has paid some of Louie's travel expenses.

Louie is well aware that she is working in one of the most controversial areas of the police department. Some have called the decoy unit nothing more than "entrapment." Others say that it is a waste of valuable manpower. Some even consider it too dangerous, pointing to the death of Officer Douglas Gibbs several years ago.

Louie believes in the program.

"We are very careful to maintain the integrity of the program. We do not use entrapment."

"I think we're especially important as a deterrent," Louie adds. "The street criminal knows we're out there. I know it makes them think twice about robbing someone."

Louie — knocking on wood — said she hasn't been injured during her decoy assignments.

"I've been pushed and bumped but I've never been pushed to the ground," she says. "Most suspects want to do it without attracting any attention."



Photographer Bob Clay

Louie's toughest job has been winning over her husband, Robert.

"He's had mixed feelings about my work," she says. "He was opposed to my being a decoy, but I think he's a little more at ease now."

Her husband stays out of her police work but is much involved in her fencing career.

"He is an excellent coach," she states. "But it is hard sometimes. He can be tactless. He is very professional in his ability to separate being a husband and a coach. Sometimes it is difficult for me to separate the two."

"But I know I have improved a lot in the last three years. Besides, I get free lessons."

Reprinted from S.F. Progress, March 16, 1983

1ST ANNUAL CALIFORNIA WINTER POLICE OLYMPICS

by Bill Cooke, Co. A

On 02/28/83, the 1st Annual California Winter Police Olympics began at Squaw Valley. Approximately 75 officers from all over the state arrived for three days competition not knowing what level of skier to expect. The 1st day's race was a Giant Slalom which was used as a time trial to qualify skiers into respective groups based on ability; 'A' being expert, 'B' advanced, 'C' intermediate. Teams were formed of 4 skiers apiece with SFPD fielding 3 teams.

Being this was the first year of Olympic competition, the operating committee from Placer Co. Sheriff's encountered problems in course selection, scoring and updates in present team standings. Nevertheless, the first day's results proved favorable with SFPD winning 6 of 21 medals. Robert Gillaspie of Juvenile led the way by winning a gold in the Masters (31-40 yrs.) Division. Mark Soloman (B), Michael Farrell (B), George Malim (C), Mark Laherty (C) and Stephen Venters (C), followed with Silver or Bronze medals in their respective divisions to create a mighty SFPD impact on the other departments. The next day's race was the Slalom where SFPD added three more medals; Bob Sleadd (Masters), Heinz Hoffman (B) and George Malim (C). The third day of competition was the Downhill where the skiers achieved high speeds while negotiating hairpin turns over steep terrain. Unfortunately, Mother Nature interfered with blizzard-type conditions limiting the racers abilities. However, George Malin (C), and Jeff Smith (C), managed to pull out two more medals giving us a total of 11 of 63 possible. SFPD's breakdown was 3 Gold, 3 Silver, & 5 Bronze which was more medals won than any other department. In addition our #2 team, made up of Robert Gillaspie, Les Tom, Mike Farrell and George Malim finished 3rd place over all in the team standings.

With a year of experience under our belts and hopefully better weather conditions, next year's event will again show SFPD's dominance in Olympic competition.

TEAM I

HEINZ HOFMANN
BILL COOKE
MARK LAHERTY
STEPHEN VENTERS

TEAM II

ROBERT GILLASPIE
LES TOM
MICHAEL FARRELL
GEORGE MALIM

TEAM III

ROBERT SLEADD
ROBERT GREEN
MARK SOLOMAN
JEFF SMITH



(Top Row) Bob Sleadd, Photo Lab; Robert Greene, Co. H; Robert Gillaspie, Juv. Bur.; Mark Farrell, Co. G; Mike Soloman, Auto Stats; (Back Row) Bill Cook, Co. A; Stephen Venters, Co. A; George Malim, Co. A; Mark Laherty, Co. A. Camera Shy: Heinz Hoffman, Co. A; Les Tom, Vice; Jeff Smith, Co. A.

