

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

VOLUME 15

SAN FRANCISCO, JULY 1983

NUMBER 7

LIGHT DUTY

By Mike Hebel
Welfare Officer

On November 24, 1982 the Police Commission amended its light duty policy. The amended policy, printed in Information Bulletin 82-146, has as its purpose the utilization of services and retention of members who had been injured but will recover to resume normal duties within the reasonably foreseeable future. The policy provides for both indefinite light duty and, for those who elect, a process for pursuing a disability retirement.

THE LAW

The Charter of the City and County of San Francisco provides: "Any member of the Police Department who becomes incapacitated for the performance of duty by reason on any bodily injury received in, or illness caused by the performance of duty, shall be retired."

California Appellate Courts have consistently construed the phrase "incapacitated for the performance of his duty," stating that where there are permanent light duty assignments available, "his duty" reasonably could be construed to refer to duties required to be performed in a given permanent assignment within the department. The Courts have held that a person should not be retired if he can perform duties in a given assignment within the department. A police officer need not be able to perform any and all duties performed by police officers. Public policies supports employment and utilization of the handicapped.

The light duty policy in effect at the time of disability retirement governs the attempt to reinstate a police officer. A new light duty policy cannot be retroactively applied so as to terminate a pension and restore a member to a light duty job.

In an April 1983 case the Court held that where an employee retains his police officer classification, continues to receive the same salary and fringe benefits and has the same promotional opportunities as other employees in the police officer classification, he may be placed in an available permanent modified light duty

continued on page 20

ALCOHOLISM AND DRUG ABUSE IN THE S.F.P.D.

by Reno Rapagnani
TAC Unit Representative

There are one hundred million people in the United States who consume alcohol every year and one out of every ten of these people has a drinking problem.

It stands to reason that the SFPD, like other public agencies or private companies that employ large numbers of people, are adversely affected by employees with alcohol/drug abuse problems. In the private sector, when an employee's alcohol/drug abuse problem becomes evident, through tardiness or absentism, the productivity of that business is affected. In the public sector, and more specifically the emergency services, the impact of an alcohol/drug abuse problem employee is far more serious.

As police officers, we adhere to a code to protect and serve the public. Furthermore, we are given many responsibilities such as: the powers of arrest, the use of deadly force and driving and driving an emergency vehicle to name just a few. All these responsibilities require police officers to be highly trained, and mentally and physically prepared to deal with any situation on or

continued on page 11

LETTER FROM CHIEF CORNELIUS P. MURPHY TO JOHN WALSH, GENERAL MANAGER CIVIL SERVICE COMMISSION

The membership of the Police Department is now divided on an issue of major importance connected with the recently conducted written phase of the examinations for Sergeant (Q-50) and Assistant Inspector (Q-35). At issue is the recommendation of the Consent Decree Unit that a cut-off passing level of 50% be established for the first phase of the Sergeant's examination and 55% for the Assistant Inspectors. Such a passing score would result in all but 24 of the more than 600 candidates who took the first phase of the examination moving on to the next stage. Those candidates who passed higher on the first phase argue that such a result would make all the effort they put into preparing for the examination meaningless. There is merit to their argument.

There are compelling reasons to support the recommendation of the Consent Decree Unit. Having signed the consent decree now in effect, along with the plaintiffs and the Police Officers Association, the City is obligated to pursue a goal of promoting qualified minorities and women, "in sufficient numbers so as to increase substantially the minority and female composition of the San Francisco Police Department." And beyond our legal obligations, I am personally committed to make a good faith effort to achieve the stated goal. The array of passing scores following from the implementation of the recommendation of the Consent Decree Unit would result in a list of officers moving on to the next phase of the examination, in which no protected group would be adversely impacted.

By accepting the passing score recommended by the

Consent Decree Unit, we would be able to avoid otherwise inevitable litigation, required by law, to prove that a test is valid, in cases where adverse impact occurs. We could move right on to the next phase of the examination and produce a list from which to make appointments within a short period of time.

