

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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POLICE-FIRE WAGE FORMULA NEEDS REVISION

by Bob Barry, Co. A

The intent of Proposition "P", the police and fire wage setting formula enacted into law in 1975 was, among other things, to provide us and our families a "fair and decent" wage based on the average salary paid other large police agencies in California. When enacted, five jurisdictions were utilized; Los Angeles, Long Beach, Oakland, San Diego and San Jose — there are now only four. Oakland was excluded because of a decline in population.

Like any, the "intent" of the legislation always becomes an important factor once challenged, followed by the "interpretation" of the language once the law is actually applied. Both the intent and interpretation of Proposition "P" have caused us a great deal of difficulty.

Specifically, Proposition "P" had a three fold purpose: 1) unquestionable retribution for the 1975 police-fire strike to lessen our base pay 2) to save the City countless millions in future salary and retirement benefits that it would otherwise be mandated to pay under the old L.A. parity formula and 3) to provide at least some semblance of fairness in determining which cities to utilize in the formula, as well as the date the City would use in actually conducting the wage setting survey.

In this case, the final date for enactment by the Board of Supervisors is August 25th of each year — presumably enough time for other jurisdictions to settle their contracts in order to provide us with the "true average" of those jurisdictions. This fine table is not sufficient!

For six of the eight years since its enactment, the formula has either not been applied properly, or has failed to work as originally intended. Certainly, this is history enough to believe that this problem is not going away unless the City Charter is changed to correct this deficiency.

The two problems have been the blatant misinterpretation of the language by the City Attorney, evidenced by our victories in court, and by other jurisdictions not settling in time, causing us to lose wages. We will again experience the latter this year with, at this point in time, the City of San Jose. Last year it was Los Angeles, and next year it may very well be Long Beach or multiple jurisdictions.

Should this occur, it could very well place us in the same position we were in in 1976 when we didn't get any salary increase.

Also, the idea of "catchup" next year, when one jurisdiction doesn't settle does not hold water because historically speaking, other jurisdictions in those succeeding years undoubtedly have contract problems which again causes us to lose a certain percentage of what the "true average" should be.

The result of all this is, of course, a perpetual windfall for the City in terms of reduced expenditures for salary and retirement benefits, and a continual erosion of hard dollars for its employees. Hard dollars lost for hard and certainly effective work performed doesn't equate to fairness in my mind.

As an employee of the City, I am certainly concerned as most are about the economic stability of my city, and ours is certainly stable, but I am also as equally concerned for the welfare of our police officers and firefighters in at least getting a "fair shake" for what are considered by more objective authorities than me as

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NATIONAL POLICE WEEK

Families of the San Francisco Police Department, sworn and civilian, are reminded of the activities surrounding National Police Week, May 15 through May 21, 1983.

You are all cordially invited to attend the annual San Francisco Police Department Family Day Picnic and Open House at the Police Pistol Range, John Muir Drive and Skyline Boulevard, on Saturday, May 21, 1983, between 11:00 a.m. and 3:00 p.m.

Please bring your kids, sense of humor, camera and appetite.

Cornelius P. Murphy
Chief of Police

HEALTH SERVICE SYSTEM MONTH

by Mike Hebel, Welfare Officer

The Health Service System has again announced that it has designated the month of May has the open enrollment period for City employees to:

1. transfer between health plans of the System
2. add eligible dependents not presently covered (spouse and dependent children to age 25)
3. transfer from an exempt status to enrollment in one of the System's health plans
4. apply for exemption from the System (adequate outside coverage, annual salary in excess of \$14,000, religion)

Police officers desiring to make any of the above changes are urged not to delay. The month of May is the only time (except for new wife/child) that such changes can be made. Officers must come in person to the Health Service System's business office (1212 Market Street, 2nd floor — near 8th Street) between the hours of 8 am and 4:45 pm, Monday through Friday.

Changes made in the month of May become effective July 1, 1983.

Health Costs Rising

During 1982 the System's administered plan #1 lost almost one million dollars in medical claims (claims surpassed contributions) requiring the System to draw heavily from its reserves. Consequently, the cost of plan #1 rose by 13%. Kaiser rose by 10%; Children's Hospital plan costs rose by 38%; French Hospital decreased by 1%; and Bay Pacific's Health plan rose by 33%.

In the United States health care expenditures represent about 10% of the gross national product and these expenditures have been rising by nearly 20% per year.

Due to the stressful nature of the police occupation, continuing emphasis is now being placed on mental health care. Plan 1 provides little in that area (50% of covered charges up to a maximum of \$500 per fiscal year); Kaiser provides for 20 out patient visits each calendar year at no charge; Children's Hospital plan is limited to outpatient evaluation and crisis intervention; French Hospital does not cover mental health care; and Bay Pacific pays \$20 per visit for 20 visits per contract year.

Other Important Reminders

Authorized leaves of absence without pay. The officer is responsible for notifying the Health Service System office when going on an approved voluntary/in-

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NATIONAL POLICE WEEK

MAY 15TH-21ST



The officer depicted in the center of the National Police Week poster is Lt. Frank Martinez, police officer of the year.

Cop of year: 'I like what I'm doing'

By Beth Hughes
Examiner staff writer

Sept. 5, 1950, was a good day for The City, according to Police Chief Cornelius Murphy, for that was when Lt. Frank Martinez joined the department.

After 32 years, two gold medals of valor, two silver medals, two bronze medals, three Police Commission commendations, 43 commendations by commanding officers and twice being wounded in the line of duty, Martinez was honored yesterday by the Chamber of Commerce, which selected him as San Francisco's police officer of the year.

"I should be giving this award to the people and the city of San Francisco," Martinez said yesterday. "They have let me do what I like to do best. I'm satisfied doing exactly what I'm doing. I feel patrol work is the nuts

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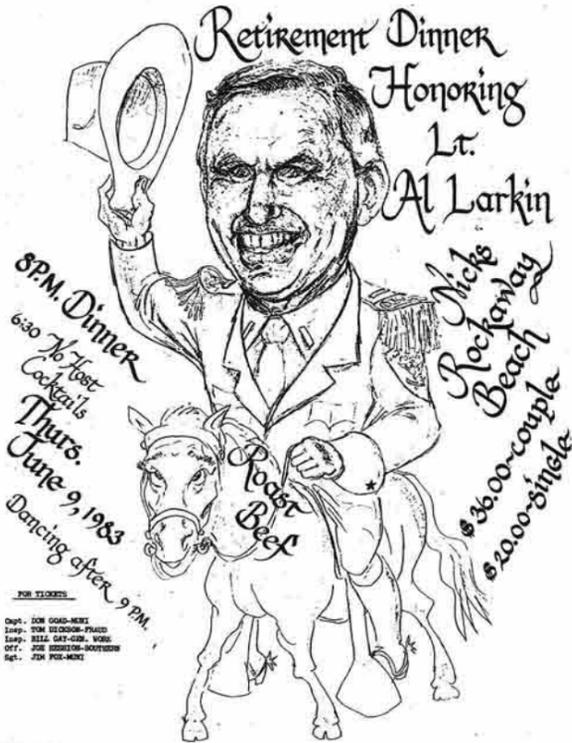
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Widows & Orphans

"Widows and Orphans" does not appear in this month's issue and I must accept the responsibility. I didn't notice in time that it had not been submitted. It won't happen again, my apologies.

The Editor



CHARLIE ANDERSON

by Mike Dempsey
Mission Station

On April 15, 1983, the citizens of San Francisco and the members of the San Francisco Police Department lost a good and irreplaceable friend. Charlie Anderson was many things to many people — a tough street cop, a trusted comrade, a knight in shining armour — Charlie was all this and much more.

Having come into the Police Department July 1, 1959, Charlie had paid his dues working as a sheet metal worker for nine years. He was a Mission boy, having gone to Horace Mann, Mission High and finally John O'Connell, where he learned the sheet metal trade. After training at Southern and Central Stations, Charlie returned to the Mission where he transferred to in early 1961.

Charlie was home and stayed there until his untimely death. Charlie wasn't the type to stand around and talk of the past but looking at his accomplishments, one can only stand in awe of a real man. His record stands in no-one's shadow. Working with partners like Jimmy Stevens, Rich Safely; Charlie Anderson was a crime fighter par-excellance.

One hundred Captain's Complimentaries, ten Police Commission commendations, three bronze Medals of Valor, one Silver Medal of Valor and probably most importantly over fifty letters from grateful citizens. I only knew Charlie for the past six years but I saw a class act. Charlie was the Permit Officer under four different Captains. If you came to him with a problem or question, no matter what Charlie was doing, you were the most important person for that moment. Charlie treated everyone equally and made a lot of friends. Charlie, those friends miss you.

Testimonial Dinner

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JULIE LANDMAN



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WIVES

Our meeting was held on May 3, 1983 at the Hall of Justice The main topics for discussion were the POLICE FAMILY DAY activities to be held on May 21, 1983 at the Police Range (Lake Merced). There will be plenty of things for the kids to see and do. Any wives who would like to help with working the picnic, please contact Pat Barsetti at (415) 566-5985.

NEW ELECTIONS

PAT BARSETTI was elected as President of the Wives Group, again. (A fine choice). WANDA MANINI was elected as Vice-President/Treasurer and CATHY OBERHOFFER was elected Secretary. MARIANNE STRANGE was appointed as the Graduation Committee Chairman and ANNA LEE was appointed as the Charity Committee Chairman. We expect a lot of wonderfully good things from this group.

OF INTEREST

June 11th has been tentatively set for the day of the Bay Area Wives Group to meet. This is a fine opportunity to exchange ideas and goals. DALY CITY POLICE WIVES ARE STARTING A NEW CLUB. WELCOME AND GOOD LUCK!

NEXT MEETING

Our next meeting will be held on Tuesday, June 7, 1983 at 7:00 pm in the 5th floor Police Commission Hearing Room of the Hall of Justice. If you need help with transportation, please contact Pat Barsetti at (415) 566-5985 or Wanda Manini at (415) 566-1872. Hoping to see you there.

COP OF THE YEAR

continued from page 1

and bolts of police work. I like doing exactly what I'm doing."

Born in Marysville in 1922, Martinez joined the department after serving in the Navy during World War II. He spent two years assigned to the Richmond Station and then moved to Northern Station, where he has remained.

Yesterday, Martinez brushed aside recollections of the times he was shot and focused instead on the people he had met on his beat over the years.

Presidents Harry Truman and Gerald Ford; Gen. Douglas MacArthur, entertainers Judy Garland, Frank Sinatra, Maria Callas, Anita O'Day and Dave Brubeck; and sports greats Ted Williams and Joe Louis.

While the public often sees such famous figures from afar, "I'm right there," Martinez said of celebrity details. "I shake hands with them and talk with them."

He's also passed on his knowledge of police work to "at least 100" recruits trained at Northern Station since the mid-1970s.

And it's the camaraderie of fellow cops that has kept him on the job.

"When the chips are down these guys are right there," he said. "I can't recall any officer who, when things got a little hairy, backed down. It takes a special kind of person to do this kind of work."

Reprinted from S.F. Examiner
April 26, 1983



POLICE POST #456 NEWS

We are now ready to send our two boys to Boys State. Our tireless chairman, Stan Scheld has two young men all set to participate in what we know will be an extremely rewarding experience for them, as well as a very proud moment for S.F. Police Post #456. The two are Edward Mullins, cousin of Off. Pat Mullins and Barry S. Fowlie, son of John Fowlie, and grandson of our late beloved Charles Fowlie, the first Treasurer of S.F. Police Post #456 Credit Union. We used to send three boys under the joint auspices of the S.F. Foot-Printers and we appreciated their co-sponsorship over the years but now it is a total Police Post #456 effort. When I said that it was a proud moment for S.F. Police Post you can be assured that it will be a doubly proud time for their family. This is a prime example of your dues in action.

All the delegates are eagerly awaiting the Palm Springs Convention. It's a good convention town with plenty to do and lots of laughs. As Otto Elvander has said many times, if you laugh a lot, when you get older your wrinkles will be in the right places. Don't forget that it is your paid up dues which allow us to keep all of our worthwhile programs going.

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

Your Scribe
John A. Russell

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

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Secretary's Column

by Gerry Schmidt



PROGRESS

BACKGROUND

At the close of 1982 the San Francisco Police Department had trained close to 800 new police officers in the preceding two years. Of those, nearly 400 were ultimately assigned to field operations; the majority to the patrol division.

On June 3, 1981 Police Chief Con Murphy was directed by the Police Commission to conduct a comprehensive review of the practices of the Department's Internal Affairs Bureau. Specific reference was to be made to the allegations of improper investigations by the I.A.B. raised in a memorandum dated May 11, 1981, to Mayor Feinstein from Ms. Catherine Barron, a staff aide of the Citizens Assistance Center. It was this memorandum which led to public meetings being held by the Police Commission and the Board of Supervisors' Select Committee on Crime and Violence. These meetings ultimately brought life to the concept of the Office of Citizen Complaint (O.C.C.).

On July 27, 1981 a task force report containing 19 recommendations designed to, "establish a uniform and comprehensive program to encourage and address constructive criticism or complaints brought to the department's (police) attention by citizens," was submitted to the members of the Police Commission for their consideration and adoption.

MAJOR CHANGES

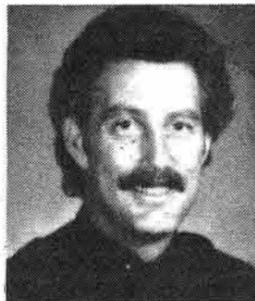
On August 5, 1981 almost all of the (19) Task Force recommendations were adopted by the Police Commission. Before they were adopted however, the Commission passed a motion by Commissioner Jane Murphy to oppose a measure being considered for the ballot to create an Office of Citizen Complaints. The motion passed unanimously.

In an obvious attempt to offset the growing momentum towards the creation of an O.C.C., the police department began imposing stricter standards of conduct on all of its members. This, in conjunction with

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Treasurer's Column

by Duane Collins



MONEY

RETRO INTEREST CHECKS

I spoke with the department last week and was informed the checks will be delivered by the end of May. The delay was caused because the department had to compute the attorneys' fees. They also decided to put D.P., overtime, and holidays all on one check. This required a longer lead time but will get all the money out sooner in the long run. The 128th and 129th classes will probably not have to pay attorneys cost because they will only have a partial year check. The checks should gross \$150, minus \$20 attorneys fees. Total attorneys fees \$40,000, money well spent.

BENEFIT SHOW CONTRACT NEGOTIATIONS

The P.O.A. met with Richard George and Thomas Neece, of Thomas Neece Productions Inc. last week to confirm the contract negotiations. We have settled for \$91,000 or 22% of the gross for 1983, \$95,000 or 22% for 1984, \$100,000 or 22% for 1985. This contract accomplishes a couple of things for me. It gives us a substantial raise (formerly \$84,000 no percentage, a year), it guarantees us a percentage of the gross, if Neece has a very good year, we will too, that could be a very nice bonus. By making it a three year contract I will be able to better project my budget for the next three years because of the guarantees. And the President and Treasurer will not have to deal with these negotiations until the second year of their term in office, instead of a couple weeks after their election, as was the case this year. I think everyone is coming away with a good deal and I intend to recommend the Board of Directors approve the contract.

VICE PRESIDENT'S COLUMN

by Paul Chignell



KOPP'S ANTI-POLICE EFFORTS FOILED BY SUPERVISORS MOLINARI AND WARD

At the Board of Supervisors Governmental Services Committee meeting on Tuesday, May 3rd, Quentin Kopp and Bill Maher were the villains and John Molinari and Doris Ward were heroes.

At issue was a resolution from Supervisor Kopp to oppose Senate Bill 778, the POA and SF Firefighter supported binding arbitration measure currently in the California State Senate.

Kopp was extremely disturbed at the legislation and forcefully fought to have the three Supervisors on the panel vote his way. However, the learned Supervisor hadn't done his homework, either politically or on the issue.

SB 778 would mandate collective bargaining with compulsory arbitration in the event of an impasse between public safety unions and their employers. The legislation has safeguards including a provision that the employer's "ability to pay" must be considered by an arbitrator.

But Supervisor Kopp, a continual anti-labor vote on the Board of Supervisors, decried the legislation stating that the proposed legislation would be a detriment to the public and governmental officials. He quoted extensively from Mayor Coleman Young of Detroit, a man who has made recent criticisms of the San Francisco Police Department and a Mayor who now opposes binding arbitration.

But after hearing presentations by James Ferguson of San Francisco Firefighters Local 798 and yours truly, Supervisor Molinari and Supervisor Ward voted against Kopp's resolution. Supervisor Bill Maher voted for the Kopp resolution.

Supervisors Ward and Molinari should be commended for voting for the labor rights of San Francisco police officers and firefighters.

Supervisor Kopp has shown again that he has no desire to enhance the labor rights of the public safety services.

Senate Bill 778 has a difficult road ahead in the State Senate but the defeat of Kopp's resolution will help in our lobbying efforts with the San Francisco legislative delegation.

PRESIDENTS MESSAGE

LEGAL EXPENSES: Last year our legal liabilities totaled approximately \$210,000.00. As you read this issue of the paper I will be presenting to the Board of Directors a plan to cut those fees in half. The Legal Services Plan will be in the nature of a lawyer-client contract so that we will be able to project 95% of our legal expenses annually. The legal services contract would increase effectiveness, with expanded representation, and far greater consistency and efficiency.

OUR BUILDING: Seven years ago we purchased our building on 7th street for what now seems to be a mere \$100,000. I can remember the Board of Directors that year being very hesitant to spend the \$100,000.00 and if it had not been for Gale Wright and a few others we would have never had a building. I also recall four years ago when we had an opportunity to purchase the YMI building at 50 and 70 Oak St. from the Archdiocese of San Francisco for about \$800,000.00. Yes, we had a chance to own a five story building that contained 2 basketball courts, full size swimming pool, 2 ballrooms, kitchens and much, much more. I worked very hard trying to put the YMI sale together but unfortunately even though 99 year financing was possible from the AFL-CIO (we were members then) the hesitancy of the Board let the deal slip away.

So much for history. Today we owe approximately \$65,000.00 dollars on our building which is now assessed at approximately \$700,000.00. In consultation with our accountants I am proposing to the Board that a second mortgage be taken on the building for the purposes of upgrading the offices and facilities. Some of the specifics that I'd like to see are:

- a) doubling the office space
- b) a Court Day Room for officers waiting to testify
- c) a Lounge/Restaurant open to members
- d) a Social Hall for members to use for gatherings
- e) a large kitchen facility for group functions
- f) a set of meeting rooms for groups of officers such as Team meetings, American Legion, Retired, etc.

I want our building to be used by all of you for pleasure and constructive activities. Presently a small group utilizes the building for social events while the majority of the membership doesn't even know where it's located. I want to reverse that by asking you to approve my plan of upgrading the building.

I believe that approximately \$200,000 will be needed to professionally complete the project. Yes, it sounds like a lot of money but it's just the same amount that we spent on legal fees last year. I see this plan as an investment that will be returned to us ten-fold. Our upgraded facility will increase in Real Estate value greatly; the membership will finally have a usable facility that they will be proud to bring friends and family to enjoy; and office efficiency will be improved. My plan calls for a September 1, 1983 construction start and a November 30, 1983 finish.

OFF-DUTY/SECONDARY EMPLOYMENT: I've already completed the initial draft of a secondary employment plan that would allow off-duty officers to work in uniform for outside employers while being covered by the city for injuries. The plan is a detailed expansion of Administrative Code 10B. Our attorney Mr. Saltsman has already engaged in preliminary negotiations with the City Attorney's office and will be assisting me with the Meet and Confer process that will take place with the Police Commission and Board of Supervisors.

Public Relations: The campaign is finally on it's way. The Board did grant (with some opposition), my request for a \$5,000.00 budget to produce one 30 sec. and two 15 sec. television commercials that depict your positive aspects to the public. I would like to thank Matt Perez and John Sterling for working so quickly on this project.

It is anticipated that the actual filming will take place the 2nd week of June. Be on the look out for the bulletin that will announce auditions for those of you who will be our stars.

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UNIFORM AND SAFETY COMMITTEE

by Leon Lowe, Co. A

With a new leadership in the SFPOA, there comes new members to old established committees. Dave Herman, Co. E, has been appointed to head up the Uniform and Safety committee. Along with Dave serving on the committee are; Joe Zamagni, Co. C, Jerry Salvador, Don Woolard, TAC., Sgt. Glen Pennebaker, Ed Springer, Gabe Harp, Al Bernardi, Academy, Nelson Lum and myself, Co. A.

The first topic on the agenda was, what are the complaints of the membership? The committee has addressed the problem by issuing a survey, that was placed in your mailbox in your unit or in your station mailbox. From this survey we'll have an idea of what is pertinent in the minds of the membership.

From time to time you'll find something of interest to you to make your job easier, safer, or more efficient. Write it down and send it to anyone of us. We'll bring it up with the POA committee next time we meet so that all of us can benefit.

Thank you, all of you that have taken the time to fill out the survey. We are busy counting them and reading your comments. We will have the results in the next issue of this paper. If you haven't filled out the survey, please finish and send it to us.

The minutes of our May 02, 1983 meeting. The

Time...Time...Time

by Greg Winters

Legal Services

The San Francisco Police Officers' Association provides its members representation whenever a member is called to answer to the Police Department for actions taken during the course and scope of the member's employment...WHEN THE MEMBER ASKS FOR IT!!!

It's just like requirement #1 for getting a loan from a certain local bank. You have to ask for it. And, if you want effective help; you have to ask for it as early as possible.

In the recent past a member called the POA and asked for help on the day of his Chief's Disciplinary Hearing. Another member made his first call for help two days before his Police Commission trial.

The Department is required to tell you in advance when they want to question you about your actions, or when they want to discipline you for those actions. They have to give you advance warning so you can prepare your defense. What you, the member, does with that time can mean the difference having a job, and having had a job! Make good use of the time and call your "Rep". If you can't find your "Rep", call the POA Office. If you don't get an answer the first time; call again. Be a nuisance if you have to. Don't put it off.

The quality of the representation you get is in direct proportion to the time the Association has to help you prepare your case. No time equals no defense. It takes time to review the case; time to get your side of the story; time to talk to witnesses; time to prepare your evidence.

Just because you know you were right doesn't mean the Department, the Chief, or the Commission is going to see it your way. You are walking into that hearing or interview as an "accused" who has to be able to show more good evidence than the Department has bad evidence. If you don't have more — you lose!

Give your Association the chance to find the evidence that will tilt the scale your way. Call your "Rep", or call the POA Office as soon as you get the hearing or interview notice.