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SPORTS

GOLF CLUB NEWS

For fear of be-laboring a sore point for all of us, I am not going to mention the no-good, rotten, stinking, horrible weather.

We finally got the February Tournament at Franklin Canyon played but then a week later had to postpone the March Tournament scheduled for Skywest in Hayward.

I probably more than anyone want the rain to stop so we can get on with the yearly schedule.

Plans for the May overnighiter have been completed so the schedule for the rest of the year is now complete. In May we are going to play LaContenta one day and Dry Creek the next.

We have one-hundred and forty-six members as of this time and encourage any active or retired member of the S.F. Police Department, regardless of ability to join. The dues are only \$10 per calendar year. Anyone interested send me the dues as below and I'll send you all pertinent information.

The results from Franklin Canyon had Tom O'Connor the low gross winner with an eighty-one. That is an indication of how difficult the course was playing. What really confirms the difficulty was that for the first time in ten years not even one player was even par or better after their handicap.

Vic Rykoff was the low net winner shooting an 83 and with his 10 handicap had a net 73.

The flight winners were: first; Dave Kranci, Johnny Phillips and Homer Hudelson; second; Jim Skinner, Nick Eterovich Sr. and Telly Slettvedt; third; Larry Minasian, Bob Cirimele and Wally Jackson; fourth; Jack Ahern, Joe Allegro Sr and Jack Doherty.

The Hole-In-One winners were Jim Skinner and Joe Allegro Sr.

The March Tournament was finally played on Friday, April 1st. We had fifty players who I am thinking of giving combat ribbons for their great effort in "the battle of the swamp." If it hadn't been that most of us were so hungry to play we probably would have gone home after one look at the golf course. As was the case with most courses they had a big problem with cutting the grass both on the fairways and in the rough. As was the case at Franklin Canyon the scores reflected the

condition of the course. The low score of the day was an eighty-three, and only one person had a net score of under par and only one equaled par.

The low gross winner was Tom Gordon who shot eighty-three. The low net winner was Luis Castaneda who shot eighty-four and with his fourteen handicap had a net seventy.

The flight winners were: first, Johnny Phillips and Jerry Cassidy; second, Dennis McClellan and Mike Brady; third, Wally Jackson and Bob Cirimele; fourth, Ray Seyden and Lee Clark.

The guest flight winners were in order of finish, Ken Charshaf, Frank Seput, Bill Dodds and Ray Gomez.

The Hole-In-One winners were Jerry Cassidy with a shot 13'8" from the hole followed by Bill Lee with a shot 14'10" away.

The one good thing about the day was that the weather was super. It finally looks like the weather has changed. It has been reasonably dry for the last two weeks and the weatherman says it is going to stay this way for at least another week.

POLICE OLYMPICS - 1983

The Police Olympic applications are out and it doesn't leave much time to arrange the teams. In order to comply with the deadline date for turning in the applications I must have the completed applications by no later than May 1st, 1983. The golf fees this year are \$28 plus the regular registration fee of \$26 for a total of \$54. This does not include carts.

I only have a few names so far that are interested in going. If anyone intends to go and needs an application call me right away and I will send you one. Remember we haven't much time.

Jerry Cassidy, Secretary
S.F. Police Golf Club
Room 150, Hall of Justice
Co K Solo M/C
850 Bryant Street
S.F., CA 94103

SAN FRANCISCO POLICE PISTOL TEAM

The 1983 shooting season is off with a BANG. SFPD had 7 shooters (which is up from one last year) competing at the Jack Match in Sacramento. We shot in a wind storm, but the annual tradition of the rain stopping as the match starts was maintained. Even though it's a practice match and scores don't count for CCA we had some promising scores despite the conditions.

Otis as usual was our best shooter, but he has a lot of challengers this year. He again fell just short of getting his Distinguished Medal, but promises to do better, and will get it before he dies. Pamfiloff and Matteoni look like they're picking up where they left off last year, instead of starting at the bottom. Sloan is shooting his Master scores of a couple of years ago, and with a working gun is ready for L.A. Farrell has improved a couple hundred points from his one match last year and is still miles away from his potential. Two new shooters, Larry Camilleri and Rod King both indicated they're hooked and will be shooting much this year. The steaks and beer after the match hooked everyone, including Otis who won the trophy for Best Eater of the Match.