Despite the stated reasons, and everything they imply, I must go on record as personally supporting a passing score, in this phase, of 70%, and I must recommend further that, if challenged, we be prepared to take the measures necessary to ascertain whether the testing instrument is valid. The simplest and easiest course for me to follow would be to let the matter proceed on its own way, with some sort of statement that the testing process is out of my hands. But the matter is far too important to be resolved by default on my part. Unless there is a belief by members of the Department in the legitimacy of the process by means of which we select our supervisors, we cannot expect, or be expected, to have any credibility with our own members, or to hold the confidence of the public in our ability to provide quality police service to the citizens of San Francisco.

A question about the legitimacy of the promotional selection process does exist, and it will not go away; it must be put to rest. If the test instrument is found to be valid, we should proceed to the next phase of the selection process. If not, we should retest, again striving to our utmost to avoid adverse impact on any group.

CORNELIUS P. MURPHY
CHIEF OF POLICE

BOARD OF SUPERVISORS CONSIDERS POLICE-FIRE SALARY AMENDMENT

by Bob Barry Co. A

I am quite pleased to state that the POA Board of Directors unanimously adopted my recommendation to submit to the electorate this November, a Charter Amendment that will rectify the inequitable application of the police-fire salary averaging formula.

Introduced by Supervisor Jack Molinari, the amendment was recently passed out of the Rules and Legislation committee by Supervisors Nelder and Britt, and will be voted on by the full Board on August 8th.

The existing Charter language governing our salary imposes an August 25th deadline for all jurisdictions in our averaging formula to settle their contracts in order to apply their "new" rates of pay into our averaging surveys.

Should one or more jurisdictions fail to settle by August 25th (six have failed since 1977), then the existing — prior year salary figure for that jurisdiction is utilized in our average rather than the rate granted after the August deadline.

In these six instances, all jurisdictions except one in San Jose, received their "late negotiated" salary retroactive to July 1st, the effective date of our annual increase.

The new charter language requires Civil Service to recompute the average once these "late" jurisdictions finalize their salary. This recalculation will then give us the "true average" as originally intended and paid retroactively to the date that the salary increase becomes effective for the "late" jurisdiction.

I would like to extend my appreciation to POA Board members Dan Linehan, Co. B and Pete Maloney, Co.

H for their assistance in compiling this data.

CURRENT SALARY DATA 1983-84

The following salary survey figures are current as of July 6. San Jose has not settled salary negotiations for fiscal year 83-84. Should they settle by August 25th, their new figure will be included in our averaging formula.

LOS ANGELES	P-II	\$2716	83-84
	P-III	2868	
LONG BEACH		2376	83-84

continued on page 20

IN THIS ISSUE

POLICE POST	Page 2
WIDOWS & ORPHANS	Page 2
POWCA	Page 2
EXEC. BD. COLUMNS	Page 3
COMMITTEES REPORT	Page 4
THE HESSION REPORT	Page 5
AROUND THE DEPT.	Page 6
SPECIAL BD. MEETING MINUTES	Page 10
YOUTH FISHING PROGRAM	Page 12
LETTERS	Pages 13, 14 & 15
SPORTS	Page 21
PAL	Pages 22 & 23
THE LAST WORD	Page 24

Widows & Orphans

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. William Hardeman on Wednesday, June 22, 1983 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

A sufficient number of members were present, including Jr. P. Pres. Barney Becker & P. Pres. Jim Sturken, for the conducting of the usual business.

Donations received from the following:

STEPHEN J. SANDERS, INC. — for response of Sgts. Travis & Moore to a burglar alarm.

S.F. LUGGAGE — for response of Sgts. Travis & Moore Co. B to an alarm.

BRISBANE F.O.E. AUXILIARY — in memory of Charles Anderson.

MRS. ADA FARRIS

SHERMAN MARCH — in memory of Wayne Monson son of Mr. & Mrs. John Monson.

Treasurer Bill Parenti reported the following deaths:

RUDOLPH HERMANN: Born in Chicago in 1902 Rudy joined the Department in 1927 at age 24, after working as a bank clerk. He worked at Ingleside Station for ten years and was then transferred to Northern Station. Rudy worked many beats in the Northern District, finally winding up on Fillmore Street working the area from Geary to Broadway. Altho a very quiet person he had many friends among the merchants in that area. Rudy retired from service in 1958 at age 55. He passed away at home in Los Gatos at age 80.