Time can be on your side if you use it and get help before it's too late.

uniform pants and shirt were tabled until we could get the department specifications and samples of alternatives. The nylon foul weather jacket was also tabled until we can see a sample of the short foul weather jacket and the light windbreaker. The items that are under study by committee are: the flashlight, plastic overlay for higher visibility during traffic control situations, TAC. equipment bought for use by individual members, alternatives to private vendors for uniforms, scopes for the AR-15 rifles for specialist, cloth SFPD patch on baseball cap (reduced size) instead of hat insignia (present), and new tag book.

The recommendations to the full committee are as follows: issue jump boots as an option to the dress shoes, issue a heavier black sox, the use of a small mace cannister and holder as optional, the wearing of the jump suit for the wagon crews only optional, the wearing of a solid color navy blue or darker T-shirt or turtleneck under the uniform shirt optional, the immediate issue of new Safariland speedloaders.

The next meeting was set for June 06, 1983, 1200 HRS. SFPOA office.

May 02, 1983 1220 Hrs. 510 Seventh St.

Chairman Dave Herman called to order the Uniform and Safety committee. In attendance, Sgt. Glen Pennebaker, Don Woolard, Jerry Salvador, Ed Springer, Nelson Lum and Leon Lowe. Joe Zamagni called in and was excused by Chairman Herman.

1. Uniform pants and shirts — tabled. Leon will try to get samples and order catalogs for next meeting.

2. Nylon foul weather jacket — tabled. Leon and others will try to get a sample to look at the next meeting.

3. Recommendation — jump boots issued as an optional item. Heavier black sox also.

4. Flashlight — tabled. Leon will try to contact sales representatives for demonstration, samples and cost. Prolite, Mag-light, Kel-lite.

5. Tag book — tabled. Ed Springer will try to get estimates for new tag books. The idea of a metal clipboard was brought up.

6. Recommendation — Small mace case and cannister.

7. Uniform distribution — open. Attempt to buy direct and to contract tailors in the city to do the alterations. To have property control issue above items.

8. Rain gear — tabled.

9. High visibility overlay — tabled. Glen Pennebaker will contact property control for the whereabouts of the items and a way to distribute them.

10. Recommendation — That jump suits be allowed to be worn by wagon crews as optional uniform of the city. The ability to clean and sterilize jump suit was mentioned.

11. Recommendation — That the wearing of a solid navy blue or darker T-shirt or turtleneck under the uniform shirt as optional. Optional tie except class A dress.

12. Safariland speedloaders — recommend issue to everyone who wants them.

13. TAC. equipment survey — Don Woolard will survey the members of TAC to find out the equipment bought by the members for use in the Unit. Rope, knife, etc.

14. Recommendation — Letter received from Leonard Jeong asking the consideration of having the shoulder patch reduced to fit on the baseball cap.

15. Scopes AR-15 — Jerry Salvador will look into the idea of scopes for the AR-15 for the specialist.

16. Set NEXT meeting — Monday, June 06, 1983, 1200 HRS. SFPOA office.

Any corrections, amendments, or errors please note and give to me at our next meeting. End new business.

Dave Herman reported of the full committee meeting.

A. PR-24, administration in favor of issuing the whole department after the Curry brother's demonstration. Herman, Salvador, and Zamagni moved to test PR-24 batons at Co. E for a period of six months prior to issuing to the whole department.

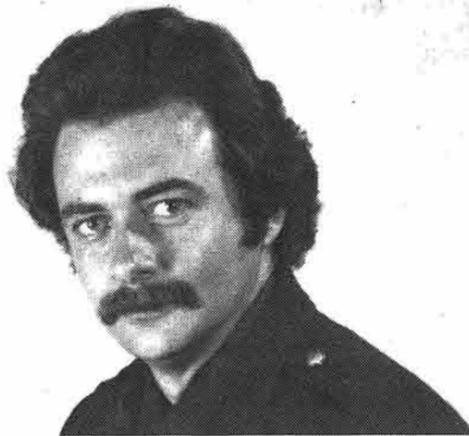
B. Short nylon foul weather jacket, presentation by Sgt. Bob Barry, Solos, approved by the full committee.

Old business: Sgt. Glen Pennebaker reported that the Motorola PIC radio was issued as whole units. One case, one radio, one battery, and one microphone/speaker. The replacement cost was about \$100.00 mic. only. No recommendation was made at this time. Ed Springer reported that he was still working on the safety glasses for members who need them.

Meeting was adjourned at 1430 Hrs. with the next meeting to be held at the SFPOA office, 510 Seventh St., on June 06, 1983, at 1200 Hrs.

Respectfully submitted,
Leon K. Lowe, #1240, Co. A

Legislative Committee Report



by Dan Linehan, Chairman

As the chair of the Legislative Committee, it is my responsibility to bring the issues most important to the majority of our association's membership, before our committee. It will be the committee's responsibility to look into the future of a "grey area" know as local politics. This will be done without benefit of a crystal ball. However, with the present composition of the committee, we have the best our association has to offer. With members Reno Rapagnani - TAC, Gerry Schmidt - Secretary, Nelson Lum - Co. A and Jack Ballentine - Mental Health, we have seasoned veterans of our department with specialized skills in members Terry Collins - Co. I, and Paul Gossman - Academy. These combinations of honed skills and experience coupled with the youthful vitality of members Pak Tumerello - Co. A, Kevin Hall - Co. C and Don Woolard - TAC will prove hard to beat. Together we will donate hundreds of hours to seek passage of benefits and working conditions that for too long have been denied our department.

LOOKING FORWARD TO NOVEMBER

History has shown us that to pass a ballot proposition that has a high price tag attached, we must have a high voter turnout. The major factor in creating a high turnout is a highly visible and controversial race for political office. State issues or local propositions do not motivate people in San Francisco to vote.

The November election will not be held for any federal or state office. The only local offices of importance up for re-election are the mayor, district attorney and sheriff. These races could motivate the voter if the incumbents are challenged by a strong viable candidate. As of this writing, none have appeared.

ONE MAN'S VIEW MAYOR'S RACE

Due to the recent recall vote Mayor Feinstein received, and the war chest of political donations rumored to be close to a million dollars, anyone challenging the mayor will face an uphill battle.

However, as anyone who watches the political maneuvering knows, that any thing could happen.

The exit poll taken by a local newspaper of the mayor recall showed that many people voted against the recall and not for the mayor. This still could be a race if the right horses decide to line up at the starting gate.

DISTRICT ATTORNEY

There has been a lot of ink wasted on possible candidates to challenge Arlo Smith for his seat as district attorney. Challenger rumors ranging from a former assistant district attorney to Supervisor Kopp have been floating around. However, no one has been willing to sign the dotted line and face a political dog fight. Arlo Smith appears to be a sure bet to win his second four years. He has solid support in all areas of San Francisco.

SHERIFF

Sheriff Michael Hennessey is headed for an easy race as he set out early to round-up as many endorsements as possible. Any challenge in this race will only be token.

POLICE PROPOSITIONS

To date the legislative committee has yet to decide what, if any money issue should be placed on this November's ballot. We have many ideas and the ability to pass a proposition but we need the voters, to get out the vote. With the races listed, our only question is, will they provide us the voters. Only time will tell!!!



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COMMUNICATION

by Joe Hession Jr., Co F

Improving communication between Police Officer's Association members and POA administration is a major goal of President Al Casciato. With the recent formation of several new committees and the reestablishment of many old committees, the president is making some progress toward his desired end.

The LEGISLATIVE COMMITTEE, chaired by Dan Linehan of Co. B, is already looking at prospective ballot measures for the November election. Among the measures the committee has been reviewing is a staffing amendment that would put a minimum number of officers in the San Francisco Police Department and another proposition to upgrade the Tier II retirement system. In addition, the committee is considering a feasibility study to look at a 6.5 percent night differential payment.

COMMUNITY SERVICES is headed by Gale Wright of Hit and Run. The committee is working closely with a variety of charitable organizations. POA members can make donations of as little as \$1 a month through payroll deduction to the committee. The donations are then distributed to charities deemed worthy by the committee. Members can also suggest a charity of their choice to be considered for the donations.

The HEALTH SERVICE COMMITTEE is currently looking at one of the major health problems in San Francisco, AIDS. It recently issued a bulletin detailing the symptoms of AIDS and steps to take after contacting a suspected carrier of the disease. The committee is expected to release more information on AIDS in the future.

Health Services is also looking at ways to improve the current health plans.

The EDUCATIONAL SERVICES COMMITTEE is trying to increase education opportunities available to POA members. The committee has been in contact with officials at Golden Gate University and is considering offering classes at the POA office.

In order to conduct classes at the POA office and to instill a more pleasant atmosphere there, the BUILDING MAINTENANCE COMMITTEE plans to renovate the office and add a lounge and kitchen to the downstairs area, as well as a court day room.

The RESEARCH COMMITTEE would like to see a library and resource center added at the POA office as well. The resource center would provide POA members with information on other law enforcement agencies (such as requirements for lateral transfers), POST standards, and updates and changes in criminal law and procedure.

The POLICE MUSEUM COMMITTEE is in the process of trying to locate a building that will become the permanent home for the museum. The museum is now located on the third floor of the main library.

Several watchdog committees have been keeping an eye on organizations and legislation that could have an effect on the department. These committees include the BOARD OF SUPERVISORS CIVIL SERVICE COMMITTEE, chaired by Gerry Schmidt of Co. C. The STATE LOBBY which monitors the state assembly and senate, and the FEDERAL LITIGATION COMMITTEE, headed by Jack Ballentine of the Mental Health Unit.

The LABOR RELATIONS COMMITTEE, which consists of the POA executive board, is engaged in the review of several general orders that could result in their revision. Meet and Confers have already been held to discuss General Orders dealing with patrol officers' duties (D-11), the disciplinary process (D-) and several others.

The UNIFORM AND SAFETY COMMITTEE is compiling the results of the survey it recently sent to the district stations. Dave Herman of Co. E, chairman of the committee, reports that the equipment members are most dissatisfied with are the flashlights and the nylon jackets. Service at Herb's did not meet the approval of members either.

The COPS COMMITTEE, headed by Jack Ballentine, is actively monitoring the progress of Assembly Bill 187. The bill will force local governments to provide a workable arbitration system and will provide for penalties for peace officers engaged in strikes.

The INSURANCE COMMITTEE is looking at different insurance plans. It hopes to be able to find group plans that will provide better coverage for members at a lower rate.

Don Carlson, chairman of the SPORTS COMMITTEE, is looking toward next March when the 1st Bay Area Pig Bowl will take place.

The OFFICE OF CIVILIAN COMPLAINTS COMMITTEE, headed by Paul Chignell has had several meetings and a report is expected to be coming from them soon.

WHY NOT MORE COMMUNITY SERVICES MONEY FOR POLICE OFFICERS?

By Gale W. Wright

The answer is that the Community Services Fund was never set up to be a relief agency for police officers in need, but rather as the name implies, service to the community through recognized, licensed charitable organizations.

Certainly there are times when officers need additional help, i.e., burn cases, off-duty auto accidents, cancer and other long term illnesses. The committee has always tried to do whatever needs to be done to help (donation/raffle tickets, prizes, special equipment, aid to the family and more). But, there is a limit.

Many times the members confuse POA functions. The usual question is, "Why can they give so much money to political figures, but so little to officers in need?" The Community Services Committee makes CHARITABLE donations, while the Board has the authority to make POLITICAL donations.

Reprinted below is the section of the POA Constitution which provides the makeup and functions of the Community Services Committee:

5. Community Services Committee

a. The Community Service Committee shall be known as the Board of Directors of the Community Service Fund and shall consist of ten (10) active members of this Association, serving without compensation, who shall be appointed by the President of this Association annually with the approval of the Board of Directors of this Association for their respective ranks:

- 1 Captain
- 1 Lieutenant
- 1 Inspector
- 2 Sergeants
- 5 Patrolmen

b. The Board of Directors of this Fund shall immediately elect a chairman, secretary, and a treasurer for a term of one year.

c. a quorum for the transaction of any business shall consist of six (6) Directors.

d. The Treasurer of the Community Service Fund shall deposit in banks such as may be designated by the Board of Directors of this Association in the name of the Community Service Fund all monies received by him; he shall pay no bills or draw no checks for contributions or donations unless approved by a two-third (2/3) vote of the Board of Directors of this Fund. The Treasurer shall be bonded in an amount deemed appropriate by the Board of Directors of this Association. The premiums on said bonds shall be paid from the Community Service Fund.

e. Donations shall be made to non-profit charities. The directors may be a two-thirds (2/3) vote, allow for the donation, pay the same, or any part thereof. This section shall not preclude the Directors of this fund from granting by a two-thirds (2/3) vote not more than five hundred dollars (\$500.00) to any person or organization when the best interests of this Association would be served.

While there are approximately 1,971 police officers in the department, and Community services is a department-wide function, we have but 944 members donating \$1.00 per month to the CS Fund.

Soon, we will print the names of all members. If you do not see your name, please call the POA or see your station or unit rep to sign a payroll deduction card for \$1.00 per month for Community Services.

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U.S. DISTRICT COURT JUDGE GREENSBORO, N.C.
see page 7

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Retired Peace Officers Need COPS and COPS Needs Retired Peace Officers

by Bill MacDougall,
COPS Retired Rep.

The California Organization of Police and Sheriffs, of which the San Francisco P.O.A. is a charter member, has for the past several years actively recruited retired police officers from the agencies which are members. COPS membership ends when an officer retires from his or her agency.

The problems of Retired Officers however seem to continue and in some cases intensify when income drops to retirement level. COPS maintains, in

Sacramento, a legislative advocate, Bill Hemby, who stays on top of all pending legislation which affects you, the Retired Police Officer. Bill works hand in hand with your SFPOA Vice Pres. Paul Chignell, who is also Pres. of COPS, on the special problems encountered in San Francisco.

In the next month or so, Paul and I will be sending a letter to all the retirees from SFPD in an attempt to increase COPS retired membership. The cost is minimal, \$1.00 per month, and the benefits far outweigh the cost. When the letter comes please take the time to read it and send in a check.

City Applies High Court Ruling

S.F. Cop Gets to Stay on Job at Age 65

By Bob Popp

The veteran head of the San Francisco Police Department robbery detail was jubilant yesterday after learning a recent Supreme Court ruling will allow him to remain on the force even though he has turned 65.

Lieutenant Gino Marionetti was told by Deputy City Attorney Michael Killelea that he is covered by the high court's ruling last month that local governments can't force municipal workers to retire before they turn 70.

"I don't feel my age," Marionetti said yesterday. "I don't think I'm 65. I wanted to stay. I feel good. I love my work — heck, I'm dedicated to it. I am delighted with the decision.

Marionetti is the first police officer, and he is believed to be the first municipal worker in San Francisco, to have taken advantage of the recent Supreme Court



Lieutenant Gino Marionetti Photo by Jerry Telfer

decision.

A 32½-year veteran of the department, Marionetti, who turned 65 last Saturday, had become resigned to the fact that he would have to quit the force.

He took out retirement papers, gave a farewell address summing up his police career to a graduating class of police cadets March 7, and had prepared a farewell address to colleagues on the robbery detail.

But after reading of the March 2 Supreme Court ruling in *The Chronicle*, Marionetti said yesterday, he "began thinking."

Finally, he asked the city attorney's office whether the ruling could apply to him. On Wednesday, he was given oral assurance that it did. A formal written notification is in the works.

A native Californian, Marionetti was a shortstop for the Oakland Oaks of the old Pacific Coast League in 1938 and 1939. He played the next two years in the Texas League, then entered the Army for four years.

He resumed his baseball career in the Texas League from 1946 to 1950, when he decided it was time to find another line of work and took the examination to join the San Francisco Police Department — spending \$600 in air fare for two trips here from Texas to go through the examination process.

He was accepted and joined the department Nov. 16, 1950. He worked his way up from patrolman to sergeant and then inspector.

Marionetti was appointed a lieutenant in 1978.

He said that if he had been forced out of the department, he probably would have taken one of several part-time security jobs he'd been offered, but, "I would have missed the comradeship, the sense of dedication I get from men of the detail."

If he could do it all over again, he said, "I'd trade the 10 years I played pro baseball" so he could devote it to law enforcement work.

Reprinted from *S.F. Chronicle* April 22, 1983

Secretary's Column

continued from page 3

the newly modified I.A.B., resulted in a tremendous increase in the number of officers appearing before the commission on one charge or another.

MORE CREDIBILITY

As members of the public began to take more stock in the credibility of the I.A.B. more complaints were filled. With much stricter standards imposed by an I.A.B. which was under public scrutiny, even more officers were/are being brought up on charges.

NOW COMES THE PRESS

Newspaper coverage of the increased statistics being compiled by I.A.B. have led to biased, subjective and inflammatory accounts of some of the cases investigated. Responsible members both within and outside the police department have each portrayed the situation in a fashion which is conducive to their own interests.

FOR THE RECORD

I'd like to make a few points in behalf of the working men and women officers of this department.

I'm personally committed to the belief that this department has improved with the influx of young, intelligent men and women, both minorities and non-minorities since the summer of 1975.

Cultural resources as well as a sense of pride and commitment are now available to the city for use in its responsibility to provide effective law enforcement for all of its citizens. Modernizing outdated and unacceptable methods of supervision have proven to be the major challenge facing the S.F.P.D.; not the quality of the workforce.

Admittedly there are some cops who do stupid things; some out of immaturity, others from a lack of common sense.

If the Mayor, Chief of Police or whoever want to take the credit when crime statistics are down or the Queen's visit turns out well, let them also take responsibility for the unfortunate negative things which occur. Let the administration take the responsibility for the mistakes of subordinates.

The overwhelming majority of police officers in this department are hard working conscientious individuals who have been maligned by the silence of those in a position to defend their integrity.

THIS MONTH'S TIPS

1. Department Accident Board of Review (D.A.B.O.R.) hearings as described in General Order R-1 should not be taken lightly by any member appearing at them. As potential disciplinary hearings you are afforded the same rights as those provided for in I.A.B. investigations; meaning those contained in our Bill of Rights. The legality of the structure of D.A.B.O.R. is currently being researched by the Legal Services Committee of the P.O.A. at my request. Consult with your representative prior to attending D.A.B.O.R. hearings.

2. The "Notice of Allegation of Misconduct and Invitation to Provide Written Response to Allegation" form letter being sent along with I.A.B. complaint notifications are not compulsory. Under no circumstances should an officer respond in writing without first consulting with all parties involved as well and his/her P.O.A. representative. The P.O.A. does not recommend responding in writing.

3. I have been asked to pass along the suggestion that those who have not renewed their vehicle registrations may want to do so as soon as possible. With the current controversy surrounding the towing of vehicles bearing numerous traffic warrants, strict instructions have been given to those who carry out this very unpopular and difficult task. It would be the prudent thing to do. A lot of sergeants would breath easier.

4. A reminder about the (30) thirty day time period for the filing of grievances. Once a member has reasonably become aware of a situation which he/she wishes to grieve, they must do so within thirty days. Consult your representative regarding any questions you may have.

5. Always consult with a representative (P.O.A.) prior to responding to I.A.B. for questioning. Always consult with all involved officers prior to responding. Always review all written documentation prior to responding (incident reports, booking cards, labs, etc.).

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On the Job

The Stigmata Of Patrol

by Ed Stubbing

Certainly I'm biased. Sixteen years as a police officer has made me so. I admit to that. No plea bargaining, I'm guilty. Yet, perhaps, just possibly, the bias is grounded in the realities of the police world, the shadowy realities that have been denied far too long.

For 13 of these years I have worked patrol, that amorphous, often undistinguished, mostly unappreciated, police function that is so revered in the distant towers of academia, where the well-meaning but hollow professors clamor quixotically, "Patrol is the backbone of the job." But that's not true, and we, the practitioners, those who work patrol, we know differently. We know the regrettable reality, don't we? We know what an assignment to patrol really is. We understand the stigmata of patrol: "the bottom rung of the ladder," the "dumping ground," the assignment that anyone with "something on the ball" gets the hell away from.

Because patrol is so difficult — intolerably so at times — and because patrol is held in such low esteem within the organization, we use whatever means possible to divorce ourselves from the pits, from the bowels, of patrol. We work hard to make those quality arrests that might lead to "the squad"; we study hard for that promotion that might take us away from patrol or at least make it more bearable; we join powerful fraternal organizations and make that effort to "know the right people"; we kiss somebody's ranking ass. We do whatever it takes, from the most legitimate to the most compromising to achieve the great escape from the prison of patrol. For so many of us, such a quest becomes the number one career objective, usurping once noble aspirations.

I've worked patrol. I've walked many a foot post, and, to be honest, hid on them as well. I've endured the paradoxical rhythms, the tenseness and the tedium, within the private, erratic realm of the radio car — handling 20 jobs, three gun runs among them, on one tour; and then, on the next tour, two jobs, both unfounded. I know the world of patrol. I've lived it, endured it, been scared by it.

A friend, a dignified, compassionate man, who had always, until his heart attack, "worked the street," would occasionally crystallize his patrol experience in this way: "Patrol is hard. Sometimes it can really get to you." He'd only hint at the horror of it all, never express it, never share it, believing that such therapy was selfish and burdensome to others — soft thoughts from a man whose medals climb quietly from his heart to his shoulder.

Yes, patrol is hard; hard on the psyche because the constant, relentless waves of human suffering can so easily coax it to lethal despair; hard on the body because .38s and .22s can so rapidly swell, flood, drown, the chest cavity with warm and innocent blood, because double-O buck pellets can enter the eye cavity at a blinding speed, and burst the living eyeball as though it were an egg. I have seen these things happen. They were good men. No doubt God will show them mercy.

Yes, I have seen what patrol, at its worst, can do. I have witnessed, up close, too close, the toll, that inexorable toll, of patrol...and what I have seen, the depths to which I have plunged, has made me realize, quite dramatically, who the real heroes, the unsung heroes, of the police world really are — the patrol officers. They are heroes both for what they have done, the sacrifices made, and for what they have not received — the credit they deserve.

I have great respect for patrol officers. Over the years I have found in them a source of personal motivation and strength, especially when I looked around me and saw so much of "the job" as pretentious and vain. Quitting often crossed my mind, but witnessing their actions, remembering their sacrifices — both the bravely heroic and the poignantly human — these kept me going, became my anchor in a turbulent sea. I owe a personal debt, a debt of fortitude, to the patrol officer. I try to pay my debts, and this article is the first installment.

And so, such is my bias towards patrol and those who "work the street," the lonely, too often deadly, streets of urban America. I believe, perhaps succumbing to an inherited flaw of hope and optimism, that someday the patrol officers will receive the recognition, the respect, and the compensation they deserve.