It looks like we have 9 shooters going to L.A. & Riverside on 4/8/83 for the first official matches of the year. L.A. may never be the same.

The first NORTHERN matches of the year, Concord PD & Bay Region Championship are both at Chabot Range and have been re-scheduled for 4/28 to 5/1. Anyone interested in shooting contact Otis, Pamfiloff or Pelissetti at X1321.

Alameda S.O. has cancelled their match and SFPD Pistol Team is going to replace them, co-hosting a joint match with TWIN CITIES PD on 8/4 to 8/7 also at Chabot Range. This will be the FIRST ANNUAL SAN FRANCISCO POLICE PISTOL TEAM MATCH, and we're hoping it becomes a regular event.

We have a team meeting set for Tue. 04/19/83 at 1400 hours room #400 conference room. Try to make the meeting to work on the match details.

SANTA CLARA POLICE 10K PURSUIT

Sunday, May 1, 1983

Park Opens 10:00 am

Challenge the 6.2 mile loop course and then enjoy a day with family and friends at Great America!

Great America Admission Tickets Only \$6.95

Regularly \$11.95. Children 3 and under FREE!

Includes: a full day's admission to Great America with unlimited use of all rides, shows and attractions.

A limited number of Great America tickets will be available day of race — at registration table only.

Race begins and ends at Mission College. Trophies awarded to three finishes in each age group. T-shirts and Calistoga water provided to all runners. For additional information, phone (408) 243-COPS.

Mail entry form to: SCPOA
P.O. Box 223
Santa Clara, CA 95052

REGISTRATION: 7:30-8:30 am
RACE BEGINS: 9:00 am



Advance Race registration form — 10K Pursuit

\$6.00 (postmarked April 25, 1983)

\$7.00 day of race

_____ Tickets to Marriott's Great America @ \$6.95 = _____

Make all checks payable to SCPOA

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Division (circle appropriate) Men Women 30-39 40-49
 18 & under 19-29
 50+

T-shirt size Small Medium Large X-Large

I, intending to be legally bound, hereby for myself, my heirs, executors, administrators, waive and release any and all rights and claims against the persons and organizations affiliated with this race, Santa Clara Police Dept., Santa Clara Police Association, City sponsors of the race, volunteers, committee members, while participating in and traveling to and from the 10K Pursuit. I further attest that I am physically fit and that I have sufficiently trained for this event.

Signature _____

Date _____

Parent/Guardian must sign if runner is under 18 years of age.

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SPORTS

Cota Lost For LA Game

CENTURIONS WIN 3rd IN A ROW, 33-6

by Don Carlson

The San Francisco Centurions assured themselves of their most successful season since their creation by downing the Alameda County Sheriffs "Lawmen," 33-6, at City College on March 6 before 1,500 fans.

Once again, the Centurion defense stymied the opposition by holding Alameda to 42 TOTAL NET YARDS, including an incredible (-1) yard on the ground on twenty carries! Offensively, SF scored the first time it had the ball, going 37 yards in seven plays, when QB Ed Cota found Andy O'Mahoney angling toward the goal post for a 9-yard touchdown. When the Centurions got the ball back four plays later, it appeared that SF would score again just as easily.

At the Alameda 16-yard line, facing a third-and-five, Cota saw the middle open and checked to a QB sneak. As Alameda's two defensive tackles hit him, Cota went down with a dislocated ankle and a double-break of the tibia, bringing his first Centurion season and that potential scoring drive to distinct ends. San Francisco didn't score again until the middle of the second quarter when Fullback Joe McKenna's 2-yard smash culminated a 10-play, 43-yard drive which began when DT Jim Deely pounced on an Alameda fumble.