E. ROBERT McDONNELL: A San Franciscan born in 1933 he entered the Department in 1961 at age 27. Bob worked at various stations, the longest time at Potrero. He was attached to the Dog Unit and received the following awards while with this unit: 1964 a Capt's Commendation for arrest of a suspect in the act of burglarizing a store, in 1965 a Capt's Commendation for arrest of 3 suspects caught burglarizing a golf shop, in 1971 Capt's Commendation for arrest of 2 suspects burglarizing a men's store. Bob was appointed a Sergeant in 1978, transferred to Northern Station where he was still working when he passed away at the young age of 50.

Visiting Committee reported that members had been in attendance at Bro. McDonnell's funeral. Funeral of Bro. Hermann was out of town.

TRUSTEE REPORT: At the present time, the recommendation of Hibernia Bank, approved by the Trustees has been to sell stocks and reinvest in Government Bonds. The portfolio is still continuing to increase and the Trustees are looking into a possible increase in the benefit paid to beneficiary.

There being no further business to come before the membership, the meeting was adjourned at 2:25 P.M. in memory of our departed Brothers.

Fraternally,

Bob McKee, Secretary

ACTIVE MEMBERS OF THE DEPARTMENT: IF YOU ARE NOT A MEMBER AND STILL UNDER THE AGE OF 45 YOU MAY BECOME A MEMBER BY PAYING BACK DUES. REMEMBER THE BENEFIT IS NOW \$7,000.00 WHILE THE DUES ARE ONLY \$36.00 A YEAR, AND THIS CAN BE PAYROLL DEDUCTION. THIS IS LESS THAN \$3.00 PER MONTH.

POWCA

The first meeting of the Bay Area Wives, was held on Saturday, June 11th. It was decided to create a formal organization, to be known as NOR-CAL PEACE OFFICERS WIVES ASSOCIATION. Represented at this meeting were: San Francisco, Oakland, Milpitas, Concord and Palo Alto.

Not only is this organization available to clubs, but also to individual Peace Officers Wives.

A member from each club will be a committee representative, to discuss organizational goals of Nor-Cal. The next general meeting, open to all, will be in September.

Our first meeting was a great success. Thanks to all who contributed to refreshments.

A SPECIAL SURPRISE GUEST was CLINT EASTWOOD, who happened to be in town filming his latest movie. The San Francisco Wives presented him with one of our Police Family Day Picnic, T-Shirts.

The S.F.P.O.W.A. installation dinner has been temporarily postponed, due to the Sgt./Insp. tests. It will be rescheduled in the near future. Look for further details in the next newsletter.

At our July meeting, we discussed fund raising ideas. A Garage Sale will be held in August. Any and All contributions will be accepted. (Let's look in those closets, attics and overflowing garages.)

We would also like to start making the Christmas ornaments now, to be available for sale, at the October POWCA Convention in San Diego, as well as our annual Christmas Boutique.

Our next meeting will be held on August 2, 1983, at the Hall of Justice, Bryant Street, Commissioners Hearing Room, 5th Floor. For Rides, call: Pat Barsetti (San Francisco, 566-5985), Wanda Manini (San Francisco, 566-1872) or Cathy Oberhoffer (San Mateo, 344-9225).

SEE YOU THERE!!!!

San Francisco Veteran Police Officers Ass'n. Inc.

MEETING: The regular monthly meeting of the San Francisco Veteran Police Officers' Association will be held on Tuesday, July 12, 1983 at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, CA.

PRESIDENT'S MESSAGE: It appears that the pay raise which will be granted to the police for the 1983/84 year will be in the neighborhood of 4½%. There is a new position in the San Diego Police Department which could have a bearing upon a possible higher rate. There is precedent in the past for the Civil Service Commission accepting a higher patrolman classification in other departments in setting the police pay raises. If the higher classification is accepted then the pay raise could be around 8%. The survey must be completed and presented by 8/15/83. It is those salaries being paid the surveyed departments on 7/1/83. We will keep you informed.