Unfortunately, patrol is today what it has always been — the disinherited prince, the rightful heir to the stolen throne patiently waiting in exile for the resurgence of reason and justice. "Patrol is for losers" is the bureaucratic theme in vogue, and this is a malicious betrayal of the American people's legitimate belief that patrol, and the patrol officer, are "the backbone of the job." But this pejorative perception of patrol is often translated into reality via antiquated bureaucratic structures, and don't-rock-the-boat bureaucratic thinking. The results are devastating: Once highly motivated and caring officers become victims of the legions of patrol pallbearers who point to the low status of patrol as indisputable proof of the heresy, "The job's not on the level."

Their numbers grow. Perhaps they are a majority now. And the implications of their philosophy are shattering. For, if they are correct, if the job is not on the level, then those who have died because of it died for nothing. Then any police officer who works hard, regardless of his assignment, believing that what he does is in the best interest of "the people," is a self-deluded fool. Then those of us who believe that policing in our society is a valid test, in microcosm, for the democracy, we are in for a very rude awakening.

As a police officer with cherished memories of courageous men, as a proud American blessed with freedom, I can't accept this philosophy and its dehumanizing implications. Instead, I would suggest that structural change, the anathema of isolationist bureaucracies, must come to the police world to save it from itself.

But how? What miracle is necessary to purge this belief that has rapaciously burrowed into sacred tradition? How can we change this "if patrol is for losers, then the job is not on the level" reality?

Perhaps — with the truth. Change might come if the people, and their leaders, know the truth. If they know that within the police world, patrol, the most dangerous, the most difficult of assignments, is last among equals. Perhaps then change will come. Perhaps.

Believing that truth is unafraid to probe, to challenge, the sacred cows within the police world, I will examine, in the next issue, one specific group within the police infrastructure. In so doing, I will offend many fine police officers, and I apologize for this. But I would offer as my defense my belief that a blatant injustice remains unchallenged within the police world; and this has a most devastating impact on the quality of the work environment for all of us, and, by direct extension, on the quality of life for the people we serve.

Reprinted from Police Magazine, March 1983

Submitted by Jack Ballentine

Budget Raise for S.F. Police

By Birney Jarvis

The San Francisco Police Commission approved last night a \$149 million budget for the city Police Department — an increase of nearly \$9 million a year.

The budget ultimately will go to the city's Board of Supervisors for action.

A summary prepared for the commission by the department's Research and Planning Bureau proposes a fiscal year 1983-1984 budget of \$148.62 million.

The proposal is \$8.59 million larger than last year's budget, but departmental officials said the increase is largely due to "conditions that are out of control of the department" — primarily personnel expenses.

In an unrelated action last night, the commission also scheduled a public hearing for next Wednesday on a proposal by the city attorney's office to streamline the commission's method of issuing taxi permits.

Under current rules established in 1978, 711 taxi medallions revert to the city when their owners die, and only working cabdrivers can acquire one. A new list of applicants is made every six months, and three lists are active at any given time.

Each year, hordes of taxi drivers turn out to stand in line for up to four days to get on the waiting lists. Then they must wait up to seven months to find out whether they will get one of the badges.

It costs \$96 to apply for one of the medallions and an additional \$73 a year in filing and license fees. Ownership of the medallion, however, can mean as much as \$6000 to \$7000 a year in extra income for a cabbie.

The new proposal would combine the existing three lists and would refund the \$96 annual filing fee to those applicants who have filed every year.

Also during last night's meeting the commission granted a medallion to Theodore Gray, who said he has been a taxi driver for 10 years and has worked for Luxor Cab Company since 1975.

Gray said he has been trying to get one of the treasured medallions since 1979 when he "got up at 4:30 a.m. and stood in line," to get on the first of the three waiting lists.

Reprinted from S.F. Chronicle April 21, 1983

RE: WANTED POSTER

continued from page 5

Please place the enclosed bulletin in the paper. The photo is of Officer Mike Puccinelli when he was sworn in. It is a joke but the Narcotics guys would like it in the paper. They'll get a kick out of it. You could title it, "Who is this man?"

Thanks, Paul Chignell

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April 7, 1983

Board of Directors Meeting

The meeting was called to order at 3:10 p.m. by President Casciato. The meeting opened with the Pledge of Allegiance.

Roll Call: Nineteen (19) present; (Lum, Linehan, Keys, Parenti, Pera, Connolly, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Ballentine, Hebel, Dito, Huegle, McKee, Schmidt, D. Collins and Casciato).

As the first order of business Bob McKee was sworn in as a member of the Board of Directors replacing retired representative Tony Bell.

President Casciato then informed the Board that Saturday, May 7, 1983 had been chosen for the Installation Ceremony which will be conducted at the Apostleship of the Sea. Tickets for the luncheon will be \$5.00.

The 1977 retro pay issue was then discussed. Proposition "G" of 1976 as had been discussed previously was identified as the vehicle by which the City froze wages for the 126th and 127th Recruit Classes for fiscal year 1977-78. After research into this issue by Treasurer Duane Collins it was determined that further legal action to recoup those monies would be extremely difficult.

Under the Secretary's report a letter from Stephen Gough requesting funding for the Pacific Weight Lifting Committee was discussed. M/Huegle S/Maloney to donate \$500.00 to the Committee so they could send a team of approximately twenty (20) members to the National Championships which are being held on April 30th and May 1st in Seekonk, Massachusetts. After a discussion the motion was withdrawn and the item was sent to Community Services.

A letter dated March 8, 1983 from the International Ladies Garment Workers' Union AFL/CIO was discussed wherein they request our Association's support for a resolution calling for import roll-backs. It was moved by Ballentine seconded Linehan to support the resolution. Voting yes were: Linehan, Keys, Parenti, Pera, Maloney, T. Collins, Doherty, Rapagnani, Ballentine, Dito, Huegle, McKee, Schmidt, Casciato. Voting no were: Lum, Connolly, McAlister, Hebel and D. Collins.

The creation of a court or day lounge in the basement of the POA building was then discussed. Brother Ballentine indicated that he would look into the matter. The issue was to be agended for the next Board meeting.

It was then moved by Rapagnani seconded by D. Collins to direct the Health and Welfare Committee to provide semi-private rooms for members of the Police Officers' Association who are hospitalized. The motion passed unanimously.

It was then moved by Chignell seconded by Maloney to approve the funding for the printing of tickets for a Charles Warren Benefit. The Treasurer was directed to seek reimbursement for the funding. The motion passed with D. Collins voting no on the motion.

It was then moved by Ballentine seconded by Chignell to donate \$1,000 to the Police Officers' Wives Group for their upcoming function. It was stipulated that the POA's name and logo would be prominent on any of their literature or sale items. The motion passed 14-4 with one (1) abstention. Voting yes were: Keys, Dempsey, Parenti, Pera, Connolly, Maloney, T. Collins, Doherty, Ballentine, Hebel, Huegle, McKee,

Schmidt, Casciato. Voting no were: Lum, McAlister, Rapagnani and D. Collins. Abstained - Chignell.

The matter of the Mayor's Recall Election was then discussed. Lacking a formal request from the Mayor, the Board decided to take no position at this time.

President Casciato then informed the Board that Brother Mat Perez has been investigating the production of television and/or radio commercials to enhance the image of the Police Officers' Association. Thus far, estimates for three (3) separate commercials range, in terms of costs, between \$3,000 to \$5,000. Mat has also been in touch with various television stations with regard to the possibility of airing these commercials as public service messages. The goal or purpose of the commercial is to get the POA in front of the voting public in a positive vein and to continue that approach as an ongoing public relations program.

A lengthy discussion then took place relative to a motion passed at the previous Board meeting. That motion dealt with the Q-60 litigation. At that meeting the POA's attorneys were instructed to appear before the Court and attempt to vacate an existing stipulation between the City and plaintiffs to allow the use of the Q-60 exam list for the purpose of temporary appointments. Assuming they were successful that list would then be published. Present during the discussion were various members of the Sergeants Committee for a Valid Lieutenant's Examination as well as their attorney, Rosen. Brother Dave Bowman protested, in behalf of

April 15, 1983

Special General Membership Meeting

Meeting was called to order at 1:20 p.m. It opened with the Pledge of Allegiance.

President Casciato advised the members present that the purpose of the meeting was to discuss an amendment to the Constitution and By-Laws pertaining to the creation of a Muni representative position and a name change for the Tactical Division.

There were thirty-five (35) members present.

Brother Schmidt then indicated that at the March 24, 1983 Board meeting it was moved by himself, seconded by Chignell to adopt the language on a petition regarding the amendment to the Constitution and By-Laws which reads as follows:

In accordance with Article VIII, paragraph 1 entitled "Amendments", we the undersigned wish to amend article IV paragraph 6 entitled "Board of Directors" subsection (a) as per the following.

The Board of Directors shall consist of the elected officers and one (1) member from the retired members, two (2) members from the Traffic Bureau, two (2) members from the Bureau of Inspectors, two (2) members from Headquarters Company and one (1) member from each district station and one (1) member from ((Field Patrol Company)) Tactical Unit and one (1) member from the Muni Transit Division. Members from each group listed above shall vote only for the representative of his group. However only active members shall be allowed to vote for the Executive officers of this Association. Amended June, 1983.

President Casciato then entertained a motion to adopt the amendment as written.

It was then moved by Ballentine seconded by Roy Sullivan to adopt the amendment to the Constitution and By-Laws. The motion passed unanimously.

President Casciato then indicated that the ballot would then go to the entire membership within two (2) weeks. He also advised members of the Muni Company to begin discussing amongst themselves who they would like to see as their representative.

It was then moved by Schmidt seconded by Linehan to adjourn at 1330 hours.

A special meeting of the Board of Directors was then called to order by President Casciato at 1331 hours.

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

President Casciato then asked the Federal Litigation

the litigants the POA going to the City and requesting through the Courts that they vacate the stipulation. He reiterated his contention that the POA must remain neutral in this matter. It was his contention that pending a resolution of the litigation all sergeants in the Police Department were equal and that temporary appointments should not be made from a list compiled as a result of the first phase of the examination.

It was then moved by Rapagnani seconded by Doherty to rescind the motion of the last meeting regarding the vacation of the stipulation precluding the city from using the sealed Q-60 Exam List. The motion passed. Voting yes were: Lum, Linehan, Keys, Dempsey, Connolly, T. Collins, Doherty, McAlister, Rapagnani, Huegle, Schmidt, and Chignell. Voting no were: Parenti, Ballentine, Hebel, D. Collins and Casciato.

It was then moved by Dempsey seconded by Rapagnani that the Board adopt a policy that no future vote regarding the Q-60 litigation would be taken unless all interested POA members had been notified in advance. After a brief discussion the motion passed. Voting no were: Ballentine, Schmidt, and Chignell.

The Board of Directors then recessed at 5:13 p.m. in order to go into Executive Session.

The Board meeting reconvened at 6:25 p.m.

It was then moved by T. Collins seconded by Huegle that with regard to the Q-35 and Q-50 exam, 225-325 people go onto Phase II of that exam and that everybody knows the weight of each question within the test before preceding. After a brief discussion on the motion it was withdrawn by the maker.

The meeting was then adjourned at 6:37 p.m.

Submitted by:
Gerald J. Schmidt
Secretary

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Submitted by:
Gerald J. Schmidt
Secretary

DESPITE WARNINGS FROM LOCAL GOVERNMENTS

Why police officers may win binding arbitration this session

by Robert B. Gunnison

Strikes by police got a bad name with the public in 1919. In Boston that year the officers walked off the job because the city refused to allow them to join the American Federation of Labor. The headline in the *Boston Globe* the next morning told the story:

MOBS SMASH WINDOWS, LOOT STORES — WILD NIGHT FOLLOWS STRIKE OF POLICE

The Republican governor, Calvin Coolidge, called out the National Guard, and that was the beginning of the end for the officers' union. For Coolidge (who slept through the night of riots), his handling of the strike propelled him into the White House.

Since then, of course, police unions have become a fact of government life. But the public's attitude toward police strikes probably has not changed much. Although there are no more Calvin Coolidges around, a police strike remains a risky enterprise, at best.

So how can a police union win improved benefits without taking the risk of actually walking off the job? The answer is mandatory binding arbitration. And with the blessings of Governor George Deukmejian, California police may get it this year.

The idea is not new — it has been kicked around the Capitol for a dozen years, but local governments so far have been able to kill the bills. Nor is the concept unique to California. About two dozen states employ binding arbitration in one form or another.

The system would work this way: Police groups and cities would negotiate their labor contracts as they do now. Any issues that could not be resolved would be turned over to an independent arbitrator, whose decision would be final and binding on both sides.

The arbitrator would have broad powers to investigate. Each side would submit its "last best offer" and alternative offers to the negotiator. Larry Thomas, spokesman for Deukmejian, says the administration viewed the "last best offer" rule as attractive because it tended to keep wildly ridiculous offers off the bargaining table. The arbitrator would have to select from one of the final offers and not chart any new ground.

The prospect has California city officials quaking in their budget deficits. A League of California Cities position paper put it this way: "Compulsory arbitration is purely a no-lose proposition for unions. Once the employee negotiator has extracted as much as possible in bargaining sessions with the local government representative, then he need only go one step further to the arbitration process. There is nothing to lose in doing so..."

"The union is assured of the following situation: (1) The arbitrator will choose their (union negotiators') last offer on the important salary matters or (2) The arbitrator will choose the last offer of the local government, which is at least as much as has been offered in negotiations. There is no way the union can lose."

Foes of binding arbitration also use a speech by Mayor Coleman Young of Detroit, a former state senator and longtime friend of organized labor. While Young was in the Michigan Senate, he voted for a bill that imposed compulsory binding arbitration. As mayor, he said he rues the day. "The arbitrators seem to believe that there is not a limit on how much of our money they should spend," Young said in the 1979 speech. Arbitrators, he said, had "powers so broad that they undermine the democratic process and strip from the people of a community their ability to control their own affairs. This broad power makes it possible for an arbitrator to do almost any damn thing he, or she, wants."

Additionally, opponents cite experiences in six California cities that have charter provisions for mandatory binding arbitration. In Vallejo, they say, there has been no settlement without arbitration since 1970, and half the agreements in Oakland and Palo Alto have gone to arbitration in recent years.

In March, the Palo Alto City Council was livid when an arbitrator awarded the city police a 16.8 percent pay raise that will cost the city \$540,601 during the next year. An officer's salary will go from \$25,260 to \$28,204. In addition, the employees' contribution to their retirement plan will drop from 9 to 2 percent. The city will have to pay the difference. For the council there was no choice but to accept the arbitrator's terms because it is required by the city charter.

The police union response to all this is relatively brief and is probably best expressed in a statement of legislative intent carried by the two binding arbitration bills currently before lawmakers; "The Legislature hereby finds and declares that strikes and work stoppages by police officers are a matter of statewide concern and not in the public interest. The Legislature

further finds and declares that compulsory and binding arbitration is the appropriate method of resolving disputes that lead to these strikes." The bills would impose the threat of immediate firing or suspension and a fine of not more than \$500 a day for each striking officer.

A variety of police organizations insist the situation is not as one-sided as the cities contend. They say arbitrators must give the cities about as much as they give the police if they are to maintain their credibility as arbitrators. In response to the cities' complaint about excessive costs, the unions contend that cities will actually save money by avoiding strikes.

THE GOVERNOR'S SUPPORT

That Deukmejian — never noted for being a friend of labor groups — would endorse the arbitration proposal speaks volumes about the new political power of police and the eagerness of politicians to capitalize on their image as crime fighters. Endorsements by police organizations, while not financially important to a candidate's campaign, add great symbolic value that sounds good in broadcast advertising.

Several police organizations are supporting the binding arbitration bills, including the Peace Officers Research Association of California, a 35,000-member group that endorsed Deukmejian narrowly over his Democratic election rival, Mayor Tom Bradley of Los Angeles, a former police officer. Since inauguration day, PORAC has been treated well. A former PORAC president, Lieutenant John Pearson of the San Diego Police Department, has been appointed by the governor as a senior labor relations officer in the Department of Personnel Administration. The governor's top lobbyist is Rodney Blonien who once worked for PORAC and is now deeply involved in negotiations over the arbitration bills.

While Deukmejian is cuddling up to the police, local governments are certain to remind him of a pledge he made last year: "As governor, I will veto any and all bills that mandate additional programs on counties which do not provide adequate funding for carrying out these programs." The cities insist that use of binding arbitration will cost them more in eventual settlements and for the cost of negotiations.

Of the two bills that have been introduced, one is by Democratic Assemblyman Bruce Young of Cerritos; the other is by Democratic Senator Ralph Dills of Gardena. Most parties involved in the issue believe the Dills bill will be used as the chief vehicle because the Senate is considered the most hostile house toward binding arbitration. "The Assembly is wired," one lobbyist says.

Neither bill will move, however, until all parties agree on the scope of what an arbitrator will be able to consider during contract talks. Deukmejian wants the bills limited to economic issues; the police would like other issues considered. "He has pretty well defined what his position is," says Monte McFall, PORAC's top lobbyist. "He gave us his commitment prior to the election that if the bill had economic issues only in it, then he would sign it."

McFall said police would want to keep some right to use what he calls "job actions" if arbitration is limited strictly to wages and other economic issues. The cities insist police have no legal right to strike, but the officers maintain they still can use such techniques as "blue flu" sickouts, and ultra-strict enforcement of laws that can make life unpleasant for many citizens.

At the time of the Boston strike, Coolidge declared, "There is no right to strike against the public safety by anybody, anywhere, anytime." If California police win mandatory binding arbitration, there may be no need for a strike by anybody, anywhere, anytime.

(Reprinted from the *California Journal*, May 1983)

The SALESPERSON is not the Doctor

by Gale W. Wright

Only during the month of May each year, can a City employee change health plans. About now, you should be getting literature at your home address to influence you about this plan or that plan. The salespersons will romance you to change to one of the five plans approved for City workers by the Health Service System. Always remember that the salesperson is not the doctor and the system you are choosing.

Do your own homework, by reading the five plans comparison charts which have been distributed widely at all City offices. Read the backside too as it is full of information. Ask the people you work with, "What do you think of plan so-and-so?" Sort out the grumblings from the real problems, but do try to find out what they think of the plans they have.

If you simply make your selection based on the cheapest costs, that could be a major mistake. The lower premiums may have some strings attached, but you may not become aware of them until after July 1, 1983. Examples include \$3 per visit, or only 80% coverage (sometimes), or certain deductibles. As I've said, do your own homework.

The Salesperson is not the plan or the doctor. What you do not read could hurt you. Then you have to wait one year before you can change your mistake.

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COMMITTEES APPOINTED

by Al Casciato, President

Listed below are the Committees I have appointed. I am happy to say that the Committees are meeting and working diligently on their assigned duties.

In order to maintain the present high level of participation, I have instituted a procedure of monitoring the Committee meeting schedule and attendance of members. Interested members are encouraged to join existing operating Committees.

PERMANENT COMMITTEES

NOTE:* Chairman of Committee

OFFICE OF CIVILIAN COMPLAINTS

1. *Paul Chignell (Auto)
2. Gerry Schmidt (Co. C)
3. Don Hicks (Co. C)
4. Tom Arnold (Burglary)
5. Phil Dito (Burglary)
6. Mike Maloney (Operation "S")
7. Jill Connolly (Co. G)

WELFARE OFFICER

1. Mike Hebel (Academy)

LEGISLATIVE

1. Paul Gossman (Academy)
2. Phil Tumerello (Co. A)
3. Gerry Schmidt (Co. C)
4. *Dan Linehan (Co. B)
5. Don Woolard (Tactical)
6. Jack Ballentine (Mental Health)
7. Kevin Hall (Co. C)
8. Reno Rapagnani (Tactical)
9. Terry Collins (Co. I)
10. Nelson Lum (Co. A)

PARLIAMENTARIAN

1. Al Benner (Consent Decree)

INSURANCE COMMITTEE (Odd Year Members)

1. Bob Swall (Co. A)
2. Tony Bell (Retired)
3. *Gale Wright (Hit & Run)
4. Roy Sullivan (Academy)
5. Dave Herman (Northern)

PUBLICATIONS

1. Duane Collins (Tactical)
2. Reno Rapagnani (Tactical)
3. *Pete Maloney (Co. H)

COMMUNITY SERVICES

1. Ray Canepa (FOB)
2. Willie Frazier (Commission)
3. Sgt. Ed Torres (Co. G)
4. *Sgt. Gale Wright (Hit & Run)
5. Lynne Torres (Academy)
6. Dave Herman (Co. E)
7. Bob Mahoney (Mounted)
8. Mike Mahoney (Co. C)
9. Mary Petrie (Comm. Services)
10. Bob Huegle (Sex Crimes)

(The following are on the Waiting List: Dan Gard-



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ner, Terry Collins, Vic Wode, Mike Gannon, Henry Friedlander, Dale Allen and Tony DiStefano)

EDUCATIONAL SERVICES:

1. *Jim Dachauer (Academy)
2. Al Benner (Consent Decree)
3. Tony Ribera (Academy)
4. Mike Gannon (Co. F)
5. Larry Ryan (Academy)

MEET AND CONFER - GENERAL ORDERS

1. *Joe Reilly, Coordinator

POLICE MUSEUM

1. Terry Collins (Co. I)
2. Forrest Fulton (Men. Health)
3. Mark Hurley (Muni)
4. Michael Griffin (Academy)
5. Jerry Salvador (Academy)
6. *Bill Langlois (Co. I)
7. Jeanne McVeigh (Personnel)
8. Jim Strange (Co. B)
9. Bob Mahoney (Mounted)
10. Jack Killough (Co. C)

STATE LOBBY

1. Mike Maloney (Operation "S")
2. Paul Chignell (Auto)

FEDERAL LITIGATION

1. *Jack Ballentine (Men. Health)
2. Roy Sullivan (Academy)
3. John Willett (Gen. Works)
4. Greg Winters (Fraud)
5. Jim Strange (Co. B)
6. Mickey Griffin (Academy)
7. Gerry Schmidt (Co. C)
8. Paul Chignell (Auto)
9. Nelson Lum (Co. A)

SPORTS

1. *Don Carlson (Academy)
2. Layne Amiot (Co. E)
3. Gary Castel (Co. B)
4. Glen Pennebaker (Academy)
5. Mark Hurley (Muni)
6. Joe Mollo (Gym)
7. Phil Dito (Burglary)
8. Dave Herman (Co. E)
9. Mike Keys (Co. C)
10. Tom Arnold (General Works)
11. Jill Connolly (Co. G)
12. Jerry Donovan (Hondas)

P.O.A. PICNIC

1. *Ted Schlink (Tactical)

BUILDING

1. *Gale Wright (Hit & Run)
2. Ted Schlink (Tactical)