San Francisco increased that 14-0 lead immediately after receiving the second half kick-off. Sparked by two consecutive Jack Minkel runs that ate up 47 yards, the Centurions used just four plays to zip 63 yards. An 11-yard sweep around left end by SF's other Tailback, Mike Maxwell, put Alameda behind, 21-0. San Francisco's other third period score came from the toe of "The Routine Machine," Eric Hipp, when he was perfect with a 45-yard field goal into the wind, making the count 24-0. Hipp also made all four PAT attempts in the game.

The final Centurion TD came early in the fourth quarter on a brilliant 22-yard run by Maxwell off a reverse, behind typically-outstanding blocking by the SF line. And the Centurion defenders weren't content just to shut down Alameda with plays like Mike Lawson's incredible interception in the end zone of a 40-yard pass — they wanted to score, too! So, tackles Jerry D'Arcy and Mike Evanson sacked the Alameda QB for a safety.

Alameda finally scored in the last minute on a fluke 17-yrd TD pass, after DB Dave Faingold had apparently tipped the pass away in the end zone. The SF defense had played so well that Alameda could complete just two other passes the entire game!

The victory, which moved San Francisco's 1983 record to 3-0, was highlighted by Minkel's 76 yards on seven carries, and marked the first time in their four year history that the Centurions have won as many as three games in a single season. It remains to be seen, though, how Cota's injury will affect the team. No football team can lose its #1 QB and hope to remain as strong, even though it's a "team" sport. The SF coaching staff and team will have to deal with that problem quickly if they still hope to beat LAPD for the second consecutive year.

The SFPD Run for Youth

by Walt Scott and Tim Foley

The San Francisco Police Department Youth Program is starting its third successful year. Now including classes for credit in our public high schools, and such activities as rockclimbing, backpacking, ropes courses, and rafting we are considering changing our name to the SFPD Challenge Program.

The San Francisco Police Officers' Association is our major sponsor and supporter. As you can see from the adjacent run notice the SFPOA is sponsoring our 2nd Annual Run for Youth fundraising run. We expect to purchase one, if not two, vans for the Program with the proceeds from the run. This will allow us to reach even more than the 80 different police officers and over 1000 teenage young men and women that we reached in 1982.

The SFPD Run for Youth will be a fun and exciting activity. We will have a band, a great prize drawing, celebrities such as Wendy Nelder, beautiful multi-colored T-shirts and, especially, 2,000 or more runners.

Come out and support the run and talk it up with your friends. There are run notices at each station and detail (see your POA rep). Run in the race or come out race and help out. Race day work is very important, satisfying, and fun, and we need over 100 volunteers. This can be a relaxing activity for those winding down from the sergeant's exam. Wives, husbands, children, and friends are all welcome to help. All volunteers receive a T-shirt, are eligible to join the prize drawing, and will meet a lot of new friends. To volunteer for race day call Walt Scott or Tim Foley (553-1348), or Mr. Rudy Barbosa (661-8418). See you there!

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION



IS SPONSORING THE

2ND ANNUAL SFPD Run for Youth 5PM ON SATURDAY, JUNE 11

RACE DIRECTORS: LEN WALLACH, RON MARKILLE, TOM BENJAMIN & LORNA KOLLMMEYER

4.5 MILES AROUND LAKE MERCED

START / FINISH: Sunset Blvd. parking lot

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

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

You will receive your race packet on race day. For race results send stamped self-addressed envelope with the registration form.

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

AWARDS: Beautiful custom medals will be given to the top 5 finishers in each division by President of the Board of Supervisors, Wendy Nelder.

T-SHIRTS: Free to every registered runner — all new color and design. Pick up with your race packet.

NOTE: THE RACE IS LIMITED TO 2500 RUNNERS


100% of FEE BENEFITS SFPD YOUTH PROGRAM:

A unique program starting its third successful year which provides challenging and cooperative outdoor experiences for SF Youth and their Police Officers. These experiences build strong bonds of trust and friendship between youth and their police officers, and give young people a new view of themselves and society.

MUSIC: Before and after the race performed by SAN FRANCISCO'S OWN ABEL.