The retirement withholding should be reflected in the next check you receive from the retirement system. I hope that you heeded our words and sent your form to the retirement system by 5/15/83. Remember it was your responsibility to tell them to with-hold or not to with-hold.

Remember to say a prayer for our late secretary/treasurer, Joe Carew. We will all miss him. His contributions and devotion to our organization were enormous. Thanks to Ray Seyden for carrying on Joe's duties.

Hope to see you at our next meeting.

Sol Weiner
President

SECRETARY'S MESSAGE: Check your dues cards. There are many members who are delinquent.

NEW MEMBERS: No applications received.

SICK CALL: Louis Druhan at home recuperating from major surgery. Walter Thompson ill at home. Wes Thulander recuperating from surgery. Elmer Hirtzell in the hospital with a heart problem.

R.I.P. Joseph A. Carew
Membership 782
Attendance last meeting 100

RAY SEYDEN,
Secretary



POLICE POST #456 NEWS

July is known in American Legion parlance as the quiet month. Most Posts do not schedule any meetings for the month of July. This gives the incoming officers a chance to become familiar with their new job and also gives everyone a little breather to catch some vacation time. The good works of the American Legion do not take a breather though. They continue non-stop. Speaking of breathing, all of the non-smokers can take comfort in the following item that I read. "No one likes to kiss an ashtray — Don't smoke." This column does not take any stand on this. It's a free country. Everyone does what they feel is right. A free country is what we fought for.

Get behind your Post Officers and give them the support they need. Post Commander Ted Connell did an excellent job as did all the previous Post Commanders. Remember, they are only as good as you help them to be. Just paying dues is really not enough. Get to the affairs and show your support. You'll like it if you try it.

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

Your Scribe
John A. Russell

GARAGE SALE

Saturday, (8/13/83) &
Sunday (8/14/83)
located at 2615-20th Ave.,
San Francisco, Ca.
corner of Vicente
10 am - 4 pm

TO BENEFIT
S.F.P.O.W.A.

SCHOLARSHIP FUND

We need items to sell, so call 566-1872 or 648-1555 (Wanda Manini) to make arrangements. MEMBERS: Bring your small items to the next meeting, August 2, 1983 (Tuesday) Hall of Justice, 5th floor, 7:00 pm.

the San Francisco
POLICEMAN
OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
510 - 7TH STREET, SAN FRANCISCO, CA 94103
(415) 861-6020 861-5050

BOARD OF DIRECTORS

PRESIDENT	Al Casciato	CO.H	Pete Maloney
VICE-PRESIDENT	Paul Chignell	CO.I	Terry Collins
TREASURER	Duane Collins	CO.K	Gerry Doherty
SECRETARY	Gerry Schmidt		Ben McAllister
		HEADQUARTERS	Jack Ballentine
			Mike Hebel
CO.A	Nelson Lum	TACTICAL	Reno Rapagnani
CO.B	Dan Linehan	INVESTIGATIONS	Phil Dito
CO.C	Mike Keys		Bob Hueggle
CO.D	Mike Dempsey	MUNI	Tom Flippin
CO.E	Ron Parenti	RETIRED	Bob McKee
CO.F	Tony Novello	EDITOR	Pete Maloney
CO.G	Jill Connolly		

ASSOCIATION OFFICE 861-5060

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

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

ADVERTISING

Nancy Huffaker
(415)676-0575

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

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

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

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

USPS #882-320

Car Stereo Specialists

SUPERB AUDIO

Quality and value installed

4440 California Street (Corner 7th Ave.)
(Richmond District)
San Francisco • 386-5879

Automatic Home Laundry Service

Sales & Services

Maytag . . . Whirlpool . . . General Electric
Kitchen Aid Dishwashers

ALL APPLIANCES AT A DISCOUNT!