GRIEVANCE

1. Mike Keys (Co. C)
2. Woody Tennant (Men. Health)
3. *Paul Chignell (Auto)
4. Mike Maloney (Operation "S")
5. Gerry Schmidt (Co. C)
6. Terry Collins (Co. I)
7. Ken Esposito (Co. C)
8. Jill Connolly (Co. G)

LEGAL SERVICES

1. *Greg Winters (Fraud)
2. Dennis Cashman (Co. F)
3. Anthony Santana (Co. F)
4. Ted Schlink (Tactical)

HEALTH SERVICES

1. *Mike Hebel (Academy)
2. Holly Pera (D.A.'s)
3. Vic Wode (Range)
4. Ike Nelson (Intelligence)
5. Joe Mollo (Gym)
6. Woody Tennant (Mental Health)

BOARD OF SUPES/CIVIL SERVICE

1. Jack Ballentine (Men. Health)
2. *Gerry Schmidt (Co. C)
3. Dan Linehan (Co. B)
4. Don Woolard (Tactical)
5. Don Hicks (Co. C)
6. Mike Maloney (Operation "S")
7. Terry Collins (Co. I)
8. Nick Borthane (Co. B)
9. Steve Silvers (Tac-Mounted)
10. Ray Benson (Muni)

BLOOD BANK

1. *Tom Vigo (Robbery)
2. Jerry D'Elia (Muni)
3. Jan McKay (Backgrounds)
4. Jeanne McVeigh (Personnel)
5. John Fowlie (Hit & Run)
6. Bill Welsh (Co. E)
7. Jay Holle (Co. A)
8. George Eimil (FOB)
9. Roy Sullivan (Academy)
10. Vic Wode (Range)
11. Bob Mahoney (Mounted)
12. John Goldberg (Co. B)
13. Nicole Spillane (Co. B)
14. Dave Herman (Co. E)
15. Mary Petrie (Comm. Services)
16. Dale Allen (Tactical)
17. Layne Amiot (Co. E)

UNIFORM AND SAFETY

1. Jerry Salvador (Academy)
2. Gabe Harp (Academy)
3. Al Bernardi (Academy)
4. *Dave Herman (Co. E)
5. Glenn Pennebaker (Academy)
6. Leon Lowe (Co. A)
7. Joe Zamagni (Academy)
8. Ed Springer (Academy)
9. Don Woolard (Tactical)
10. Nelson Lum (Co. A)

RETIREMENT

1. *Mike Hebel (Academy)
2. Paul Gossman (Academy)
3. Vic Wode (Range)
4. Bill Kidd (General Works)
5. Gale Wright (Hit & Run)

BUDGET

1. Jack Ballentine (Men. Health)
2. Vic Wode (Range)
3. Gale Wright (Hit & Run)
4. *Duane Collins (Tactical)
5. Al Benner (Consent Decree)
6. Joe Reilly (Co. A)
7. Roy Sullivan (Academy)
8. Don Carlson (Academy)

COPS

1. *Jack Ballentine (Men. Health)
2. Gerry Schmidt (Co. C)
3. Woody Tennant (Men. Health)
4. Paul Chignell (Auto)
5. Don Woolard (Tactical)
6. Holly Pera (Park-DA's)

LABOR RELATIONS

(Lawyers)

1. **Executive Board:** Al Casciato (President); Paul Chignell (Vice-President); Gerry Schmidt (Secretary); Duane Collins (Treasurer)
2. Jack Ballentine (Mental Health)

LIAISON TO FIREFIGHTERS

1. Rich Quesada (Co. C)
2. *Holly Pera (D.A.'s)

RESEARCH

1. Jeremy Zarkin (Co. H)
2. John Ehrlich (Co. H)
3. Nicole Spillane (Co. B)
4. Nick Borthane (Co. B)
5. *Steve Silvers (Mounted)

CONSTITUTION AND BY-LAWS

1. Gale Wright (Hit & Run)
2. *Henry Friedlander (Com.Serv.)
3. Mike Hebel (Academy)

PUBLIC RELATIONS:

1. *Matt Perez (Crime Lab)
2. John Sterling (Insp. Bureau)
3. Joe Hession, Jr. (Co. F)

**The Belli Law Firm extends
best wishes to the Bay Area
Law Enforcement Officers.**

Toschi vs. Poole

TO: MEMBERS OF THE COMMUNITY RELEASE BOARD:

I recall Junious Poole very well as I not only investigated the murder of one of our Police Officers and the attempted murder of a second officer but I also sat in on his jury trial in this city.

Poole's obvious intent was to kill two Police Officers the day he was arrested. Fortunately for Officer James Bailey, Poole's aim was off that day. I am sure that the respected members of the Community Release Board are aware that inmate Poole opened fire on both S.F. Police Officers with a .22 caliber rifle because he was angry after having received a minor traffic citation several hours before. Inmate Poole's own admission was that he fortified himself with "uppers" and wine before he attacked the two officers. There is no doubt that the shooting attack by inmate Poole was definitely premediated.

Convict Poole was represented very ably by Counsel, the trial lasting several days. In view of the above, as well as other facts of which I am sure you are aware. I do not feel that ten years in a California State Prison is enough punishment for Junious Poole. I have no knowledge of the behavior of inmate Poole while in the State Prison System. However, it is my understanding that the primary purpose of a prison is to punish the convicted offender. If the offender is rehabilitated in the process, that is all well and good.

Taking into account the acts of violence committed by Junious Poole, I do not feel parole for this inmate is warranted at this time. I wish to thank the members of the Community Release Board for allowing me to express my opinion.

Respectfully,
DAVID R. TOSCHI
 Inspector of Police
 City & County of San Francisco

NOTICE OF HEARING Pursuant to Penal Code Section 3042

DATE: March 9, 1983

TO: Cornelius P. Murphy
 Chief of Police
 850 Bryant Street
 San Francisco, CA 94103

Life Prisoner Subsequent Parole
 Consideration Hearing
 (P.C. 3041, 3041.7, & 3042)

RE: Name: POOLE, Junious
 Offense: Murder 1st, ADW on Peace Officer & Kidnap, W/use f'arm each count
 Location of Offense: Alleyway next to 945 Valencia Street, San Francisco
 Victim's Name: Officer Code Beverly, S.F.P.D.

The named inmate will appear before the Board of Prison Terms for a hearing as indicated above. The hearing will be held during the week of April 12, 1983. Your comments and recommendations regarding this case are respectfully invited for presentation to the Board of Prison Terms. Please submit your written response on the reverse side or by attachment to this notice no later than ten days prior to the Monday of the hearing week.

A representative of the District Attorney's Office may attend this hearing as provided in Title 15, Division 2, Cal. Adm. C. 2030. If a prosecutor wishes to attend, please notify the person named below at least two weeks prior to the Monday of the hearing week. Failure to provide notice of attendance may result in denial of access to the institution for the hearing. Information not available in the hearing file must be received in writing no later than ten days before the Monday of the hearing week even if a prosecutor plans to attend the hearing.

Please mail reply to:
 Elizabeth Leaf
 Correctional Case
 Records Supervisor
 San Quentin Prison
 San Quentin, CA 94964

NOTE: Parole Denied. Will come up again 4/1984.
 Dave Toschi

Jan Ying
Benevol. Assn.

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U.S. Moves To Overturn Police Quotas

Washington

In its second challenge to racial promotion quotas, the Reagan administration asked a court yesterday to overturn an agreement requiring Detroit to move up equal numbers of black and white police to lieutenant's rank.

The Justice Department asked a federal appeals court to reconsider a ruling upholding the affirmative action plan that seeks to speed the promotion of blacks until black officers represent 50 percent of the lieutenant rank.

In papers filed in the U.S. Court of Appeals, the government, for the first time, requested permission to enter the Detroit case.

"The one-to-one promotion quota...clearly embraces and benefits non-victims as well as victims of...past unlawful discrimination and thus accords racially preferential treatment to persons having no "rightful place" claim to promotion priority vis-a-vis non-black officers," it said.

It is the second time in four months the administration has challenged in court an affirmative action plan for a municipal police department. In January, the Justice Department filed a similar request in a case involving race-conscious promotion quotas for all ranks of the New Orleans police force.

Detroit adopted the affirmative action plan in 1974, but it was challenged a year later by white police sergeants and the Detroit Lieutenants and Sergeants Association. A District Court judge, later upheld by the appeals court, ruled the quota did not violate the civil rights law and incorporated the plan into a final judicial decree.

Reprinted from S.F. Chronicle, May 3, 1983

PROPOSED AMENDMENT TO THE SFPOA CONSTITUTION AND BY-LAWS

In accordance with Article VIII, paragraph 1 entitled Amendments, we the undersigned wish to amend Article IV, paragraph 6 entitled Board of Directors subsection (a) as per the following:

(()) Indicates deletions

Bold type indicates additions

a. The Board of Directors shall consist of the elected officers, and one member from the Retired members, two (2) members from the Traffic Bureau, two (2) members from the Bureau of Inspectors, two (2) members from Headquarters Company, and one member from each District Station, and one member from the ((Field Patrol Company)) **Tactical Unit, and one member from the Muni Transit Division.** Members of each group listed above shall vote only for the representative of his group. However, only active members shall be allowed to vote for the executive officers of this Association. (Amended June, 1975).

The election is scheduled for the week of June 6-10, 1983.

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AROUND THE DEPARTMENT

by Don Carlson

CONGRATULATIONS....to Lieutenant Frank Martinez of Northern Station: Frank was just chosen "Cop of the Year" by the SF Chamber of Commerce. It's encouraging to see that someone with Frank's experience can continue to sustain such a high level of enthusiasm for this job. Cynics will try to point out that someone like Frank gets "nothing in return" for his dedication; if you'd ask Frank, however, I'm sure he'd tell you he gets back in measure equal to what he puts into his eight-hour day. It's too bad Frank can't pass that on to every recruit who enters the Academy...or to some of us who have already been here a while.

A LIST IS A LIST IS A LIST....It seems there's a practical joker around every corner. Last month, I made note of some Company B's who signed up for "Patrol Boat" duty as the result of a bogus scratch that appeared there. This month I got caught!

Somehow, an "official"-looking list was distributed to certain Units in the Dept., containing the ranked names of 75 Sergeants who had "passed" all phases of the Q-60 test, and, from which, temporary appointments would be made. Searching the rankings, I found myself at #19; I phoned a friend at the Hall who was also on the list to offer mutual congratulations. He took the news skeptically, checked a few sources and phoned me back to say the list was a hoax. On closer inspection, I had to agree with him.

I wonder how many others began celebrating prematurely....and I really wonder how the list was put together!

THE CAT PEOPLE STRIKE AGAIN....TAC's Vince Catanzaro was shaving before work one day last month when Sam, his dog, began barking up a storm. Vince's 2 1/2-year-old son, Michael (AKA "Little, Little Cat"), went to the window and pointed out that Sam had something in the backyard. What Sam "had" was a stranger pinned against the fence! While Mom phoned 911, Dad put the long (short?) arm of the law on the suspect. A true "Family Affair"!

BELLY UP TO THE BAR (with apologies to Mike Hebel of Hebel, Hebel, Hebel and Hebel)....There was an item in the Chron last month which said that, in California, the ratio of lawyers to residents is 1 to 319. In San Francisco, though, that ratio is one lawyer for every sixty-nine people. That's a lot of egos that need to be served by making sure you have your day in court.

"SON OF" AROUND THE DEPT (or maybe "Brother-in-law")....Gary Lemos of Sex Crimes proudly passes on the word that his brother-in-law, John Wold, of the 8th Street CHP office, recently was presented the CHP's Medal of Valor by Governor "Duke". John received the award, which is rarely bestowed, for climbing around on the framework of the Bay Bridge to talk a would-be suicide out of jumping from the span. And you thought CHiPs only hung out at discos off-duty or cruised the Pacific Coast Hiway on their 'cycles!

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LETTERS

Charlie's Family Says Thanks

We wish to tender our heartfelt gratitude and sincere appreciation for the many expressions of sympathy we received in our recent bereavement. It was obvious to us that our dear "Charlie" was very much loved by his fellow members of the Department and by his native San Francisco. Though it would be impossible to single out each person who assisted us in this time of loss, we do wish to offer special recognition to the following:

Chief of Police "Con" Murphy, Captains Richard Klapp and Donald Taylor whose examples of guidance and strength will always remain with us; to the Command and Personnel of Ingleside Station, our gratitude for selfless assistance at our home, and to the Personnel of Mission Station, for extensive help in countless other details; to Captain Richard Shippy and the men of the Tactical Division who provided an Honour Guard befitting the occasion; to Monsignor C. J. McKenna, St Patrick's Church and Father John Heaney, Police Chaplain, both of whom provided spiritual strength and solace; and to the Police Commission which, through its Secretary, John Taylor, conveyed a written expression of sympathy which we shall forever read with loving pride.

Finally, to John Minderman, who was always there to help us in so many ways and who, with heartfelt consideration eased the pain of our loss by being an ever present friend and provider of comfort.

The Family of
Charles J. Anderson
San Francisco
Police Department

Attention Power Lifters

Could you put a short note in the P.O.A. paper that anyone competing in Powerlifting in the '83 Police Olympics (San Diego) please contact Bill Scheffler at TAC Div. between 1900 & 0300, Ext. 1278. There is a small amount of funds available for equipment or registration.

Thanks,
Bill Scheffler

Dear Al:

On behalf of all the athletes, officials, and all people connected with the sport of Olympic Weightlifting in the Bay Area and Northern California I would like to extend to you and to the Association our gratitude for your efforts and contributions both recently and in the past which have helped our program become the strongest and most successful in the nation. Without the efforts of good people like yourself and outstanding organizations like the Association, Amateur Athletics in this country would have a far more difficult "road to hoe".

Enclosed is a little memento of our first endeavor which as you no doubt recall was a tremendous success.

Sincerely, Your Friend,
Stephen T. Gough,
Pacific Weightlifting
Association

Dear Mr. Casciato and Members:

The entire Pacific Weightlifting Association would like to wholeheartedly thank you for the generous donation of \$500 to be used for travel-defrayment expenses to send the members of the U.S. Championship Weightlifting Team to Seekonk, Massachusetts the end of April 1983. We expect to return with four (4) in-

dividual gold medal winners and the National Championship Team title again this year.

This letter is not to merely duplicate the letter of appreciation you may have received from Stephen Gough, a former respected member of the SFPD, but to stress the fact that people and groups like yourself are the real backbone of amateur, or non-professional, athletics in the U.S. These athletes sacrifice so much to reach the top, and we are very proud of the weightlifters on this team, because everyone of them works at a full-time job, some are married, and yet they are able to devote part of their lives to dedicated training towards trying to make the U.S. Olympic Team. Furthermore, we fully expect three and possibly five members of the Sports Palace Team to be on the 1984 U.S. Olympic Weightlifting Team. Because you have been a part in helping our lifters, you can share in the pride we have in them.

Needless to say, our athletes appreciate your aid, and they will continue to be supporters of your organization and department.

We will give you a report of the final standings in the National Championships that our lifters attain when we return.

Again, thank you from all of our lifters and officials in the Pacific Weightlifting Association.

Don Wilson
Secretary

CUAV

Dear Editor:

I am writing in regards to Paul Chignell's vice president's report from the POA Board of Directors meeting, printed in the San Francisco Policeman, April '83. It is printed there that CUAV (Community United Against

Violence) had made arrangements to address Mission Station and further, that "CUAV is a community organization that monitors all forms of violent attack — particularly anti-gay violence. CUAV provides direct client services to victims of all types of street violence. Our objective to address police watches was to provide police officers with information in regards to what services CUAV provides to victims (such as crisis counseling, initiation of victim compensation, aid in dealing with the criminal justice system, etc.)

Sincerely,
Diana Zabarte-Christensen
Executive Director

Yearbook Update

Dear Gale and Gerry:

By now you should have received a notification that Institutional Services, Inc., has filed for bankruptcy under Chapter Seven and that you have been listed as a creditor. I wanted to write you personally to say that I and the others at ISI made every attempt to keep the Company operating in the hopes of ultimately meeting its commitment to you and others.

I consider myself the type of individual who will go the extra mile for something I believe in and place the common good above personal gain. Unfortunately, in this particular situation, it became evident that it was best for the common good that the Corporation cease operations and that no additional effort on my part could save it.

One of the greatest misfortunes of ISI's bankruptcy is that good people as yourself, and your Union, who supported us throughout this difficult, trying period are adversely affected. If there were any way I could change that situation, I would.

I would be pleased to help you market the remaining books if you wish. You can contact me at the above address or by telephone (415) 753-5901.

Sincerely,
Stephen A. Berg

Clean Water

Dear Mr. Casciato:

In response to the continued interest of citizens and public agencies, the Clean Water Program is conducting Saturday tours of its \$1.3 billion water pollution control construction program on a regular basis. We would be very pleased if you would accept our invitation to inspect first-hand the progress being made by the Clean Water Program to protect and improve local water quality and recreational resources.

The typical tour includes a briefing on the history and current status of the program, followed by on-site visits to the major facilities. Transportation during each tour is provided by Clean Water staff. Each tour lasts approximately 3½ hours.

You may make tour reservations by calling Ken Smith at 431-9430. We do hope you will take advantage of this opportunity to see what we believe is an historic project under construction.

Cordially,
Janice A. Berry
Assistant Executive
Director

Human Rights Commission

April 18, 1983

Dear Sgt. Al Casciato:

It is my pleasure to appoint you to a one-year term on the HRC's Social Issues and Police Liaison Committee, one of our six Standing Committees.

The Committee is chaired by Commissioner Joan Zamora Moulton and Commissioner Robert Edwards is a regular member.

You have already indicated your desire to participate in our work, in response to our invitation letter recently.

The Committee meets regularly once a month, usually on a Tuesday, at 3 PM in a separate meeting room provided for us on first floor (rear) of Joe Jung's Restaurant, at Fifth and Market Streets, by Commissioner Joe Jung. Meeting notices, the agenda, the Minutes of the last regular meeting, and other materials are sent to

members through the mails.

The Committee considers issues brought to it from its members, from community groups, and on referral from the HRC for study, discussion, and the production of positions and policies recommended to the full HRC for action. Since the first of the year, it has held two community public meetings, in the Mission, and in Chinatown/North Beach, to hear and act on concerns of residents there. Another such meeting, in the Bayview Hunter's Point Neighborhood, is in the planning.

Staff for the Committee are Ms. Beatrice Cardenas-Duncan and Jack Casford. You can contact them for any information or help you might need.

Attached for your information is the Committee's Program Statement of Priorities and Purposes, adopted September 21, 1982.

Your active participation is essential to the operation of the Committee, and to its ability to take action.

We look forward to your contributions.

Sincerely
Phyllis Lyon
Chairperson

American Legion

May 4

Open letter to members
San Francisco Police Post
456
American Legion

Comrades:

My year as Commander of Police Post is rapidly winding down. Suddenly we're faced with the June meeting which is the Installation of Officers meeting. At that time I turn over my reins to Henry Hunter and immediately become junior Past Commander. It has been my pleasure to serve the Post and its members this past year. I would be remiss if I did not thank all the members for their support and especially the active members who were continually lending assistance and advice when needed.

Thanks again for the
continued on page 13

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LETTERS

American Legion

continued from page 12
great honor, it will be long remembered.

Make plans to attend the Installation of Officers meeting Tuesday, June 14th, 8:00 PM at the Veterans Building in the "Green Room," second floor. Let's launch Henry Hunter impressively into his most memorable year. Get behind him and the Post and attend the meetings.

Sincerely,
Theodore J. Connell,
Commander
San Francisco
Police Post 456
American Legion

TV Responsibility

March 9, 1983

Programming Director
ABC Television Network
1330 Avenue of the
Americas
New York, N.Y. 10019

Dear Program Director:

One of the reasons for the existence of the organization I represent, the San Jose Peace Officers' Association, is to establish meaningful communications with the citizens we serve and those of surrounding communities. We do not claim to have the influence that your Network possesses in your ability to get into the living quarters of millions of Americans.

The reason for my concern is the scheduling of a new series by your Network entitled "Renegades." The best we can determine is that the "Renegade" series is a spinoff of the very destructive full-length movie "The Warriors" recently aired by your Network. "The Warriors" movie caused tremendous social problems by inciting conflict among existing gangs where it was available at local movie theaters. We also understand similar problems have arisen since its airing this past week.

Television could be such a valuable asset to our American way of life if it was administered in a responsible manner. The unfortunate element of our free social system is that we are capable of causing unknown social damage without the liability of being held accountable. The

excuse of "nobody is forced to watch" hogwash as shows such as "The Warriors" and the "Renegades" attract those least capable of handling its psychological affects.

We implore you to reconsider the impact of such shows on the future leaders of our society, the youth of our country. Police Officers have a difficult enough time controlling the unsavory elements of our cities without television feeding their appetites for violence.

You can do all of us a favor by cancelling your upcoming series. Thank you for your consideration.

Sincerely,
Carm J. Grande, President
San Jose
Peace Officers'
Association

March 25, 1983

Programming Director
ABC Television Network
1330 Avenue
of the Americas
New York,
New York 10019

Dear Program Director:

I recently received a copy of a letter sent to you by the San Jose Peace Officers' Association president, Carm J. Grande. The letter concerned "Renegades," a new program you plan to air.

I have circulated the letter to members of our Association who work in the Juvenile Division, Youth Service Division and Gang Task Force, and asked them to comment on the subject.

I have not seen the film "The Warriors" nor do I know what your show "Renegade" may have to offer, however, I agree with Mr. Grande's letter in that programs that depict violent gang activities in a favorable light, seem to influence those least capable of handling its psychological affects.

Let me cite you an example. In 1977 a film titled "Boulevard Nights" was being shown at a local theater, the Alhambra on Polk Street in San Francisco. This film concerned youth gangs. After this motion picture had been viewed by a large group of a local Chinese gang, "The Wah Ching," a major confrontation took place out

in front of the theater. The "Wah Ching" assaulted a group of Latin youths who also had viewed the film. The confrontation resulted in one Latin youth being seriously wounded by a knife. Films of this nature definitely contain no social value for our youth.

I would hope you consider these concerns when you are shooting programs that appeal to youth. If we can be of help, please feel free to call on us.

Sincerely,
Croce A. Casciato
President

Dear Mr. Casciato:

This will acknowledge your letter of March 23 addressed to the Programming Director of the ABC Television Network. It has reached my desk because Audience Information responds to correspondence relating to programming.

We thank you very much for your offer of assistance in conjunction with the production and/or televising of programs that appeal to youth. We note your concern about the possible effect of televised violence on young people, and we should like to take this opportunity to apprise you of steps we have taken in consequence of our own concerns in this connection.