PRIZES: There will be a drawing (must be present) for dinners for two at the following fine restaurants:

The Shore Bird - El Granada	The Sansome Street Brasserie - S.F.
Celia's Restaurant - S.F.	Chez Michel - S.F.
Greek Taverna - S.F.	La Pantera Cafe - S.F.
Houlihan's Old Place - S.F.	Le Petit Cafe - S.F.
Scoma's - S.F.	Pacific Cafe Ghirardelli Square - S.F.
Gaylord (India) Restaurant - S.F.	Luigi's - S.F.
Joe's of Westlake - Daly City	Little Joe's - S.F.
Knight's Restaurant - S.F.	622 Ristorante Italiano - S.F.
Des Alpes Restaurant - S.F.	Liverpool Lil's - S.F.
San Remo Restaurant - S.F.	Pano's - S.F.
The Cookbook Restaurant - Concord	Chez Madeleine - Pt. Reyes Station
Charley Coupe & Conservatory - S.F.	The Valley Inn - San Geronimo
Carlos Murphy's - Pleasant Hill	The Shadows - S.F.
Peppermill Restaurant - Daly City	The Monks Inn - San Rafael
El Torito Restaurant - Daly City	Rose's Oyster Depot - San Anselmo
Sirloin & Brew Restaurant - Belmont	Sears Fine Foods - S.F.
The Blue Fox - S.F.	New Pisa - S.F.
Kee Joon's Restaurant - Burlingame	Fisherman's Grotto #9 - S.F.
Pacific Cafe - S.F.	La Mer Duquesne - S.F.
Pepe's on the Pier - Pier 39 S.F.	The Olema Inn - Olema
Borel Restaurant - San Mateo	Taj of India - S.F.
The Cliff House - S.F.	Alfred's - S.F.
Caesar's Restaurant - S.F.	Maurice et Charles - San Rafael
La Barca Restaurant - S.F.	Robert's - S.F.
Sir Francis Drake Hotel - S.F.	Mama's on Washington Square - S.F.
The Nob Hill Restaurant - S.F.	Raffle's Polynesian Restaurant - S.F.
Trader Vic's - S.F.	Scott's Seafood Grill & Bar - S.F.
	Ernie's Restaurant - S.F.

 The Smile Center, Dr. S. Gutter - S.F. and many other unique and interesting prizes.

REFRESHMENTS: Provided after the race.



REGISTRATION FORM

Mail completed registration form by June 3rd to: SFPD Run for Youth, 850 Bryant St., Rm 553, San Francisco, CA 94103. Make checks payable to "Friends of the SFPD Youth Program." Your cancelled check is your receipt.

Name																					
Address																					
City											STATE			ZIP							
Phone																	<input type="checkbox"/> Runner	<input type="checkbox"/> Non-Running Supporter			
Age			Sex																		
T-Shirt size			<input type="checkbox"/> S	<input type="checkbox"/> M	<input type="checkbox"/> L	<input type="checkbox"/> XL															

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

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- ☐ FEMALE
- ☐ 12 & under
- ☐ 13 - 16
- ☐ 17 - 29
- ☒ 30 - 34
- ☐ 35 - 39
- ☐ 40 - 44
- ☐ 45 - 49
- ☐ 50 - 59
- ☐ 60 & over
- ☐ Law Enforcement under 35
- ☐ Law Enforcement 35 & over

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THE LAST WORD

by Pete Maloney
Editor



LEST WE FORGET...within two weeks of this past March we lost two San Francisco originals; men of such character, respect and personality that they are sure to be missed.

John Daniel (Jack) O'Meara had almost as many friends as he did accomplishments. His obituary mentioned his tenure as President of the City's retirement board but did not mention the dozens of police and firemen that his sympathetic treatment benefited. Or the daily ritual of sending greeting cards to friends and acquaintances of birthdays, occasions of illness or when ever a soul needed cheering. Jack was a hale and hearty fellow who always made you feel better for having seen him no matter how deep in the dumps you might happen to be. Twenty-five years ago, when I was ten years old, all knees, elbows and freckles, Jack was already fifty and he took that gangling youth out onto the handball courts of the Olympic Club and took the time to teach him what his left hand was for. A year or so ago his doctors ordered him off the courts but Jack felt the treatment was worse than the disease and he eventually returned to the game he loved and played fiercely. Jack went the way that I want to go doing his favorite thing with his friends, a mid morning game of doubles doubles probably the longest standing grudge match among Club members, and died quietly in his clubroom. Valued for his energy, renown for his loyalty he was my friend and will be sorely missed.