45 Dore Street 982-0634
San Francisco 864-7333

SHEEHAN & HICKS REALTY

RESIDENTIAL — INCOME — COMMERCIAL
& BUSINESS OPPORTUNITY
INVESTMENTS
NEW AGENTS
WELCOME

1699 Dolores Street
San Francisco 94110
647-6886

AUTO PARTS

KRAY'S
621-3311

IMPORT & AMERICAN

160 - 7th Street, San Francisco



MAJOR POA POLITICAL VICTORY

by Paul Chignell
Vice-President

The California State Assembly by a vote of 32-41 rejected Assembly Bill 1540, legislation which would have dangerously opened police records to civilians and which would only affect San Francisco police officers.

The legislation was supported by the San Francisco Police Department, the Board of Supervisors, proponents of the Office of Citizen Complaints, the Mayors office and the American Civil Liberties Union. The Administration of the Police Department even sent representatives to testify on behalf of the bill during committee hearings.

AB 1540 was opposed by the San Francisco Police Officers' Association and the California Organization of Police & Sheriffs (COPS). Special recognition should go to the OCC committee members of the San Francisco Police Officers' Association and COPS' lobbyist William J. Hemby.

The legislation would have allowed civilian access to Internal Affairs records on police officers without going through the current law which provides for an in camera hearing in Court. Proponents of the legislation stated that the new Director and civilian investigators needed the legislation because they would not have access to police records. This claim was rebutted by the SFPOA and the COPS organization. In fact, if the legislation had passed citizen complaints and the investigations of the complaints would have been passed on without any controls.

Some legislators were confused by the claims of the proponents and thought that the new OCC in the San Francisco Police Department would not have been able to function without the change in the law. Other legislators were misled by lobbyists from the City & County of San Francisco who stated that the POA was not objecting to the bill.

In fact, the POA sent a torrent of mailgrams and letters to Sacramento opposing the bill. In addition, telephone calls were made to each legislator's office in the Capitol. After the vote, many members of the Assembly called and wrote the POA office either reiterating their opposition to the bill, or stating that they were confused and would never vote for such legislation.

Assemblywoman Maxine Waters, the author of AB 1540 attempted to obtain a reconsideration of the vote



Assemblyman Art Agnos

but could not corral enough votes to bring the measure up on the floor again. There was later an attempt to have Assemblyman Art Agnos (D)-SF take over the legislation but he refused after hearing the POA arguments and assurances from us that OCC would not be hampered without the legislation.

The SFPOA and COPS showed tremendous political muscle in defeating this legislation that was targeted at San Francisco police officers and which was supported by powerful interests.

Issues like the defeat of AB 1540 point out graphically the need for political action and political involvement. From time to time various well meaning members of our Association decry political involvement and state the case for a withdrawal from the political process. Other members support political involvement but wonder why we contribute money and support candidates running for state office. There is a direct relationship between our political involvement and contacts in the California legislature and the ultimate defeat of legislation like AB 1540.

One wonders what grave harm would result to our members of we were not active in the Sacramento.

It was the POA versus the City, the Administration of the Police Department and special interest groups.

The San Francisco Police Officers' Association prevailed again!

PRESIDENT'S MESSAGE

by Al Casciato



Federal Litigation: The point of ultimate frustration has been reached. After hundreds of hours of debate, the Federal Litigation Committee met in executive session with the Board of Directors on July 5th. Discussion at this meeting dealt with "What position should the POA take in regards to the recommended cut-off scores for the Q50/Q35?"

A brain storming session took place for approximately two (2) hours with the Committee advising the Board that there was insufficient information to make an intelligent decision. At this point a series of questions was drawn up to be asked at the meeting of the Consent Decree parties scheduled for the following day.

The meeting of the parties took place on July 6th at 1400 hours in Judge Peckham's Robing Room. Present at the meeting were six (6) POA members and attorney, seven (7) OFJ members and attorney, Ray Wong, Deputy Chief Shannon, Auditor/Monitor Trives and staffs. A two and one-half (2½) hour discussion ensued which was taped and is now typed in the form of official minutes available for review.

After the meeting the Federal Litigation Committee caucused with counsel and formulated a recommendation to be brought to the General Membership which was already gathering at the POA office. The decision to recommend that all candidates go forward, complete the exam phrases and then litigate the total issue was agonizingly reached.