ABC has taken the initiative to sponsor on-going research in the subject. Two teams of entirely independent research consultants, each eminently qualified, were retained by ABC. One research team, under the direction of Dr. Seymour Lieberman, has developed an instrument and technique for assessing the degree of aggression in children. The other team, composed of Dr. Melvin Heller and the late Dr. Samuel Polsky, studies the effects of controlled exposure to violent and non-violent programs on various groups of young

people, including "normal," "emotionally disturbed" and "socially deprived" children, as well as imprisoned youthful offenders. From these studies we have developed and will continue to refine, broadcast guidelines for our Broadcast Standards and Practices editors.

In addition, ABC solicited from more than 500 colleges and universities proposals for five original pilot research projects to determine the social and psychological impact of television programming content upon viewers, particularly children.

We request, for example, that when violence is portrayed it be responsibly treated and its consequences depicted. Under these circumstances, such portrayals may even have the effect of reinforcing real-life prohibitions, thereby acting as a suppressor of violence. On the other hand, it is clear that gratuitous violence serves no useful purpose and may increase aggressive behavior.

Similarly, while any act may be emulated, we are extremely cautious in avoiding the portrayal of specific, detailed techniques involved in the use of weapons, the commission of crimes or avoidance of detection.

Every effort is made to insure that portrayals of violence for their own sake and unnecessary depictions of excessive force, are excluded from our presentations. Similarly, in those programs which deal with significant moral or social issue or with current topical treatment of interpersonal relationships, it is our policy to review such presentations to insure that they are accomplished in a manner that is non-exploitative, unsensational and responsible.

It occurs to us that you,

as a professional, might find interesting the enclosed booklet, "A Research Perspective on Television and Violence."

Thank you for expressing your concerns and for giving us this opportunity to express ours.

Sincerely,
Charles L. Franke
Manager,
Audience Information

Formal Protest

Dear Al,

Please consider this letter as a formal protest regarding the actions by you and two other board members, Sergeants Jack Ballentine and Michael Hebel. The Sergeants' Committee for a Valid Lieutenants Examination consists of SFPOA members who expect the Board of Directors of the SFPOA to vote on measures considering the benefit to the full membership and without prejudice to any subgroup within the association. Your actions at the Board of Directors meeting on Thursday, 7 April 1983 were a blatant display of self-dealing. Your refusal to disqualify yourselves, even after being advised to do so by the POA attorney who was present, is a direct violation of the California Corporations Code, section 5233(d) (2) (C). We trust you will consider what has been brought to your attention before refusing to disqualify yourselves at

any future meeting where discussion or a vote on the SERGEANTS'S COMMITTEE, et al vs the CITY AND COUNTY OF SAN FRANCISCO, et al litigation is expected.

The Steering Committee of The Sergeants' Committee For A Valid Lieutenants Examination

Thanks Mike

Dear Mike,
(Hebel)

This is to express sincere thanks for taking time to explain Curt's benefits & the forms that had to be filled out.

It was nice to know that we could turn to the Association during this difficult time for us.

Also we were deeply touched by Officer Dan Linehan tribute he gave Curt in the February issue of the San Francisco Policeman.

Sincerely,
Shirley Rider
Sharon, Darlene &
Cynthia

John's Park

President of P.O.A.

The P.D. is really disgraced by having a park named after a good cop. That park is only for winos, dope peddlers etc. I sat there the last two days and drunks even passed out on the benches, three drunks had 5 bottles of wine between them. Pot-

continued on page 17

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PRE-EXISTING CONDITIONS	Covered.	Covered.
HOSPITAL	BASIC BENEFIT - free choice worldwide, 365 days each fiscal year. Room & Board: \$200.00 per day with balance up to \$320.00 per day to Major Medical; upper limit is subject to revision during the fiscal year by action of the Health Service Board. Ancillary Charges: up to \$2800.00 Basic; Balance to Major Medical. (see Major Medical benefit)	Services are provided at no charge. Facilities. There is no limit to the days.
SURGICAL	BASIC BENEFIT - CMA "Relative Value Studies" latest edition paid at \$50.00 per unit. Cosmetic surgery limited to restorations due to injury or accident incurred while a member of Plan 1. Balance to Major Medical.	In or out of the hospital. Provided at no charge.
PHYSICIAN-MEDICAL	BASIC BENEFIT - free choice worldwide. Benefits paid according to fee schedule, range \$18 to \$45. Each fiscal year, first office visit is deductible on first illness; first visit on second separate illness, first visit on third separate illness (maximum deductible of 3 visits); with the exception of injuries and surgical procedures performed in a doctor's office. 365 hospital calls. Limitation of \$600.00 for office and home visits. Balance to Major Medical.	Services are provided only at Kaiser facilities. Provided at no charge by teams of physicians affiliated with Kaiser. Provided at no charge in the Hospital. Provided at no charge in the Doctor's Office. Provided at no charge in the Home. Within the Service Area. Within the Service Area. \$5.00 for each family member treatment.
MATERNITY	Member or legal spouse only covered for full hospital and medical benefits under both Basic and Major Medical. Newborn - covered for hospital and medical benefits if added to plan within 30 days of birth.	Subscriber and Dependents. All of charge: all medical services during hospital services for mother a caesarean section, complications, nancy. No waiting period. Newborn must be added within 30 days of birth. Service System office, coverage to be provided.
OUTPATIENT DIAGNOSTIC X-RAY AND LABORATORY	Covered by Major Medical benefit only.	Provided at no charge—no limit.
AMBULANCE	BASIC BENEFIT - \$125.00 per trip to and from hospital when ordered by a doctor or deemed an emergency by Health Service System. Balance to Major Medical.	Provided at no charge within the Service Area. Approved by a Plan physician.
ROUTINE PHYSICAL	Not covered.	Provided at no charge.
PHYSIOTHERAPY	Inhospital covered under ancillary charges, hospital benefit. Outpatient covered under Major Medical benefit only for licensed, registered Physical Therapist.	Provided at no charge.
X-RAY THERAPY	BASIC BENEFIT - CMA "Relative Value Studies" latest edition paid at \$30.00 per unit for hospital fee and \$20.00 per unit for professional fee. Balance to Major Medical.	In or out of the hospital. Provided at no charge.
PODIATRY	BASIC BENEFIT - CMA "Relative Value Studies" latest edition paid at \$50.00 per unit; subject to certain limitations. Balance to Major Medical.	Foot care normally provided by orthopedist is covered.
CHIROPRACTIC / ACUPUNCTURE	Covered by Major Medical benefit with certain limitations for services rendered by licensed providers.	Not covered.
ALCOHOLISM, DRUG ADDICTION AND ABUSE	Covered by Major Medical benefit only. Inpatient coverage restricted to detoxification in acute care hospital only.	In the Hospital: Hospitalization for removal of the toxic substance(s) at no charge. Out of the Hospital: Provided at no charge.
MENTAL HEALTH CARE	Covered by Major Medical only, on the following basis: Inpatient: 50% of covered charges up to a maximum of \$1000 per Fiscal Year. Outpatient: Up to \$50.00 covered charges each office visit for a covered provider, payable at 50% up to a maximum of \$500 per Fiscal Year. Maximum lifetime benefit is \$5,000.	In the Hospital: Provides up to 45 days of hospitalization. Physician services are provided at no charge. Out of the Hospital: Up to 20 visits at no charge.
CONVALESCENT CARE EXTENDED CARE FACILITIES	Covered by Major Medical benefit in a Skilled Nursing Facility for 120 days per year with certain limitations.	Up to 100 days of prescribed coverage per calendar year at no charge.
PRESCRIPTION DRUGS	Inhospital drugs covered under ancillary charges, hospital benefit. Outpatient drugs covered by Prescription Drug Plan - subject to a \$4.00 deductible per prescription. The amount of drug (including insulin) which may be dispensed per prescription or refill will be as originally written by prescriber up to and including a 90 day supply. For information: (800) 631-1679 or (415) 558-4322.	In the Hospital: Provided at no charge. Out of the Hospital: A charge of \$4.00 per prescription for drugs and medications for which a charge is made when purchased at a Kaiser/Permanente pharmacy. Injections: Provided at no charge. Immunizations: Provided at no charge if immunization capability existed or if immunization was required.
VISION CARE	Examination and necessary prescription lenses furnished every 12 months; specified selection of frames every 24 months. Subject to a \$10.00 deductible for examination and \$10.00 deductible for lenses and frames, if necessary. Non panel provider paid in accordance with Vision Service fee schedule. For information: (800) 852-7600 or (415) 558-4322.	Eye Examinations: Provided at no charge. Lenses: Two regular lenses (single vision, bifocal, or trifocal) are provided at no charge by a Plan physician or optometrist. After 24 months, except that additional lenses are provided at no charge if a change of 0.25 diopter or greater is made by a Plan physician or optometrist. Frames: Provided once every 24 months for a specified selection of styles.
MEDICARE	After \$100.00 Health Service deductible is met, 80% of usual, customary and reasonable medical bills not paid by Medicare are covered by Major Medical, up to \$20,000 of covered charges; thereafter, 100% of covered charges, up to \$1,000,000.	Benefits same as active employee.
MAJOR MEDICAL BENEFITS	After \$100.00 deductible is met each fiscal year commencing July 1 (waived for accidents), 80% of usual, customary and reasonable medical bills not covered under Basic Benefits are paid, up to \$20,000 of covered charges; thereafter, 100% of covered charges, up to \$1,000,000.	All services are covered under the Kaiser Health Plan. There are no maximums for covered care at Kaiser.
CARE OUTSIDE AREA	Worldwide coverage. Free choice of Hospital, Doctor or covered medical provider.	In a medical emergency. Within the Service Area, Plan pays reasonable charges for services which would have been covered by medical insurance benefits except for deductibles and co-payments.
CONVERSION TO A PRIVATE PLAN AFTER TERMINATION	None. Coverage terminates at the end of the last pay period of employment, except for service and disability retirees.	Persons who are no longer eligible to convert to Individual Plan coverage by applying for such coverage will be covered by the Kaiser Health Plan. Individual Plan member coverage ends.

NOTES: 1) Changes in Plan Benefits shown in bold type. 2) Nurses rates are those shown for employee on request at the Health Service office. 4) Rates and Benefits subject to change each Fiscal Year. 5) This comparison chart is intended to provide a quick comparison of the benefits of each plan, the individual exclusions of each plan, the individual

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(415) 558-4322

PLAN 2 TRANSIT OPERATORS (BW)	PLAN 3 CHILDREN'S HOSPITAL HEALTH PLAN Children's of San Francisco (415) 668-8211	PLAN 4 FRENCH HOSPITAL HEALTH PLAN French Hospital Medical Center (415) 668-8881	PLAN 5 BAY PACIFIC HEALTH PLAN (415) 952-2005
Covered.	Covered.	Covered.	Covered.
Kaiser/Permanente Medical Center number of covered hospital	Children's Hospital of San Francisco, no limit, no charge. Emergency Room services subject to a \$20.00* co-payment. *\$25.00 effective 1/1/84.	Adult care at French Hospital. Inpatient pediatric and maternity care at Children's Hospital.	Services are provided at ten (10) affiliated hospitals. San Francisco County - Children's Hospital of San Francisco, Marshal Hale Memorial Hospital, Mount Zion Hospital and Medical Center, Ralph K. Davies Medical Center, St. Luke's Hospital, San Mateo County - Mary's Help Hospital, Mills Memorial Hospital, Peninsula Hospital and Medical Center, Sequoia Hospital, St. Catherine's Hospital. There is no limit to the number of covered hospital days. No charge—no limit. Member pays \$25.00 for emergency room visit.
No charge—no limit.	In or out of the hospital. Provided at no charge—no limit.	In or out of the hospital. Provided at no charge—no limit.	In the Hospital: Provided at no charge—no limit. In the Doctor's Office: Minor surgery in physician's office, \$3.00 per visit.
Permanente Medical Facilities the Plan.	Services provided at Children's Hospital by teams of physicians affiliated with the Plan. Care in the Health Plan offices or in the hospital provided at no charge with no limit. Care in the home is provided only for skilled nursing care and for diagnostic and treatment services which can reasonably be provided in the home.	Services provided at French Hospital Medical Center by physicians affiliated with the Plan. Care in the Health Plan offices or in the hospital provided at no charge with no limit. Care in the home is provided only for skilled nursing care and for diagnostic and treatment services which can reasonably be provided in the home.	Services are provided by over 1,000 physicians in San Francisco and San Mateo Counties. In the Hospital: Provided at no charge—no limit. In the Doctor's Office: Member pays \$3.00 per visit. In the Home: Member pays \$15.00 per visit.
Following are covered at no charge—no limit. Pregnancy, all physician and child during confinement; pregnancy, interrupted pregnancy.	Member and legal spouse only covered for full care starting early in pregnancy provided at no charge with no limit. No waiting period. All doctor and hospital services for mother and child during confinement; caesarean section, complications of pregnancy, interrupted pregnancy. Newborn covered for hospital and medical benefits only if added to plan within 30 days of birth at the Health Service System office.	Subscriber and Dependents: Full care starting early in pregnancy provided at no charge with no limit. No waiting period. All doctor and hospital services for mother and child during confinement; caesarean section, complications of pregnancy, interrupted pregnancy. Newborn must be added within 30 days of birth only at the Health Service System office, coverage to be effective date of birth.	Member & Legal Spouses: All of the following are covered at no charge: all medical services during pregnancy, all physician and hospital services for mother and child during confinement, caesarean section, complications of pregnancy. Subscriber & Dependents: Interruption of pregnancy covered in full. (Interruption of pregnancy not available at Mary's Help Hospital.) Newborn covered for hospital and medical benefits only if added to plan within 30 days of birth at the Health Service System office.
Provided at no charge—no limit.	Provided at no charge—no limit.	Provided at no charge—no limit.	Provided at no charge—no limit.
Service Area if authorized or	Provided at no charge if authorized.	Provided at no charge if authorized.	Covered in full, when medically necessary and when ordered by a participating physician.
Provided at no charge.	Provided at no charge.	Provided at no charge.	Periodic Health Assessments provided at nominal fee—see brochure.
Provided at no charge.	Provided at no charge.	Provided at no charge.	In Hospital: Covered in full. Outpatient: Member pays \$15.00 per visit up to a 60-day period of treatment or disability.
No charge—no limit.	In or out of the hospital. Provided at no charge—no limit.	In or out of the hospital. Provided at no charge—no limit.	In or out of the hospital. Provided at no charge—no limit.
dermatologist, surgeon or	Provided at no charge only for medically necessary services.	Not covered.	Not covered.
Not covered.	Not covered.	Not covered.	Not covered.
Toxicification is limited to the system. Provided at no charge.	Diagnosis and short term medical treatment limited to outpatient services.	Diagnosis and short term medical treatment covered.	30 days of hospitalization per contract year for acute detoxification only. Benefit is part of Inpatient Mental Health benefit.
Days per calendar year at no charge during any calendar year provided	Psychiatric service is limited to outpatient evaluation and crisis intervention.	Not covered.	Hospital Inpatient: Covered in full 30 days per contract year. Outpatient: 20 visits per contract year at member payment of \$20.00 per visit not to exceed 50% of charges.
Skilled Nursing Facility	10 days at no charge in a skilled nursing facility following each hospital confinement; no coverage for custodial, sanitarium or rest home care.	25 days at no charge in French Hospital Skilled Nursing Facility following each hospital confinement.	30 days per contract year in a Skilled Nursing Facility as medically necessary. Custodial care not covered.
or up to a 34 day supply of prescription is required by law	Inpatient: no charge. Injections: no charge. Immunizations: no charge. Outpatient: Provided at Children's Hospital Pharmacy when prescribed by a Health Plan physician. These prescriptions are subject to a \$4.00 co-payment for each supply up to 34 days and are limited to drugs for which a prescription is required by law.	Inpatient: no charge. Injections: no charge. Immunizations: no charge. Outpatient: Provided at French Hospital Pharmacy when prescribed by a Health Plan physician. These prescriptions are subject to a \$3.00 deductible for each supply up to 34 days and are limited to drugs for which a prescription is required by law.	Inpatient: Covered in full. As an outpatient, member pays \$4.00 for each 34 day supply or refill, including insulin and insulin syringe at participating pharmacies as prescribed by a participating physician.
for diseases for which an	Eye Examinations provided at no charge. Lenses and frames not covered, but are available through Children's Hospital vision service at reasonable rates.	Eye examinations provided at no charge.	Eye examinations provided if related to injury, accident or illness. Member pays \$3.00 per visit. Refractions provided for children to age 18 with member paying \$10.00.
Benefits same as active employee.	Benefits same as active employee.	Benefits same as active employee.	Benefits same as active employee.
Basic hospital and medical deductibles, co-insurances or co-payments, except as indicated.	All services are covered under the basic benefits as indicated. There are no limitations, deductibles, co-insurance or maximums except as indicated.	All services are covered under the basic benefits as indicated. There are no limitations, deductibles, co-insurance or maximums except as indicated.	All services are covered under the basic hospital and medical benefits as indicated. There are no deductibles, co-insurances or maximums for care, except as indicated.
Outside the Plans Service for services required, to the extent covered if received at Plan facilities. The amount otherwise payable is reduced by any Medi-Cal.	For any medically necessary emergency care away from Children's Hospital, Plan pays 80% of all customary and reasonable charges with no geographic limitations, to the extent services would have been covered if received at Plan facilities. The amount otherwise payable is reduced by any medical insurance benefits except Medi-Cal.	Out of Plan Emergency Services for any medically necessary emergency care away from a Plan facility. Plan pays 80% of customary and reasonable charges with no geographic limitations.	Covered for emergency care only. Member pays \$25.00 for emergency room visit.
Group coverage are entitled to convert to individual Plan coverage without a medical evaluation within 30 days of loss of group coverage. Individual Plan membership begins at the time group coverage ends.	Same benefits available on application within 30 days of last day worked, if the subscriber has at least six (6) months of continuous coverage in the Health Service system.	Persons who are no longer eligible for group coverage are entitled to convert to individual Plan coverage without a medical evaluation by applying for such coverage within 30 days of loss of group coverage. Individual Plan membership begins at the time group coverage ends.	Persons who are no longer eligible for group coverage are entitled to convert to individual Plan coverage without a medical evaluation by applying for such coverage within 30 days of loss of group coverage. Individual Plan membership begins at the time group coverage ends.

Plan 2	Children's Hospital Plan 3			French Hospital Plan 4			Bay Pacific Plan 5		
Transit Operators (BW)	Biweekly	Monthly	Transit Operators (BW)	Biweekly	Monthly	Transit Operators (BW)	Biweekly	Monthly	Transit Operators (BW)
28.27	4.38	9.50	34.30	—0—	—0—	28.55	3.32	7.20	33.24
54.09	36.63	79.37	66.55	24.80	53.75	53.35	35.18	76.23	65.10
77.77	58.96	127.75	88.88	45.60	98.80	74.15	54.75	118.64	84.67

regardless of number of dependents carried. 3) These rates do not apply to any active employee covered primarily by Medicare. Rates for these individuals are available on employee pay warrant stubs. Health Service System is not responsible for providing contribution information for income tax purposes. This information is available on employee pay warrant stubs. Comparison of the benefits of each health plan; this is not a contract. For a more detailed description of the benefits and plan booklet should be studied. These booklets are available in the Health Service System office.

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LETTERS

John's Park

continued from page 13
heads even rolling fat cig.
Nice things for kids to see.

Sincerely
Mary T. Kelly

Thanks

To the S.F.P.D.
The finest Police Dept.
in the finest city
in the Country.

As you probably know, I got hurt in the line of duty on the 29th of June, 1982. As a result of that accident, I will no longer be able to serve the City of San Francisco and the S.F.P.D. in that which I was so devoted for 16 years.

In that time I had the privilege to meet some of the finest people. Both male & female police officers.

I've traveled all over the country and all over the world and I feel that the S.F.P.D. IS WITHOUT A DOUBT THE BEST I've seen.

The city of S.F. can be well proud of their Police Dept.

It's with sadness that I leave the ambulance work that I loved so well.

Again I wish to thank you for honor & privilege to have been associated with all of you.

So long good friends. Long life and God bless all of you.

Your friend always,
Bob Dutton
#8167 (no more)

Thanks

Dear Mr. Casciato:

In behalf of the Kimochi, Inc. Board of Directors and staff, we want to thank the Police Officers Association for its generous contribution of \$2,000 to our Kimochi Home Project, a \$1.3 million combination residential care/ day care/ senior center facility in Japantown.

Additionally, we thank

you for the beautiful plaque that your organization presented. We will proudly display it in our new building.

Please extend our special thanks to two of your members, Gerry Schmidt and David Tambara, who were instrumental in soliciting support for our project.

Your association is to be commended on its sensitivity, and commitment to the elderly in our community.

Sincerely,
Hisao Inouye
Chairman, Board of Directors
and Steve Nakajo
Executive Director
Kimochi, Inc.

Retort-A-Caen

April 13, 1983

Dear Secretary Schmidt:

I DID mention the excellent police work on the Honig case — not once, but twice. You may check with Inspector Toschi.

I don't understand any of your complaints. I like The Department and I like the officers I have come into contact with, but nobody is perfect, you know. Some items plug the police, some apply a needle, but I doubt that I have been deliberately and heavily critical.

You sound, shall we say, touchy?

Cordially,
Herb Caen

April 15, 1983

Dear Mr. Caen,

Thank you for your swift response to my letter.

You're probably right; I am over sensitive but that's a fault I'll learn to live with.

If in the future you ever need accurate information, please feel free to contact me.

Sincerely,
Gerald J. Schmidt

Thanks

Dear President Casciato:

Thank you for your letter of April 22, 1983 extending the appreciation of your organization for my support of Propositions I and J in the November 1982 election.

I supported both of those propositions because I felt that they were a fair and equitable thing that the City can do for its police officers. I sincerely appreciate your taking the time to write and thank me, and I assure you that I will look forward to working with you and the officers of your organization in the future.

Sincerely,
John L. Molinari
Supervisor

Mission Station

April 20, 1983

Randy Shilts
S.F. Chronicle

I feel Mission Station received a very one sided description in your recent article, which I, and many others, feel is unfair.

I have worked at Mission Station for almost three years. In those three years I have yet to see what one ex-recruit termed "daily beatings." I am not trying to say that unorthodox occurrences haven't happened, but they are the exception rather than the rule. As in any occupation, you have good people and not so good people. Unfortunately, it's the not so good people who make the papers.

A few of the ex-recruits interviewed in your article trained at Mission Station. I responded as a back up Officer on several occasions with those recruits. I saw them stand there and not know what to do. In their interview they mentioned being discriminated against but never did they mention that they lacked

the common sense to do the job.