Another indomitable spirit, Captain Peter A. Conroy, served forty six years in the San Francisco Police Department and half of those in the rank of Captain. I met him shortly after being assigned to Mission Station early in 1972 as a rookie and got a close up look at what a 'real' police commander was like; there was never any question as to whom was in command. He was a proud member of the police family whose contribution to a grateful City that can scarcely claim to be the same for their efforts. Captain Peter Conroy was also a President of the Widows and Orphans Association who's energy and good humor rivaled Jack O'Meara's. Gone but not forgotten, I'm grateful to have known them.

Two more members of our Association whose contributions I would like to acknowledge before their obituaries are Henry Friedlander and Mary Petrie of the Community Services Committee. They have been responsible for enormous amounts of work that have donated our funds directly to the non-profit groups that need it most and raise the image of all police officers with the people that we work with on the street. Nearly every month we have read in "Letters to the Editors" words of appreciation for the work they have done on our behalf.

I would be sorely remiss if I did not acknowledge the work that Gale and Louise Wright did in making this newspaper what it is today. The debt we owe nearly matches the challenge that I face as the new editor managing the paper that Gale took from a newsletter to the respected publication it is. I will do all within my power to see that the "Policeman" continues to earn us the pride and respect that Gale helped us earn.

Priority reading...

HEALTH SERVICE COSTS ON THE RISE

by Harry Paretchan
Member, Health Board

Unfortunately health care is draining America's economic strength as its expenditures represent about 10% of the gross national product and for the third consecutive year insurers are predicting average rate hikes of 25% to 35%. Because of this, it has had a grave adverse effect on Plan #1's costs. Last year Plan #1 lost over \$900,000 in medical claims and this was after subsidizing its members with over \$671,000 from reserves.

Because of declining interest rates, the reserve funds that we have in certificated deposits are not generating as much as before. We have always eroded a portion of these monies by subsidizing the Plan #1 members rates. In other words we give back to you, what we can safely, in the form of paying part of your premium. We now find that we are paying out more than we are taking in and it's obvious that we can't stay in business that way.

In case you don't know, the City has no obligation to keep Plan #1 solvent. By charter, it only pays for the administration of the system. Nothing else. Therefore it's up to the members of Plan #1 to keep it going. The City's contribution this year towards your premium is only \$64.82 which is the average of the State's 10 largest counties and an increase of \$9.57 over last fiscal year.

Because of these losses and the projected rise in future medical costs, several changes had to be made by the Health Service Board in order to try and stay close to even. I will explain later.

It's needless to say we don't need any added deductions from our city pay checks but the costs are there and the figures don't lie. There are several areas that the members have to use intelligent judgment, where applicable, in order to control costs. One of these is in hospital stays. Hospital room and board rates are the greatest expense. For example: A patient who goes to

the hospital for minor or elective surgery can ask his or her doctor if the procedure can not be done in his office. In most cases they can. If it cannot, then how about having all the pre-op lab work done in a lab the day before the procedure. In other words, you can save \$500-\$700 in the first day by not laying in a hospital room to have the lab work done.

The use of generic drugs, when using the prescription drug card, is another way of keeping costs down. Generic drugs are no different than brand name compounds and cost 1/3 to 1/4 less. Any doctor will prescribe them. Also if you are on maintenance drugs, ask for a 90 day supply. This will save the system an additional 1/3 the cost for just filling the prescription. Future articles will list additional ways to save the system, and indirectly you, because rates are based on utilization of the category you are in.