When the Committee returned there was an emotionally charged membership awaiting. The Committee members knew that their recommendation would not be well received but based on their total analysis of a ludicrous situation they felt that this recommendation was the most logical and tactically correct in order to finally get the entire testing process into court without having members battling members as is the case in the Lieutenant's.

An emotionally charged discussion followed and many issues were debated as well as past history. A motion was made to reject the recommendation of the Committee and assume a position of 70% cut-off for both exams. Interestingly as debate continued and additional motions were made the idea surfaced to pursue the issue through the Civil Service Commission as well as Judge Peckham. This position had not been considered by the Litigation Committee but in retrospect this avenue will probably be the best one to force the issue of promotional testing to the forefront.

The General Membership also mandated that a vote of confidence on the administration's ability to administer promotional exams should be taken by mailed ballot. That vote will be taken the week of July 24th and votes will be counted on August 1st. The results of that Vote will be presented to Judge Peckham and August 4th.

My personal view of the entire testing situation is one of tremendous frustration.

Volunteers: City Hall - Legal - Court - Retirement Task Force - all meeting and happening at the same time. What I really need is to clone myself about four (4) times in order to be at all places at one time and to do the proper research for each of those matters. That is the reality of a volunteer organization. I thank the volunteers for their work and for sacrifices that they have made and make everyday in assisting me in serving you.

Secretary's Column

by Gerry Schmidt



REPORTER STORIES

Remember how we used to think of news reporters? Back before nitty-gritty T.V. series took us into the press room and revealed the comical excesses of the Lou Grants and the Mary Tyler Moores, back before the hassles of the 70's dipped corrosive reality on our illusions, we thought of reporters as paragons, embodiments of the written word itself.

Now we know the truth. Unfortunately for our childish fantasies, reporters are human. Most of the time they are persistent and dedicated. Other times they can be venal, lazy or cruel. Like most of us, reporters in recent years have become jaded with the constant barrage of violence and corruption.

Some newspapers have even stopped sending reporters to cover incidents of excellent police work. This phenomenon has become so commonplace — and so predictable — that newspapers have deemed them "unnewsworthy."

In recent weeks, readers have been sending me examples of reporters observing excellent police work, all kinds — and doing nothing about them.

My pet peeve — is at the patrol level — police officers working in the black and whites, plain clothes details or walking the beat. A few minutes at this level reveals a veritable carnival of excellent pieces of police work — one right after the other.

Yet, there is rarely a reporter there. Why? According to a reporter who works the police beat it's just not worth a reporter's time to deal with what has become so routine — it doesn't sell copy. Unofficial press policy is not to cover all of the excellent police work done throughout the San Francisco Police Department.

Why cover all of the incidents of excellent police

work? Because then nobody would read the papers and I'd be out of a job, he replied.

This Month's Tips

Make sure you keep records of any/all overtime cards you submit until the question of time and one-half for overtime has been resolved. Don't depend or reply upon the department's records.

Officers who detect keys missing from the gun locker situated in the basement of the Hall of Justice are advised to write a scratch for the purpose of documenting the potentially dangerous lost key. The arrangement is extremely questionable and poses a serious officers' safety problem. Ever wonder who has possession of the dozens of keys that have been replaced?

Anyone who, for whatever reason is denied overtime compensation according to the provisions of charter Section 8.451(h) (time and one-half for holidays and overtime) is strongly advised to contact a member of the grievance committee for appropriate action.

Congratulations to Joe Arone who recently performed in the Berkeley Stage Company's production of Albert Innaurato's "Passione."

GRANDMA'S SALOON

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

When in Jail and You Need BAIL

Phone

AL
GRAF



MARKet
1-7901

The Bondsman with a Heart
359 Bryant Street, San Francisco

AL GRAF BAIL BOND • FORMERLY KEN TILLES

Ready COPY SERVICE

711 Sansome Street
San Francisco, CA 94111
Telephone 421-7161

PRINTING • COPYING • GRAPHICS
• FREE PICK UP & DELIVERY

(415) 397-9435

OPEN DAILY
7 A.M. to 6 P.M.