I have worked as a Field Training Officer and I have had the experience of having a recruit "freeze up" on me in a stressful situation. It's an awfully empty feeling in the pit of your stomach when you need help and look around for your recruit, only to find they're still at the car. These are the people that FTO's are supposed to weed out. I think that FTO's deserve gratitude, not condemnation.

Sincerely,
Linda Flanders #1730
Police Officer
Mission Station

Tit-For-Tat

Officer
Linda Flanders
Mission Station
San Francisco
Police Department
San Francisco, CA

Dear Officer Flanders

Thank you very much for your comments on my police stories of two weeks ago. I appreciate hearing your criticism directly since it creates the chance for an honest exchange of views. Just as I have considered your side, however, please consider mine.

Basically, I question whether you think my story was unfair or whether you think any criticism of the police is unfair. These are two entirely different points. I think you meant the latter.

Consider the criticism you level in your first sentence that my story was one-sided in its portrayal of Mission Station. You go on to make a number of points, summing them up with saying bad police conduct is the work of a few "not so good people" and not the rule. If you take the time to look at my stories again, you will see that I repeatedly make the

precise same point. Again and again, I said complaints stemmed from a few bad officers — not the majority. Again and again, I said most FTO officers are fair. Again and again, I wrote down the defenses offered by mainstream police officers and field training officers — sometimes employing the same words you use in your letter.

In fact, there is not one point in your letter that I did not specifically address within the story. Every defense you offer of Mission Station is already expressed in the series.

Moreover, if any station comes off easy, it was Mission. I specifically point to the recent drop in complaints at the station and specifically address the fact we're talking about a few bad apples — to the extent of even narrowing it down to one shift. The Field Training Officer I profiled — who speaks many of the phrases you apparently didn't see in the story — also came from Mission.

As far as the levels of excessive force, I would stress that these were not charges made capriciously or on whim. The allegations of brutality came from many sources, including both current and former Mission officers — up to the highest levels of the department, the police commission and city government. In fact, if anything surprised me, it was that virtually everybody I talked to conceded that serious problems existed at the station. I would have been irresponsible if I had covered this up. Similarly, I would have been irresponsible if I had not reported on the vast inconsistencies in grading within the FTO program at all three training stations.

You even concede this

when you say that "unorthodox occurrences" have happened at Mission, attributing them to the "not so good people" that exist in any profession. Yes, bad people exist in any profession. I agree. But you have to remember that unlike any profession, police officers carry guns, clubs and handcuffs and have the power to detain, arrest and lock up people. By definition, the public is going to have a greater interest in monitoring your profession; you are not like people in just any other job.

This gets back to the original point: Are you upset that the criticism was unfair or that it even existed? I suspect the latter. I think if you read papers much, you'll see that on balance, police get far more good P.R. than bad. Stories of daring police rescues and brave public service is the stuff of which newspapers are made. I've done my share of courageous cop stories as both a TV and newspaper reporter and I figure I'll probably do more.

It's understandable that police should be sensitive to any criticism. You do have a largely thankless job in which you daily risk your lives. Frankly, few professionals are as cognizant of this as reporters since we sometimes are on the scene with you. But please keep in mind that our business also entails watching out for the public interest. There's a difference between not wanting unfair criticism and not wanting any criticism at all.

Again, thanks for the letter. I'm also dropping a copy of this response to the POA since you noted on your letter that you were sending them a copy.

Sincerely,
Randy Shilts
Reporter

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GOODBYE AGAIN
BILL TRANER

by Jim Higgins, Robbery

To write about this man history must be revisited: a story that should be told, an epitaph, a piece left out of his eulogy, or perhaps a look behind the scenes:

The story is of his last days on this earth: a gathering of strength by faith and coming to grips with who he was. The man - Bill Traner - and you who knew him realize he would never win an oscar for his jokes, nor could he splinter an oak door with his physical powers: but when called on he could dismantle a bomb that would make us machos break out in a cold sweat.

One night in the summer months of 1979 at our monthly meeting we saw a new face in our midst - Bill Traner. Standing extremely close to Bill was Mike Moysard. To this day we don't know if Mike kidnapped and handcuffed him. We do know at the end of the meeting both of Bill's hands were free and so was his heart and the smile on his face seconded the motion. On that evening God's spirit touched Bill's life and he responded with his heart. Unanswered questions and the meaning of life became clear. Unknown to Bill, his family and friends, it would be his last summer and agonizing days lay ahead.

Bill's health began to fail and deplete him of energy and body weight: a visit to the doctor and a pass to the hospital. Predictable situations occur upon hospital entry. Questions from the first time you burped to any two-headed ancestors? One question and answer startled the starched lady in white. "What religion are you?" Answer: "Christian." "I know that, but what denomination are you?" (Rattling off several different churches of the world) Answer: "Original" - end of questions.

Repetitious days of pain, tests, medicines, stealing away his remaining life. Many men coming to see him to say "hello" and "goodbye" leaving a lingering love they had for him. The bag of "cookies" to help him over the rough spots - all done in friendship.

Through it all Bill's faith continued to grow. The man who dragged him to his first meeting baptized him. Once two suspicious men visited him: Under one of their arms was that all familiar paper bag. It's shape left nothing to the imagination. Once again confronted by the starched lady in white: question "what have you got in the bag?" Answer: "some grape juice and bread" with a shrug of her shoulders she exited to her station. That day Bill received his first communion given to him by men from Cops for Christ.

On the day Bill was baptized was the day he received the news of his inoperable condition and brief life expectancy. An undaunted man, this "original Christian" knew by faith that soon he would be with Jesus in a place that was prepared for him. We know Bill's wish, and that is for those who said "goodbye" to him will again say "hello."

HEART OF PEACE COMMITTEE EXTENDS INVITATION TO
DEMONSTRATE COMMITMENT FOR WORLD PEACE

Peace comes from the heart, but it is difficult to determine where else it exists. It is much easier, however, to see where it is missing. In communities where people argue with family members and neighbors, peace cannot be found. It is absent in a country torn by civil war and in a world threatened with destruction.

We live in a time of crisis and opportunity. Growing numbers of people feel that at this moment in history, humanity is at a critical point in its evolution, a point at which a quantum leap can be made in building a peaceful world.

The HEART OF PEACE COMMITTEE believes that if individuals and groups demonstrate their commitment to worldwide peace, it will help in hastening this global transformation.

The HEART OF PEACE COMMITTEE invites caring people of the world to become torchbearers for

peace. Individuals and groups from all walks of life will be demonstrating their commitment to worldwide peace by carrying a torch around the heart-shaped Lake Merritt (2.8 miles). The Torch of Peace will travel once an hour, on the hour, carried around Lake Merritt by people with peace in their hearts — walking, running, cycling, roller-skating, or even, if the mood strikes, skipping — for an uninterrupted 31 days.

During the month of May, we invite the world to place a light at home or work in a window facing the street as a symbol of the Torch of Peace, carried throughout history.

The HEART OF PEACE COMMITTEE will celebrate Peace Day on May 22nd in solidarity with peace movements on SPACESHIP EARTH.

Submitted by
 Jim Hampton

RETIRED MEMBERS TABLE

HEALTH PLAN RATES FOR FISCAL YEAR 1983-1984
 MONTHLY RATES

STATUS	PLAN 1 City	PLAN 2 Kaiser	PLAN 3 Children's	PLAN 4 French	PLAN 5 Bay Pacific
RETIRED - No Medicare or Part A only	\$ 14.66	\$ 0.00	\$ 9.50	\$ 0.00	\$ 7.20
+1	86.79	55.95	79.37	53.75	76.23
+1 and family	141.84	107.26	127.75	98.80	118.64
+1 Medicare	48.44	39.04	63.39	46.85	61.80
+1 Medicare and family	103.49	90.35	111.77	91.90	104.21
RETIRED - Medicare Part B	1.16	0.00	0.00	0.00	0.00
+1	73.29	55.95	69.87	53.75	69.03
+1 and family	128.34	107.26	118.25	98.80	111.44
+1 Medicare	34.94	39.04	53.89	46.85	54.60
+1 Medicare and family	89.99	90.35	102.27	91.90	97.01
RETIRED - Medicare A&B	1.16	0.00	0.00	0.00	0.00
+1	73.29	55.95	69.87	53.75	69.03
+1 and family	128.34	107.26	118.25	98.80	111.44
+1 Medicare	34.94	39.04	53.89	46.85	54.60
+1 Medicare and family	89.99	90.35	102.27	91.90	97.01
RESIGNED - No Medicare	134.19	61.25	74.32	61.85	72.02
+1	206.32	117.20	144.19	115.60	141.05
+1 and family	261.37	168.51	192.57	160.65	183.46
+1 Medicare	167.97	100.29	128.21	108.70	126.62
+ Medicare and family	223.02	151.60	176.59	153.75	169.03
RESIGNED - Medicare Part B	85.64	44.34	53.89	46.85	54.60
+1	157.77	100.29	123.76	100.60	123.63
+1 and family	212.82	151.60	172.14	145.65	166.04
+1 Medicare	119.42	83.38	107.78	93.70	109.20
+1 Medicare and family	174.47	134.69	156.16	138.75	151.61
RESIGNED - Medicare A&B	52.57	44.34	53.89	46.85	54.60
+1	124.70	100.29	123.76	100.60	123.63
+1 and family	179.75	151.60	172.14	145.65	166.04
+1 Medicare	86.35	83.38	107.78	93.70	109.20
+1 Medicare and family	141.40	134.69	156.16	138.75	151.61
SURVIVING SPOUSE - No Medicare	73.97	61.25	74.32	61.85	72.02
+ family	129.02	112.56	122.70	106.90	114.43
SURVIVING SPOUSE - Medicare A&B	45.62	44.34	53.89	46.85	54.60
+ family	100.67	95.65	102.27	91.90	97.01

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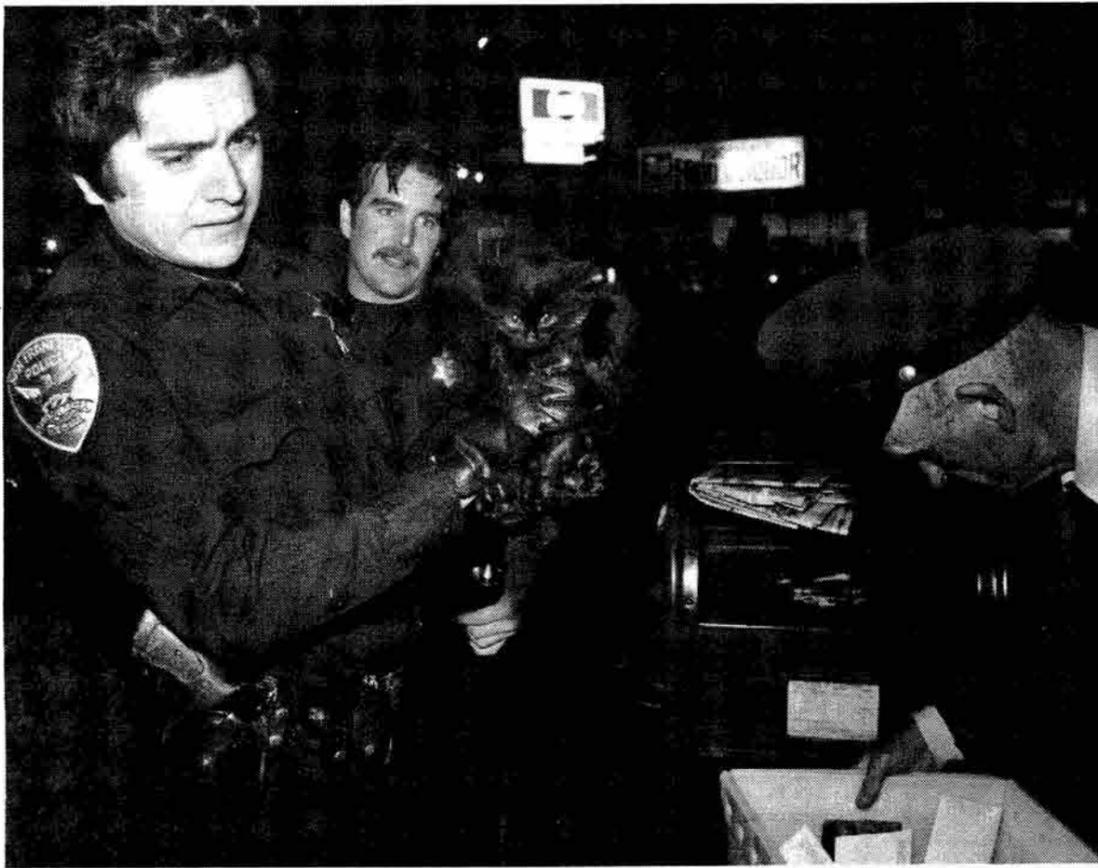


Photo by Mike Maloney

Kitty Bitter

A two-week-old kitten was rescued from a Tenderloin mail box at Eddy and Jones Streets last night after the trapped animal's cries produced a rash of phone calls to police. The furious coal-black kitty was rescued by officers Philip Lee (left) and Jim Maginnis and mail carrier Al Staknys (right). The animal was handed over to the SPCA.

Reprinted from
S.F. Chronicle, April 14, 1983

Crime prevention column debuts

by Rey P. Ibay

"PEACE is happiness — The respect for the rights of others is Peace." Oh, what a beautiful idea! It is because of this belief that we in the police profession exist. We took an oath to serve in the most conscientious manner the profession demands and rightfully deserves.

The shameless animal instinct with which some of our fellow human beings (if we still want to identify these hoodlums as such) violate this ideal — by walking over our guaranteed constitutional rights, by committing disgraceful and perverted crimes, etc. is intolerable and sickening. These acts committed against us makes it necessary to re-evaluate our attitude and tolerance towards these people that some call "low-life rats." This type of person is continuously threatening our communities and, most of all, our Peace and Happiness.

The "ayaw kong masangkot" (I don't want to get involved) attitude should be considered a thing of the past because these hoodlums now threaten us, our loved ones, and our friends. We have to accept the fact and see for ourselves that "RATS" is the only synonym for these parasitic criminals.

Maybe because of their total dislike to earn an honest living, or because they get their kicks and joy in taking advantage of their fellow human beings, or maybe to support their gambling and drug habits, these criminals commit crimes like armed robbery, burglary, assaults, etc. against their helpless and unsuspecting victims so that they can live off the hard earned property of their fellow human beings.

When we allow these hoodlums to take charge of our streets, terror becomes the code of conduct and ruler of our communities, which then turns our cities into jungles. The "ayaw kong masangkot" attitude allows the existence of these hoodlums. We, who are concerned about the safety of our communities, will not allow this state to exist. It is very important that we show our strong will and determination to bury the phrase, "ayaw kong masangkot," to combat these criminals by backing your police department.

By cooperating with the police, it will help liberate our community of its crimes and hoodlums. Our mothers, wives, sisters, and daughters will not be exposed to violent or sexual crimes again. We will be able to live at ease again in the privacy of our own homes, not having to worry about losing our property, which we rightfully acquired through those long hours of sweating at work.

When these animals realize that we will not play dead anymore, they might think twice before spreading and carrying out their despicable missions.

This column, which the *Philippine News* has invited me to write, is dedicated to the law-abiding members of our community who prefer to take an active part in

preventing crimes and helping the police in combatting it. Like in any other crusade, we will need a definite plan of action and direction wherein the community and the police act as a team in organizing their energy and strength.

To maintain a safe and healthy community, we should be cognizant of the laws that govern us and those which apply according to circumstances. In broad terms, the law states that we (members of the community) have the right to employ any method or apply any force necessary in defense of our life and property, but with certain limitations.

In this column, through the direction of my chief, Cornelius Murphy, with the guidance and inspiration of Inspector Juan Morales (who writes a column for a weekly Spanish language newspaper, *Tiempo Latino*) and with the assistance and support of Officers Larry Ratti and Bob Guinan, my partner Harry Soulette and many other fellow police officers too numerous to mention, I will inform you about the crimes that threaten us daily, and provide you with suggestions on how to prevent them.

I will also try to inform you about home self-defense and problems as they present themselves in order for us to cultivate a better relationship between the community and the police.

If you wish to make any comments or ask any questions, please feel free to write to me in care of the *Philippine News*.

ABOUT THE AUTHOR: The writer, Rey P. Ibay, 31, is a police officer for the San Francisco Police Department. Only a year out of the Police Academy, he graduated in the top three in his class. Before becoming a member of the SFPD, Ibay was a deputy sheriff for San Francisco County and Contra Costa County for four years. Born in Manila, he is the son of Rodolfo and Rebecca Perez Sr., residents of San Francisco.

(Reprinted from *Philippine News*,
Week of May 4-10, 1983)

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A. KEITH SMITH — California Dept. of Justice, Sacramento - crime scene processing, do's & don'ts (FORMERLY WITH NEW SCOTLAND YARD).

KENNETH MOSES — San Francisco P.D. - prints from difficult surfaces, latest techniques (DAN WHITE, ZODIAC & ZEBRA cases).

DR. BOYD STEPHENS — Chief Medical Examiner-Coroner, City & County of San Francisco - forensic pathology, common errors at the scene.

THOMAS L. FRAZIER — Attorney at Law, Marina, Calif. - successful interviewing techniques, Miranda.

LINCOLN MINTZ — Attorney at Law, Oakland - defense tactics, how you lose the case.

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INTERNATIONAL FOOTPRINT ASSOCIATION

by Gerry Schmidt,
Member Board of Directors
I.F.A. Chapter #15

WHO are they?
WHAT are they?
WHY are they?
WHERE are they?

Incorporated under the Laws of the State of California

The International Footprint Association was organized in a spirit of fun at a convention of the California Division of the International Association for Identification held in Fresno, California, May 11, 1929. The original object of the association was to promote fun, friendship and entertainment at conventions of any group of Law Enforcement Officers. Since that time we have outgrown the period of being just a fun group, and have now entered a period of pleasant mutual respect, good fellowship and helpfulness between Peace Officers of all Law Enforcement Agencies, Federal, State and Local. Its first membership was limited to Law Enforcement Officials; however, the organization has now grown to more than 50 chapters with a membership in excess of 7,000 and the scope of the membership has expanded to include peace officers from all agencies, doctors, lawyers, elective and appointive civic officials, men of all professions and businesses and all citizens sympathetic to good law enforcement and its attendant problems, which you will agree are many.

The original organizers were eleven in number and each year, sometimes twice a year thereafter, the Footprinters held conventions along with other law enforcement groups, where they maintained a headquarters and open house for the entertainment and good fellowship of the members. Membership rapidly grew friendships developed and cooperation between agencies was promoted. In 1931 the Footprinters held a convention of their own in San Francisco at which time there were about three hundred members in attendance. The Footprinters were incorporated on March 3, 1938 and since that time have been known as the International Footprint Association, Inc. On June 6, 1935 at a meeting of the Board of Directors held in Los Angeles, California, it was voted to form the organization into chapters, each chapter so formed being subordinate to the governing body of the Grand Chapter, also formed at the same time. Annual Conventions are now held in cities where there are a large number of Footprint members.

The slogan adopted by the Organization was, "BIGGER AND BETTER FOOTPRINTS," which stands for closer cooperation between all law enforcement agencies as well as the business and professional people, who are also eligible to be members of the organization. The symbol of the organization is that of the fictional characters, Robinson Crusoe and his man Friday — the former following the footprints of the latter on the sands of the beach where Crusoe was shipwrecked which ultimately resulted in excellent cooperation between Crusoe and Friday, which symbolize the ideals of this organization.

We believe that our organization fills a great need in the community by bringing together at regular meetings, law enforcement officials of all levels and all

branches, and the citizens of the community who are interested in the activities of those officials. The members of a chapter of the I.F.A. properly screened and selected can certainly form a strong support group of law enforcement agencies at all levels. We do not become involved in politics, but there is nothing to prevent the supporting of a well defined and accepted law enforcement program. We believe that you, your friends and brother police officers can visualize the benefits to your community through this affiliation. The individual chapters are at liberty to engage in civic activities, sponsoring such worthy movements as camps for underprivileged children, aiding in charitable work, sponsoring boys and girls clubs for sports, etc. and particularly, awarding of scholarships to young people interested in law enforcement careers or related fields.

The size of our chapters vary from approximately 900 in Los Angeles to 50 to 75 in the smaller communities. The membership applications are closely screened as this is necessary to the success of a chapter in attaining a respected position in the community. Elimination of those desirous of becoming members for ulterior motives is mandatory and is as necessary as the dropping from membership of those who have not evidenced good faith with the precepts of the I.F.A. or with the oath to which they subscribed. This is the only method by which we can maintain the prestige and community recognition which we have earned.

Anyone who is interested in attending an upcoming I.F.A. function to determine whether you want to become a member should contact me at Co. C or the P.O.A. as soon as possible.

Upcoming Events:

- GOLF TOURNAMENT
5/21/83
- FAMILY PICNIC
7/24/83
- WINERY TOUR - B.B.Q.
SEPTEMBER 1983

SGT. JACK YOUNG DAY ANNUAL PICNIC

Saturday, June 18, 1983
Morton's Warm Springs,
Kenwood, Calif. (Sonoma County)

A best kept secret for many years has been the annual Police Department's — Lady of Fatima Picnic....more recently known as Sgt. Jack Young Day.

Each year during the month of June, a maximum number of 500 police officer families, civilian employees, and guests, enjoy a very relaxing day of food, swimming, games, contests, & more food.

Adults \$10.00
Children 2.00 (2 through 11 years)

Ticket price includes entrance to park, recreation, games, prizes, lunch, soft drinks, & a full course steak dinner.

Our intention this year is to publicize the picnic only once, to all police department employees who will be accommodated on a first-come, first-serve basis until we reach the 500 maximum total.

Don't miss this opportunity to spend a day in the sun and not have to pack any food at all. No work! All fun and relaxation. What a great way to start the summer!

For tickets or additional information, please contact any of the following police personnel:

- Administration ... Capt. Frank Jordan Ext. 1345
- Patrol Sgt. Ron Vernali Ext. 1532
- Investigations.... Insp. Mike Wilcox Ext. 1351
- Insp. Dennis Schardt ... Ext. 1071
- Juvenile..... Sgt. Dennis O'Connell .. Ext. 1321 (a.m.)
- Y.G.C. Office 731-5740 (p.m.)
- Support Service .. Lt. Mat Genna Ext. 1870
- Traffic..... Sgt. Ray Crosat Ext. 1115
- Retired Officers .. Ret. Sgt. Bob McKee ... 587-4570

YOUR TAX SAVINGS THREATENED

by Robert Bernardini

A recent proposal by Representative Rostenkowski (D-Ill), chairman of the House Ways and Means Committee, would repeal a 1981 tax cut package designed to prevent individuals from being pushed into a higher tax bracket because of inflationary salary increases. This tax indexing package was part of an economic recovery program which will take effect in 1985 if Rep. Rostenkowski's proposal is defeated.