Remember that May is the only month that you can change from one plan to another. Also it's the only time that you can add a dependent other than a new wife (30 days after marriage) or a new child (30 days after birth). Comparison sheets will be distributed to all departments and stations soon so look them over carefully and see if a change might not be better suited to your particular needs. The responsibility is yours to look the sheets over and be aware of the rules. I constantly get calls from the brothers saying they didn't know one thing or another about the rules.

A summary is printed on the comparison sheet and if you want a complete set, they are available at the Health Services Office located on the second floor of 1212 Market St. or call me and I'll send you one. Also a comparison sheet is always printed in the Firefighters Main Line and the Police Officers newspaper so don't say you didn't see one.

The following is a list of the new rates, increases, and changes for all five plans.

1983-84 PROPOSED CONTRIBUTION RATES

	PLAN #1			KAISER		CHILDREN'S			FRENCH		BAY PACIFIC				
	1983-84 MO. RATE		IN- CREASE	1983-84 MO. RATE	IN- CREASE	1983-84 MO. RATE		IN- CREASE	1983-84 MO. RATE		IN- CREASE	1983-84 MO. RATE		IN- CREASE	
Employee	\$ 14.66	+	\$ 1.85	-0-	-0-	\$ 9.50	+	\$ 3.62	-0-	-0-	\$ 7.20	+	\$ 2.41		
Employee plus one	86.79	+	17.95			79.37	+	16.52	\$53.75	-	0.53	76.23	+	16.42	
Employee plus two or more	141.84	+	31.28*	107.26	+	127.75	+	25.62	98.80	-	0.57	118.64	+	19.32	
Retired Employee-Medicare	1.16	+	.55	-0-	-0-	-0-	-0-	-0-	-0-	-	-0-	-0-	-	-0-	
Retired Employee-Medicare plus one w/Medicare	34.94	+	3.50	39.04	+	2.27	53.89	+	11.46	46.85	+	3.82	54.60	+	9.10
Retired Employee-No Medicare	14.66	+	1.85	-0-	-0-	9.50	+	3.62	-0-	-0-	7.20	+	2.41		
*Provide subsidy of \$25.00 to family rate & \$10.00 to surviving spouse - No Medicare															

*Provide subsidy of \$25.00 to family rate & \$10.00 to surviving spouse - No Medicare

BENEFIT CHANGES

Decreasing co-payment from 100% to 80% for use of emer. room in a non-emer. situation.
Reducing Major Med. co-payment from 85% to 80%
Paying outpatient lab/x-ray under Major Med.
Increasing Major Med. deductible from \$75.00 to \$100.00.
Vision care to \$10.00 deductible for exam & \$10.00 for materials.

House calls:
\$3.50 to \$5.00

Prescription deductible: \$3.00 to \$4.00
Maternity benefits for subscriber & legal spouse only.
Emer. Rm. fee: \$15.00 to \$20.00 (\$25.00 - 1/1/84)
Blood component & derivatives excluded

No changes

Effective 1/1/84
Hearing Exams \$10.00
Infertility Studies 50% of charges.
Skilled nursing care max. 30 days
Allergy tests - 50% of charges
Allergy shots - \$5.00
Short term rehab. \$15.00 co-payment

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PENSION WITHHOLDING

continued from page 1

become fully taxable after the member has received the amount he/she contributed into the System during his/her employment. Except for the limited exclusion under Internal Revenue Code section 105, **ordinary disability retirements** are fully taxable. Under Code section 104, **industrial disability retirement** monies are substantially not subject to either state or federal taxation. (Refer to my exhaustive article on this subject in the December 1982 *Policeman*.)

My Recommendation

I would therefore recommend that all pension recipients complete and return this form to the Retirement System by May 15, 1983.

I would recommend that members receiving industrial disability retirement pensions select alternative number 1 (no income tax withheld) since their retirement monies are substantially not subject to taxation.

Members receiving service retirement monies or ordinary disability retirement monies are urged to contact their tax preparer/consultant in order to determine the amount, if any, of monies to be withheld by the Retirement System.

Further general information can be obtained from the San Francisco Employees' Retirement System by phoning 771-3935 during normal business hours.