The tax indexing measure would be adjusted each year to coincide with the prevailing rate of inflation. This would mean that salary increases which were created to offset inflationary price increases would not force the individual into a higher income tax bracket; rather the increased income would be available to the individual for use to meet the higher prices of commodities.

It appears that Rostenkowski and others in Congress want to eliminate tax indexing in order to get unlegislated tax increases each year. Remember that revenue windfalls of 40 to 50 billion dollars per year fueled a federal spending spree in the 1970s. This income "bracket creep," encouraged some legislatures to enact inflationary programs because the higher the inflation, the greater the spending spree. According to Tom Donohue, President of Citizens Choice, an independent government watchdog organization, "Since

1981, Congress passed a variety of deficit reducing tax measures. The net effect of these measures in combination with state and local tax increases has been to actually increase taxes after what was supposed to be the largest tax cut in American History."

This issue boils down to bilking the tax payer with tax increases instead of reducing federal spending. Economic recovery is now underway. Rostenkowski's proposal will undermine the progress being made. Now it is the tax payers turn — your turn — to send the below message to the California members of the ways and Means Committee to let them know what you want. If you don't respond and you find your inflationary salary increases eaten up by higher tax bracket percentages you will have no one to blame but yourself.

Honorable..... Robert T. Matsui D-Calif
Fortney H. Stark D-Calif
William M. Thomas R-Calif

I want the provisions of the Economic Recovery Tax Act of 1981 left in tact, especially tax indexing. Cut federal spending.

Mail the above to each Committee member.
Address: Committee on Ways and Means, 1102 Longworth House Office Building, Washington, D.C. 20515.

Be sure to sign the postcard.

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NEW YORK LIFE WANTS TO HELP

In the early seventies, many San Francisco Police Officers purchased Life Insurance and Disability Policies from New York Life. Many of you have already collected on your Disability Policies and know how valuable they are, especially since they are no longer available from New York Life or any other company. So, those of you who have them....keep them.



Mark Goodman

Mike Magers

Life Insurance has undergone a tremendous change since the early seventies. Policies today are based on current rates of return with premiums being as much as 50% of what they were fifteen years ago. Discounts are now available for non-smokers. People who used to pay additional premiums due to medical problems now can purchase standard premiums.

We have shown below the drastic differences in policies issued today as opposed to ten years ago.

A Policy that is generating lots of interest today is Target Life. It allows you to vary your premiums, face amount, and the number of people you can cover under one policy. It currently pays 11% on cash values over \$1000. The minimum face amount is \$100,000.

Just in case you think that's all, there is more.

Many of you have young families, so you may want to cover yourself with large amounts of insurance. The cost of buying this and providing the needed protection is easily obtainable through our Long Term Protector Policy. The premiums start off real low and go up each year. An attractive policy for a young officer.

Retirement planning is something most of us think of during the year. Unfortunately few of us do little more

than think about it. Now that IRA's are available to everyone, your payroll deduction plan can provide a painless way for you to start your own IRA. We're always surprised at how many people want to start saving for retirement when it's just around the corner rather than when it's way down the street. In case you're wondering, why an IRA with New York Life? It's because we will make the payments for you if you can't, due to disability; it's because the proceeds are not pro-ratable; and because the earnings are deferred both on your Federal as well as your California Income Tax return.

Mike Magers, a former member of the department, and Mark Goodman, who have been servicing the department since 1982, will be glad to answer any questions you may have.

Mark Goodman can be reached at 393-6184. Mike Magers can be reached at 924-1665.

Any questions you may have regarding your existing New York Life Policies, or any other policies you have, call Mark or Mike as they are interested in helping you.

	Age 35	
	Non-smoker 1973	Non-smoker 1983
Face Amount	\$25,000	\$25,000
Annual Premium	571	496.25
Cash Value*		
5 Years	2,275	1,430
10 Years	5,325	4,891
20 Years	13,550	19,174
At Age 65	24,700	55,349

* Includes dividends and termination dividends which are not guaranteed.

CASCIATO APPOINTED TO HUMAN RIGHTS COMMITTEE

by Jack Ballentine
Director, HQ Company

On April 18, 1983, President Casciato was appointed to the Social Issues and Police Liaison Committee of the Human Rights Commission by Commissioner Phyllis Lyon.

The Social Issues and Police Liaison Committee meets once a month to discuss police and social related issues, adopts resolutions, and recommends legislation to the Board of Supervisors.

On the agenda at the April 26th meeting was the issue of "Police Brutality and Harrassment" of young residents in the Parkmerced Housing Complex. After listening attentively, President Casciato began questioning city staffers who were handling the complaints. When it was firmly established that the parties in question were security guards employed by the managers of Parkmerced, President Casciato formally objected to the use of the word "police" in the entire discussion or in any reports generated from the investigation.

An upcoming issue on the committee facing the president is a proposal by Chinese for Affirmative Action (C.A.A.) to avoid seniority selection of watches for bilingual officers. The C.A.A. proposal claims there are not sufficient numbers of bilingual officers on the day watch at Central Station because of seniority limitations.

Whatever the outcome of that proposal, the P.O.A. will finally have a voice. As another Commissioner, Joan Zamora Moulton stated, "We've been trying to get the P.O.A. here for 4 years."

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Gerry Schmidt

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Two of the most useful police weapons: feet

By Bill Boldenweck
Examiner staff writer

The policeman walking his beat, a comfort to neighborhood merchants and residents and the scourge of loiterers and other neighborhood nuisances, is:

- (A) No longer a factor in police work.
- (B) A vanishing breed.
- (C) An increasing factor in police patrol operations.
- (D) All of the above.

The answer, of course, is (D), depending on where one looks in the Bay Area.

All police officials contacted in the survey agree that foot patrol is a highly useful form of police work, though it is very expensive in terms of personnel, the highest budget factor in police operations.

In major urban centers, there is a tendency to increase foot patrol as much as possible. In the more suburban areas, where departments are smaller and the area of coverage less concentrated, foot patrols tend to be vanishing or completely missing, although most departments try to strike a balance by encouraging officers to get out of their cars and walk as much as possible.

The advent of small, reliable radio transmitters and receivers that patrolmen can carry has made possible instant contact with officers afoot, allowing them to leave their cars from time to time.

But in the major cities, an increasing number of officers are assigned to spend their entire shift on foot.

Lt. Pete Sarna, of the patrol division of the Oakland Police Department, says: "It depends on what the problem situation is. There are certain types of problems that are best controlled by foot patrols. Of the Bay Area, Oakland is probably the one that uses foot patrol most."

"We walk our downtown and our satellite district shopping centers. Even during the worst of Proposition 13, we didn't give it up."

"This year we're almost doubling foot patrol. We have at present 25 walking officers out of a patrol force of 400, about 7 percent."

Foot patrols provide "a police presence in a small concentrated area," he notes, and "the public feels more secure when they see the officers in the area."

In addition, of course, "if something does happen, the officers are there on the spot."

"Walking officers do a lot of things that don't show in the statistics. They can take care of things for the merchants without the merchant even calling for



Photo by Nicole Bengiveno

assistance, so the calls for service don't come in through the switchboard, so they aren't on the log, though they do show later in the crime statistics.

"A problem for women working or visiting downtown is verbal harassment, being taunted by bands of loitering young men, and foot patrol is a good way of coping with this."

"(This) doesn't show up in the statistics, but it's important to the city. If it's not controlled, it denies these women the opportunities to go out for their lunches and to use the other amenities the city offers."

Ray Canepa, commander of patrol of the San Francisco Police Department, says "We've doubled our foot patrol in the last year, and from our projections, it will become even more. We've restated our priorities; we're back in the foot patrol business again."

"The mayor is fully behind this."

"We have certain beats that are only foot patrols dur-

ing two watches, but others where we go 24 hours.

"There's one big plus: the foot beat man gets to know the people in his area. That's what the people like. They say, 'The officer in the car only gives us a tag or comes by when there's trouble.'

"PIC (Personal Instantaneous Communication) radios have made all the difference. In the old days, the officer had to walk to the call box to report in, to receive assignments and instructions, but now contact is immediate."

"Officers walking foot patrol are expected to use the Muni on their way to their posts, which is another plus. When people see uniformed officers on the bus they feel reassured."

"It's expensive, of course — if you have guys walking you don't have the kind of coverage you would if you have them in cars — but it's (car patrol) a different kind of coverage; you don't get the personal touch, and I think the public expects that."

"Not all these decisions are firm at this point. We've now got the people and we're walking the foot patrols and we're going to see if it works."

In suburbia, police executives are not always able to have as much foot patrol as they'd like.

In San Rafael, Capt. Jerry Souza, a 24-year veteran who recently completed an assignment as patrol commander, says: "As far as I'm concerned, the car is the worst thing that ever happened to the police department. What the car has done basically is enclose the officer in a steel shell that he doesn't see out of as well and people don't see him as well."

"Efficiency experts can give you all kinds of reasons for the patrol car — it's more efficient, it's more cost-effective, and so forth — and all those things are true to an extent."

"But for better or for worse, we deal in images — that's probably not the right word — but if the people feel the policeman there, if they see the police officer there, they feel protected."

"The people like to see a policeman who is very visible and very approachable. And there's a form of prevention there, if bad guys know that an officer is liable to show up at any time, it's a deterrent to whatever they might have in mind."

"We have a full-time foot patrol downtown during the Christmas season, but at other times we ask the beat officer to get out and walk as much as he can."

In San Jose, where foot patrol had been abandoned, the department is going back to it, according to Sgt. Bob Burroughs.

"We have given it up a long time ago, but then some situations came up in which foot patrol was much more effective, and it's been reinstated at certain places and at certain times."

"In the big shopping centers they have their own security forces, but we do encourage officers to walk around them, too, when they have the chance."

"In the old days, when we had to depend on call boxes, you were supposed to call in every hour at a certain time, with a 10 minute gap on either side, and if they didn't hear from you they'd come out looking for you."

"If you got jumped by four guys, you were in trouble, and all you could do was handle it yourself and hope that someone would see you were in trouble and phone headquarters."

Reprinted from S.F. Examiner, April 25, 1983

Two reportedly admit robbing and beating elderly brothers

By Mireya Navarro
and Dennis Opatry
Examiner staff writers

Two San Francisco men have confessed to viciously beating and robbing two elderly brothers in the Bayview District four months ago, according to a source close to the investigation.

Thomas J. Bolden, 30, and Ted C. Smith, 18, both residents of the Bayview-Hunters Point area, were scheduled to be arraigned this morning in Municipal Court on two counts each of assault with a deadly weapon. They are being held in city prison on \$17,000 bail each.

Both Bolden, an unemployed handyman, and Smith, a part-time student, have criminal records, police said.

According to robbery inspector Dave Toschi, Bolden was arrested Monday at the Hall of Justice after he was questioned by investigators from the district attorney's office and provided information that made him a suspect in the case.

Smith, Toschi said, was arrested yesterday afternoon on a Bayview-Hunters Point street.

Although Toschi would say only that investigators were put on the suspects' trail three weeks ago when "some information surfaced," a source close to the investigation told The Examiner that a stolen department store credit card led to the break in the case.

The source said both suspects later confessed.

Police credited the arrests to a joint investigation by Toschi and burglary inspector Bob Peterson and staffers with the district attorney's office.

The Konigs were brutally beaten Dec. 4 by two men who broke in the door of their \$60-a-month apartment and escaped with their \$800 life savings. The brothers, the older one of whom is blind and partially deaf, had fought off two earlier robbery attempts that week without suffering much harm.

The third and last attack, however, sent the brothers to the hospital and moved people from all over the state to raise \$35,000 for them and donate gifts.

The Konigs, who had lived in their Bayview home for 16 years, moved to the California Veterans Home in

Yountville. They are both World War I veterans.

Last month the brothers wrote Mayor Feinstein, who had posted a \$5,000 reward for information leading to the arrest of their assailants: "We are doing well. They feed us well and take good care of us here."

They said they find their new home pleasant and even manage to down an occasional afternoon beer.

Toschi said he had phoned the news about the arrests to them yesterday.

"They were very pleased about it all and very happy up in Yountville," Toschi said.

And the inspector, who had expressed doubts that the case would ever be solved, added: "I feel very good."

Reprinted from S.F. Examiner
April 7, 1983

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities

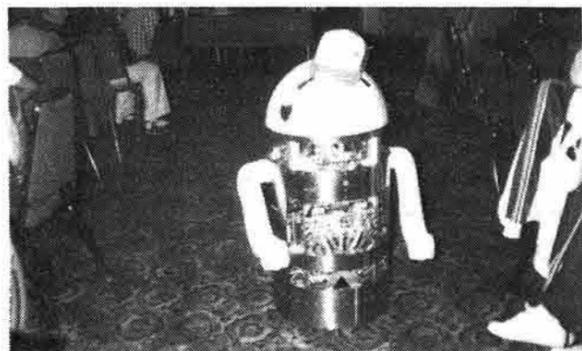


PAL TRACK AND FIELD

18TH ANNUAL PAL YOUTH OLYMPICS TRACK AND FIELD TRIALS: This event is open to all boys and girls 18 to 10 and under. You may enter three events only. Events include: 100, 200, 400, 800, 1500 meters, high hurdles, low hurdles, high jump, long jump, pole vault, shotput, discus, and triple jump. See application forms for your divisional restrictions. Forms may be picked up at PAL Headquarters (2475 Greenwich), or by calling 567-3215. Boys Events Saturday June 11th, 9 a.m. Girls Events Sunday June 12th, 9 a.m. There are no entry fees and no expenses. Top three finishers in each event will receive medals and be eligible to compete in the Pacific Association Championship Meet July 8, 9, and 10, at CAL State in Hayward. The Finalists will compete at the Region XIII Championship Meet July 16-17 at Merritt College in Oakland. The National Championships will be held at Duke University, Durham, N.C., July 29, 30 and 31st. It's a long road to the nationals. **YOU** may qualify. Get an application form **NOW**. The PAL has also scheduled two additional ALL Comers Track Meets June 18th and 25th at McAteer High. The meets will begin promptly at 9 a.m. You do **NOT NEED** to pre-register. Simply show up at McAteer. Proof of birth will be necessary **ONLY** if you place. Awards will be given. This is a fun event. Boys and girls 18 to 10 and under are invited to participate. **Beginners welcome.** You do not need to know anything about Track and Field to participate. (San Francisco Residents only).



Lt. Steve Spelman (SFPD Retired), hosting a recent CAL PAL Seminar in Santa Cruz. In all, 19 PALs were represented. Groundwork was begun for tournament play in boxing, soccer and baseball.



Milton the Robot was the hit of the CAL PAL Seminar. Brought to the Seminar by Jerry Krause of A.J. Enterprises, Milton developed a slight case of laryngitis and couldn't talk. We understand that he has recovered fully.

PAL LAW ENFORCEMENT CADETS

The PAL Law Enforcement Cadet Ridealong Program held recently was a huge success. On three successive nights, Officers from Co E under the direction of Officer Jeff Levin participated in this worth-while program. In all, 63 PAL Cadets spent several hours with an experienced officer on patrol learning the many facets of police patrol. From all reports, the PAL Cadets thoroughly enjoyed themselves and experienced police work. Our thanks for a great job to Officers Lynch, Knappick, Sylvester, Murdock, Lindo, and of course the Director Jeff Levin, all of Co E. Thanks also must go to Chief Murphy who believes in the Cadet Program, and is a staunch supporter. The Program ends on May 24 with graduation exercises for Seniors. Signups, however, is taken year round. Any boy or girl in high school is eligible to participate. Call PAL Headquarters for signups (567-3215).



Officer Art Tapia is shown addressing the PAL Cadets recently on the subject of Community Relations. Also assisting was Officer Rachel Karp. (photo by Herb Lee)



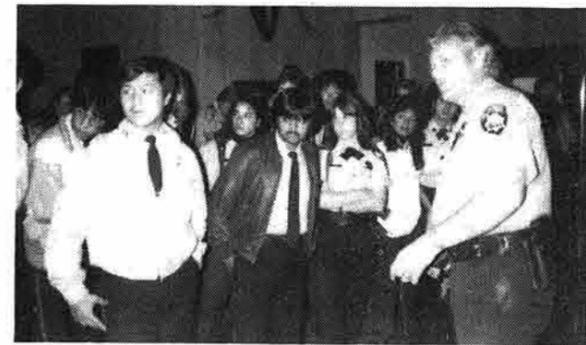
Sgt. Herb Lee, Director of Activities PAL is shown accepting the first place trophy for best float. The float won \$600.00 for the PAL.



PAL Cadet Lieutenant Lynn Tracey accepting a trophy for the PAL Cadets who won 2nd place overall.



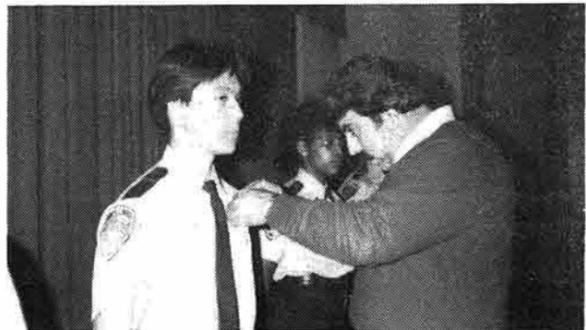
Jim Wiggins (center) with his wife Joann (left) and sister-in-law Judy. Jim was responsible for all the electrical lines and lights of the winning PAL Float in the Chinese New Year's Parade. (photo by Con Keighran)



PAL Cadets in a recent visit to San Bruno County Jail. It was an enjoyable and enlightening tour. Many thanks to Sheriff Mike Hennessey and his staff for their assistance.



More new PAL Cadets receiving their badges. The Program is open to high school students. For signups, call PAL Headquarters 567-3215.



Another new PAL Cadet wins his badge. Director Ernie Galaviz pins a badge on Cadet Chris Austria.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL SAILING

Signups are being taken for classes in the PAL Sailing Program. Classes will be held during the summer months at the Pistol Range. Six 14' fibreglas day sailers are available for use. Dates and times to be announced.

PAL BOXING SHOW DRAWS CROWD

by Angel Rodriguez

In the 2nd of a series of PAL Boxing Shows at the old National Guard Armory on April 9, 1983, it was standing room only for the action packed fights. Little Henry Martinez (65 lbs) fought Ruben Hernandez of Sunnyvale PAL. Although Hernandez won the decision, Henry threw a lot of combinations showing his ability and experience. Unfortunately, Henry took a few months off and was rusty. Coach Angel Rodriguez states that it was a tough fight and that Henry shouldn't take too long before he'll be winning again.

In another bout, Jose Hernandez of the SF PAL fought Carl Cencus of the Solano Boxing Club in the 112 lb class. At the sound of the bell, Cencus dashed across the ring and began throwing wild combinations that shook up Hernandez. Jose came right back and stood toe to toe with his opponent for the next two rounds and won in a decision. This nonstop bout won best bout of the evening. In the 115 lb class, San Francisco PAL's Ricki Paz fought Joe Todoro of Modesto Boxing Club. Todoro came at Ricky at the bell throwing and landing solid punches. Ricki countered but waited too long, and lost a close decision. Todoro showed good moves in his win, and eventually won best fighter of the night.

In the main event, San Francisco PAL's Rodney Polk at 172 lbs fought Tyrone Ingram of Hayward Aztlan. Although Polk had only two previous fights against his opponent's 6 fights, the exhibition was packed with action and power. Ingram was a tremendous puncher showing fast combinations.

Both displayed exceptional style for novices in their weight class. Ingram would come in for combinations which was quickly answered by Polk's determined counters. Polk staggered his opponent with a vicious hook in the second round but Ingram held on to the bell.

Both fighters came out at the start of the 3rd round and fought nonstop to the finish. Many thought this exhibition bout should have received the best bout of the night. The referee stated that they were the main event, they were expected to be good. Makes sense.

Next boxing shows scheduled are: My 21, June 18, July 16, and August 13. Shows begin at 7 p.m. at the old National Guard Armory. Come and see amateur boxing at its finest.

Tickets may be purchased at the door (\$3.00 adult, \$1.00 children under 12).



Jose Hernandez, SF PAL, squaring off against Carl Cencus.



PAL Boxer Jose Hernandez 16, fighting at 112 lbs, accepting trophy after defeating Carl Cencus of Solano Boxing Club.

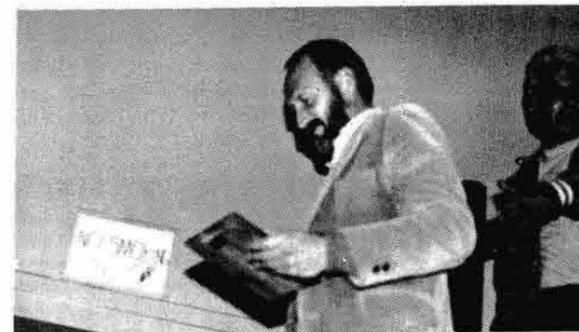
PAL BOXING

PAL Boxing Director Bill Mateo reports plans are being made for a great boxing show to be held on Saturday May 21, 1983, 7 p.m. at the PAL Boxing Gym at the old National Guard Armory, 14th and Mission Streets. He has booked an all U.S. Army vs. PAL Boxers show. In all, 12 bouts are planned. Tickets may be purchased at the door. \$3.00 for adults and children under 12 \$1.00. All proceeds to benefit the PAL Boxing Team. The fast paced shows are always exciting. If you have never seen live boxing, come to this show. Bring your family. Help support our PAL Boxing Team. The kids box their hearts out.

PAL Boxing signups are being accepted. Simply report to the PAL Boxing Gym located in the old National Guard Armory, 14th and Mission Streets Monday through Thursdays 4 p.m. to 6 p.m. Ask for any of the Assistant Coaches or Head Coach and Director Bill Mateo. The Program is open to youths 8 to 21. If you ever thought about boxing, this is a great opportunity that should not be missed. All equipment use is free. There is no charge. Volunteer Coaches Rio Rosa, John Hughes, Angel Rodriguez, Irwin Bunge, and Eric Martin, stand ready to assist you. All bouts are ABF approved.



PAL Boxer Rodney Polk in a spirited main event vs. Tyrone Ingram of Hayward Aztlan recently. Polk won.



Dr. Tom Waddell receiving a plaque of appreciation from the PAL Boxing Club for his volunteer work as the attending ringside physician. Dr. Waddell has volunteered many Saturday nights for the PAL Boxing Program, at no charge. Many thanks, Doc.



Two ladies who can be counted on to help with our PAL Boxing Shows. Anna Arellano (left), and Marcia Bunge. All proceeds from the canteen go to the PAL Boxing Team. Thanks, girls.

PAL SOCCER

PAL Soccer is in full swing. With the exception of games cancelled because of rain, the Program is in full swing, reports Director Guy Milano. "Makeup games will be played at the end of the season, as necessary," reports Guy. In all, seventy seven teams of 15 players each for a total of over 1,100 participants, are vying for trophies in the six age divisions. Plans are in the making for post season cup games sponsored by the California Police Activities League (CAL PAL), hosted by the San Jose PAL under the direction of Gary Schultz, San Jose PAL League Chairman.

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



PAL Pee Wee Baseball is everywhere in San Francisco. More than 25 teams are competing in parks and center.

PAL BASEBALL

Mrs. Williams, PAL Director of Pee Wee Baseball, reports a record turnout this year. Twenty five teams comprising of 20 kids between the ages of 7 and 10 are enrolled which means a total of 500 kids. The Pee Wee League is a League for beginning baseball players where emphasis is placed on participation, not winning. Every kid gets to play. Amy Nelder, 10, (whose Mom happens to be President of the Board of Supervisors Wendy Nelder), opened the League play with a beautiful rendition of the Star Spangled Banner at Larsen Park. After hearing her sing, I fully expect the Giants to ask her to open their season next year. The league will end in June. Final results, including some action shots, will be in next months column.

PAL JUDO

PAL Judo Program is held each Saturday from 10:30 a.m. to 12:30 p.m. at the Police Gym located on the 5th floor of the Hall of Justice. Call PAL Headquarters for signups (567-3215).

PAL GOLF TOURNAMENT

The PAL Golf Tournament will be held at the beautiful Meadow Club in Marin County on Friday August 5, 1983. Shotgun start at 1 p.m. As in the past, all proceeds of this worthwhile Tournament go directly to benefit the PAL Law Enforcement Cadet Summer Inservice Training at the Hall. The monies will enable the PAL Cadets to provide assistance to various details and bureaus at the Hall. The \$125.00 businessmen's fees include lunch, refreshments, green fees, carts, tee prizes, and a sumptuous dinner. All active and retired police officers are urged to submit a businessman's entry. This will ensure a position in the limited police officer's entry which is \$70.00. Signups are on a first come first served basis. Call PAL Headquarters (567-3215) for signups. The co-chairmen of this year's event is Sgt. Ken Davis (FTO), and Mr. Frank Seput. By the way, many thanks to last year's Director Captain Jim Curran (Retired), who did a great job. His kitchen crew of former Chief Don Scott and Chief of Inspectors Charlie Barca made all the sandwiches. Many thanks to them and everyone else who helped out.

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SPORTS

SAN FRANCISCO POLICE PISTOL TEAM

Well, we made it back from Los Angeles, a land of endless freeways, checkerboard cities and strong air. We saw painted deserts, petrified forests and pure driven snow. We consumed mass quantities of our favorite beverages, with no casualties, and sampled some fine cuisine. A great party atmosphere prevailed for three days, but no one let it interfere with their shooting. Our shooting was great, with many personal high scores, and something won by everyone. We ended up with seven shooters, unfortunately two team members issued connections and ended up staying at home.

TONY CAMILLERI, who hasn't shot competitively in three years, was unbelievable. In LA he cleaned match 1, 240X21, a great start. He ended up with a 1467X79 (584X31 team). In Riverside he again started by cleaning match 1, shot well throughout with personal high scores in both the team match and his aggregate, 1477X80 (591X30). Tony has given notice that Duane Otis has competition as our No. 1 shooter.

DUANE OTIS fell a little short of last year's averages, but look like he has worked out some problems and should be even better than ever. In LA he shot 1470X72 (587X30) but fell short of getting his Distinguished Medal. At that evening's awards banquet he was awarded as the 24th Best shooter in the state. In Riverside he shot a 1469X80 (586X34) which was 2nd to Tony.

ROGER FARRELL shot his best scores in LA with a 1409X48 (560X20) which was good enough to give him FIRST PLACE MARKSMAN. His prize is a Colt Mark III 22 cal. revolver which retails for approximately \$250. He was shooting even better in Riverside when he had speedloader problems and ate four rounds for a 1375X49 (568X22) which was good enough for 2nd Place Marksman and should win him a good prize. Congratulations Roger.

AL MATTEONI had the distinction of shooting the best of his life scores, back to back, a 1420X47 (572X21) in LA and a 1432X43 (571X21) in Riverside. Al attributes his good shooting to new glasses and clean living. He came in third on our team both times, behind Tony and Duane, and is on a roll.

DON SLOAN came up with some steady strong shooting, a 1419X42 (572X22), his highest team score, in LA. He was shooting even better in Riverside when a squib round lost him ten points plus shoot up his next few shots, giving him a 1418X46 (558X17). Both scores are high enough to have him winning prizes as a Sharpshooter and probably moving him up to Expert.

ARMOND PELISSETTI started off a little cold in LA., with a 1392X38 (567X22) but put it all together in Riverside with a 1431X47 (576X23), his second highest aggregate and team score. He won the \$5 side bet with Al and Glenn.

GLENN PAMPILOFF shot a 1417X54 (570X26) in LA and a 1405X53 (574X27) in Riverside. The aggregates weren't good, but all X counts are his best, which is a good sign.

Our four man Master Team of Otis, Camilleri, Pelissetti and Pamfiloff did well in both matches, winning 2nd place trophies in each. Our two man Expert Team of Matteoni and Sloan also did well and took 2nd

in LA and 3rd in Riverside.

On the weekend of April 23, Otis, Pelissetti, Matteoni and Camilleri went to the NRA match in Yuma, Arizona. Otis legged out in the NRA-Distinguished and promises to do the same next week in the CCA match.

We have 15 shooters scheduled for the Concord PD/Chabot matches, with 5 shooters, Charlie Coates, Mike O'Brien, Larry Camilleri, Rod King and Dennis Quigley all shooting in their first CCA matches. We have four teams and a lot of enthusiasm, with many more matches set up throughout the year. Anyone interested in shooting contact the team members so we can help you get started. Remember NEW SHOOTERS (i.e. Farrell) have a good chance to win great prizes.

We are definitely putting on our own match August 4-7 and need help with work and prize contributions. This is SFPD Pistol Teams First Match and we want it to be the class act of the state.

GOLF CLUB NEWS

It appears the rain has stopped, or at least slowed down considerably.

Without any postponement, the April Tournament was held on the 22nd at Napa Muni Golf Course.

Under clear skies and on dry ground, 79 members and guests played the most difficult course on our yearly schedule.

The low score of the day was 82 by Darol Smith and Pete Alarcon. The low net winner was Bill Mills who shot 84 and with his 16 handicap had a net 68.

The flight winners were: 1st, Telly Sletvedt, Pete Alarcon and Jerry Cassidy; 2nd, Bruce Jones, Earl O'Brien and Ed Dullea; 3rd, Joe Stone, Mickey Sullivan and Jack Ahern.

The guest flight was won by Dave Dohn, one of Petaluma's finest, followed by Chuck Rodriguez, Ed Hood, Ed St. Germaine and Greg Smith.

The Hole-In-One winners were Joe Buckley with a shot 11'0" away and Telly Stettvedt who was 11'7" from the hole.

By the time this article is in print the Golf Club will be having an overnighter in the Stockton area. On

ATTN: MARKSMEN

Interested in rifle competition and can go to San Diego in June??? If so, contact either Sgt. Otis, Juvenile, Sgt. Pennybaker, Academy or Sgt. Leet, Mission Station.

We would like to have two teams participating in the Olympics this year.

We are out to beat the Southern California contingent and take it all.

We will be shooting both events on June 29th. Small bore in the AM and large bore in the afternoon. This makes for a long day, but on the other hand it gives us time to take in some of the other events.

We have several large bore matches scheduled for the coming weeks for practice. We practice on Friday evenings for the small bore.

We can provide most everything in the way of equipment, but you and your spirit are needed.

If interested get your application in this week to the Olympic committee, they close soon, and get yourself to one of the above officers.

Looking forward to seeing you, now and in the Police Olympics, we're going to "take it ALL."

Monday, May 16, we play La Contenta Golf & Country Club and on Tuesday, May 17, we play Dry Creek in Galt.

In June, the Club plays Tilden Park in Berkeley and the Police Olympics are being held in San Diego. It appears we will only have six participants in this year's Olympics.

I guess the hard times are keeping the die-hards home this year.

It's hard to believe the year is almost one-half over. There is, however, still time for anyone interested to still join the Club. All active and retired S.F. Policemen are eligible; the dues are \$10.00 per year (January - December). Anyone interested, please send a check payable to "S.F. Police Golf Club."

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or
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RUNNING THROUGH MY MIND

by Walt Garry

I've been fortunate during the past several months to have been able to use accumulated vacation and do some traveling. Of course when I go, my running gear is part of my luggage. New places offer a change from the same old courses and scenery but you'd best be ready for the unexpected.

Dallas, Texas in September is very warm and humid. About ten minutes into my run along a quiet street in North Dallas, I was saturated and starting to feel light headed. Time I thought to cut this craziness short and head back. In that part of the country people move from air conditioned houses to air conditioned cars to air conditioned offices. No one was out of doors, except me. Nearing the end of my run I heard this pickup truck approaching from the rear and some "good old boy," in that unmistakable Texas drawl called out "hey fancy pants." I turned in time to see an empty long neck "Bud" sail past my ear. Texas has no open container in vehicle laws. I would guess runners aren't a common sight in that part of the country.

My second attempt at running during that trip came at the Dallas-Ft. Worth Airport where my hotel was located. The problem is there are no sidewalks to be found, anywhere. Everything moves by auto, bus, or enclosed overpass. Our room over-looked a multi-story parking lot. From my window I noticed a jogger circling this area about the size of a football field. Later on, I came to find out, that this frequent business traveler uses this upper level whenever he stays at the hotel. It offers a flat quarter mile course with a nice view of the plane landings and departures and in the early part of

the day, very little auto traffic.

In December a group including MORGAN PETERSON, Juvenile, ANGUS McFARLAND, Juvenile Probation, and GARY NILSEN, US Coast Guard, headed for the Las Vegas Road Racing Championships. This is part of the Las Vegas Classics, a series of year round events that features tennis, boxing, auto racing, as well as the famed half marathon, we had entered. A national running publication has rated this race number one for the distance. I would agree, all aspects of this event were outstanding. This is a town that knows how to treat a guest. Two nights, three days at the Hacienda Hotel, entry fee, computerized final results, certificates, buffet lunch, carbo loading dinner dance, awards party, T-shirts, large running bags, plus the usual giveaway gaming packages, all this for \$90.00. We called it the poor man's Honolulu Marathon, which incidentally was held the same weekend. If you have ever gotten up in the AM hours and had to ride a long distance to reach an early morning race start, you'd appreciate the pleasure we experienced, rolling out of bed, dressing, stretching, and walking out the front door of the hotel, and up to the start-finish line.

The course is flat and fast, six miles into the desert and back. The temperature was in the forties with low humidity, I finished and my shirt was only slightly damp. This course is where PR's are established. The finish line was the scene of another contest, runners vs a beer truck loaded with "Coors." A group of college runners would not let the truck leave the hotel parking lot until all the beer was gone. The runners won. Hours later, the local distributor rolled an empty truck out of the lot, and several very full runners rolled back to their rooms for a nap.

Upcoming events include SFPD Run For Youth on June 11, around Lake Merced, and The Police Olympics in San Diego. This year's San Francisco Marathon is presenting an award to the first member of our Department to cross the line.

I'm always interested in hearing who is running and where. If you would like to share what's going on, pass it along to me at the F.T.O. Office.

Next month.....Hawaii

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SPORTS

FERNANDEZ SET TO DEFEND GOLDEN GLOVE CHAMPIONSHIP

by J. Lutz

Pedro Fernandez of Co. I (aka The Taraval Terrorizer) is preparing to defend his Golden Glove title he won last December 4th in Alameda. The controversial and sometimes cocky champion is to defend his title at the Concord Pavilion June 2 thru 11, says "I have never worked harder, my weight is 143 lbs. and I have run close to a hundred miles already and fight time is still a month away."

At Newman's Gym in the Tenderloin where Fernandez does most of his training, Coach Sonny Marson sees very little standing between Fernandez and another Championship. "There is no faster Jr. Welterweight anywhere and they think because he showboats and



Pedro Fernandez

boxes he can't slug it out, well if you go back and ask his last four opponents they will tell you when he comes down off his toes and fights flat footed, he can take you out with one punch," this was the case Dec. 2nd when he knocked out Anthony Myers of Hayward with 1 left cross. Fernandez said the Myers fight was "sort of scary," as Myers lay on the canvas unconscious for close to 5 minutes. "When they finally brought him (Myers) to, I felt relieved. I don't want to have something like a Doo Kou Kim situation on my mind forever." Fernandez was invited to the United States Olympic Training Camp at Colorado Springs for a two-week training stint under the close eyes of Olympic Coach Roosevelt Sanders. "First I was told I had to be ready on the 17th of May, so I layed around and ate real good until the middle of April, then I got a letter from a Committee saying the camp on the 17th was full, so if I wanted to attend I would have to be in camp on the 3rd of May. "Well, I wouldn't be in my best condition with just three weeks training, so I decided to stay home and hope that somebody cancels out of the May 17th camp," if not, Fernandez states he will train in Las Vegas for a week prior to the Golden Gloves.

I wish the Dept. would realize we (as boxers) are athletes and the training put out is grueling. A well conditioned fighter is in alot better condition than athletes of other more accepted sports, such as baseball, football, etc. Fernandez when asked about the Police Olympics in San Diego laughed and said, "I hope it's a little more together than last year when I knocked the "L.A." guy down in the First, rested in the second and proceeded to cut him to ribbons in the third round, only to have a couple of judges who must have had cataracts, give him a split decision."

Although the rules stated 12 ounce gloves, we were given two old and used gloves from the PAL gym that were 16 ounces. I laughed when I put these on because they were sopping wet inside and later I found out they were training gloves that were used the day before at the gym. I hope that I can make this Dept. as proud of me as I am of it. "1984 — and I will talk no more!"

1983 S.F.P.O.A. PENTATHALON

by Dirk J. Beijen

On April 27, 1983, the San Francisco Police Officers Association Pentathalon was held at the Police Gymnasium and Police Range.

The idea for a pentathalon, open to all members of the Department, was proposed after the Narcotics/Vice Bureau held a very successful event on Oct. 22, 1982 (also won by Art Gerrans).

The S.F.P.O.A. Pentathalon consists of the following physical skill events which, when developed, will increase the competence of any good police officer.

1. maximum continuous repetitions with 100 pound bench press
2. maximum continuous sit-ups in three minutes
3. maximum continuous pull-ups
4. pistol shoot from 50 yard line
5. five mile run

Each event is scored with a maximum of 1000 points possible.

Special recognition goes to the over-all winner, Art Gerrans, a very tough competitor in all five events. Also, Kent Dalrymple, who earned the maximum points in pull-ups to help the Richmond Station Team to victory. Jim Crowley contributed 73 one hundred pound bench presses for the Homicide Team. The only female competitor, Jan Crambell, did 98 sit-ups for her winning, Richmond Station, team.

All the competitors had a great time and benefited from the experience. Another pentathalon is being planned for October. It will be open to all sworn S.F. Police Officers. Plaques will be awarded in team and individual competition. For information contact: Joe Mollo, 552-7495, Jeff Barker, 553-1244, or Dirk J. Beijen, 553-1278.

1983 S.F.P.O.A. Pentathalon Results IRONMAN

1. Art Gerrans 2,524 Points
2. Marty Walsh 2,349 Points
3. Mike Shubin 2,284 Points
4. Dave Maron 2,267 Points
5. Dan Hance 1,937 Points
6. Bob McAllister 1,535 Points

Individual Bests Ironman

- Bench Press Gerrans 63
 Sit Ups Walsh 111
 Pull Ups McAllister 27
 Pistol Shoot Shubin 670 Points
 5 Mi. Run Gerrans 31:16

Team Competition

1. Richmond Station
2,957 Points
 - R. Battaglia Bench 56 560 Points
 - J. Cambell Sit Ups 98 490 Points
 - K. Dalrymple Pull Ups 51 1000 Points
 - B. Simms Pistol Shoot 110 Points
 - F. Donahue 5 Mi. Run 30:23 797 Points
2. General Works
2,723 Points
 - J. Portoni Bench 50 500 Points
 - J. Willett Sit Ups 137 685 Points
 - B. McAllister Pull Ups 27 540 Points
 - A. Mateoni Pistol Shoot 555 Points
 - J. Arnold 5 Mi. Run 36:17 443 Points
3. Homicide
1,958 Points
 - Jim Crowley Bench 73 730 Points
 - G. Kowalski Sit Ups 89 445 Points
 - H. Clark Pull Ups 7 140 Points
 - E. Sanders Pistol Shoot 210 Points
 - R. Schneider 5 Mi. Run 36:27 433 Points



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THE LAST WORD

by Pete Maloney
Editor



Two articles recently printed in the *Chronicle* say some rather damning things about the type of training, training personnel and the quality of junior officers. It continued to infer sinister motives to the S.F.P.O.A.'s role in defense of its members. In a companion article discussing a statement made by the Chief, described as "new policy", painted him as the strict commander dealing sternly with unruly troops. Needless to say the reaction has been as emotionally stated as was the provocation, though not publicly.

The press, on the whole, in its coverage of us tends to present a relatively balanced picture. That is not to say that every piece done on us is balanced, most are not.

A prime example of the balance created by the extremes of opinion includes the story done on "The Evening Magazine" about the Tactical Unit Decoy Team that uses Officer **Connie Louie** for bait. This tremendously positive segment came the day after the *Chronicle* stories and was followed the next day by an *Examiner* article concerning foot patrol beats and the appreciation of merchants and neighborhood residents citing its community relations benefits.

Unfortunately one does not cancel out the other and I frankly don't know how many positive articles it takes to negate the effect of one negative one; but if an article can kill its own credibility the *Chronicle* articles did by obviously relying on the remarks of the disgruntled and clearly biased. Several other examples of "good press" are reprinted in this issue of the "Policeman" which supports the theory that good news is indeed news.

Are we too sensitive? I think not when you consider that we are dependant on the good opinion of the citizens of this City and their largess when they go to the polls and vote on benefits that they have enjoyed for years and we can only dream of. Fortunately we have people like **Dan Linehan** who convert dreams into action on our Legislative Committee and secured time and one half for overtime which becomes a reality in July just in time for the Democratic Convention.

The message is clear. Police Officers have to learn to use the media to project the positive image we possess of ourselves and the pride that we take in our work. This Association under **Bob Barry** took impressive strides in public opinion during difficult times. With this solid footing we are prepared to make a successful next step; all we have to do is take it.

Perhaps we should take notes from the Mayor. Under her administration we had a smooth visit from the Queen, which must have influenced the Democratic Party in choosing the City for its convention. These two events must have contributed greatly to the devastating margin she enjoyed in the recall election. While congratulations are in order to the Mayor I can't help but note that two out of three strokes of her 'hat trick' were built on our performance and ability to handle major events.

Last month I told you about two men whose long full lives enriched many of us; this month we have lost another but he long before his time. **Charlie Anderson** was a San Francisco Policeman and a Mission District legend for his unfailing good humor and knowledgeable police work. It is hard to believe that a man that enjoyed life so much is no longer with us.

A final note of thanks to the Board of Directors that entrusted me with the job of editor and to the many people that took the time to let me know that they liked my first issue.



by John Sterling

IN RESPONSE TO A CHRONICLE EDITORIAL CARTOON. DATED THURSDAY, APRIL 19, 1983.

"THE PRESS IS FREE TO THOSE WHO OWN IT."

General Order Review Committee

YOU CAN HAVE YOUR 2¢ WORTH

Joe Reilly, Co. 5

A landmark in California Labor Legislation was achieved with the Meyers-Milius Brown Act, requiring "meet and confer" sessions between labor and management. Generally, whenever there is a change proposed by management in working conditions, there must be an opportunity for labor to express their views on the issue at hand. "Working conditions" covers a lot of ground, and the most familiar aspect we feel at the patrol level is the Department General Order. These of course govern most of our on duty conduct specifically requiring various procedures or prohibiting certain actions or activities. When the Department proposes a new General Order, or an amendment to an old one, the POA receives notice from the Police Commission, which has final authority for adoption of General Orders the POA has ten (10) days to respond, or concurrence will be assumed. The POA then will express a desire to "meet and confer" if necessary, and circulate

copies of the proposed General Order to the POA's Board of Directors and unit representatives. The proposed General Orders should be posted in your unit, company or detail, and your direct input is being solicited through your POA representative. The feedback and comments are returned to the POA before the scheduled meet and confer session, where President Casciato will present to the SFPD's Administration the views and objections of the membership. The POA has been successful in eliminating provisions of some General Orders and streamlining others based on input from the patrol and bureau levels. The views, ideas, objections and comments of the membership through your POA representative are what makes this work. Your representative expresses his or her views based on what is received from his or her unit. So, when a new General Order hits the books, before you find yourself wondering what "they" are trying to pull this time, remember that you can tell "them" what you think.

POLICE-FIRE WAGE FORMULA

continued from page 1

two of the finest departments in the country. I don't think we're getting that "fair shake".

It is for this reason that an equitable and timely solution to our salary dilemma must be sought and sought soon.

Although we unsuccessfully attempted to change the formula through a collective bargaining amendment in 1979, and concentrated on other economic issues (retirement and overtime) since then, I firmly believe that this issue is of paramount importance, as its passage would not only benefit all active police and fire personnel, but present and future retirees. An annual loss of 2 or 3 percent because of this inadequate time table equates to approximately \$50.00 per month.

Finally, the following survey represents what the four jurisdictions are presently receiving and/or projected to receive on July 1, 1983. The survey was conducted on May 2nd.

83-84 Salary Survey	
Current Status	
Long Beach (present salary)	\$2,285
Contract negotiations in progress	
Los Angeles P-2	2,716
Effective July 1, 1983 P-3	2,868
San Diego (present salary)	2,096
Contract negotiations in progress	
San Jose (present salary)	2,481
Unlikely to settle until 4th quarter	
Average	\$2,489
Based on 4th Yr. Ptlm.	
Increase	\$99
Percentage	4.1%

COST OF LIVING

The Consumer Price Index Calculations conducted by the Bureau of Labor Statistics are not expected to be finalized until mid-May. Therefore, it is unknown at this time whether or not the Cost of Living was higher in San Francisco.

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