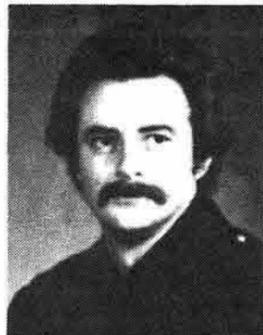
Mara's

Donuts & Italian Pastry

MARA BUSTIANI 503 COLUMBUS AVE.
SAN FRANCISCO, CA 94133

Legislative Committee Report

by Dan Linehan,
Chair, Southern Station Director



As chair of the legislative committee, I recently appeared before the Rules and Legislation Committee of the Board of Supervisors. It is important to note that often times charter amendments appear affecting our department, that we as an organization know nothing about. Therefore, it is our responsibility to educate ourselves in the political process. Every charter amendment affecting city employees will be felt in two areas; on our jobs or in our pocketbooks.

CITY CONTRIBUTIONS TO HEALTH SYSTEM TO INCREASE

Supervisor Louise Renne introduced this measure which would change the formula by which the City contributes into its employees health service system. Presently, the City contributes the average amount of the ten most populated counties in California. That average rate is \$64.82 monthly or \$777.84 annually. This measure, if passed by the voters in November, would allow the Health Services Board to conduct a survey of the five highest contributors to their employee's health system. This survey would not include money contributed towards employee dental or optical care. The five highest county contributors in order are Orange, Riverside, Santa Clara, Los Angeles and San Mateo. Their average contribution is \$74.40 per month or \$892.80 annually. This represents an additional \$9.58 monthly or \$144.96 annual cost per employee to the City. This measure passed through the Rules Committee 3-0 (Nelder, Britt and Renne).

MISCELLANEOUS EMPLOYEE DISABILITY PLAN

The Retirement Board of the City and County of San Francisco attempted to change the disability retirement program for all miscellaneous employees of the City. This measure would not affect members of the Police and Fire Departments, however, we must be aware of all attacks on employee benefits. All City employees must stand united. If the City can change a program that removes benefits from one employee group, it will soon individually change benefits one by one for all City employees. This measure would have allowed the City to transfer an employee that suffered an on-the-job injury to another civil service position, other than the one for which the employee was originally hired. The employee could be placed in another civil service position that paid no less than eighty percent (80%) of their former civil service position, prior to their injury. After

a lengthy discussion, in which I testified on behalf of our fellow city employees this measure was amended removing the language that would have allowed the possible reduction in salary after being transferred to the second position. This measure then passed through the Rules Committee 3-0 (Nelder, Britt and Renne).

NIGHT DIFFERENTIAL FOR POLICE OFFICERS

The night differential measure, introduced by Supervisor Nelder last month, will compensate the members of our department for work completed between the hours of 1800 to 0600 (6p.m. to 6a.m.) at the rate of six and one half percent (6-1/2%) above their base salary. This measure was introduced only as a back-up proposal should the salary formula charter amendment discussed in last month's edition of the Policeman fail to be placed on this November's ballot. The salary formula charter amendment was introduced by Supervisor Molinari and had passed earlier last month from the Rules Committee on the motion of Supervisor Britt and second by Supervisor Nelder. Supervisor Renne was absent and did not vote. She has been contacted regarding the salary formula charter amendment, but as of this writing, has not committed herself either way. The night differential measure passed through the Rules Committee on the motion of Supervisor Britt and second by Supervisor Nelder. Supervisor Renne voted No. However, she stated that she was not committed to a No vote when it is heard at the full Board of Supervisors. (Motion passed 2-1, Nelder, Britt/Renne.)

LOOKING FORWARD

The next step of the political process will be that all charter amendments passed by a majority vote from the Rules Committee (i.e., Health Service System and Night Differential) will be forwarded to the full Board of Supervisors. All charter amendments will then be considered on August 8, 1983. Should any charter amendment receive six (6) or more votes, the measure will be sent to the Registrar of Voters for placement on this November ballot.

Federal Litigation Committee

by Jack Ballentine

Last night, July 6, at a POA General Membership Meeting and in the finest tradition of direct democracy in action, the POA drew the line and took a stand on the testing procedure which has frustrated them for the past several years.

The inability of the police department administration in the City of San Francisco to give a fair and impartial test, not subject to court challenge, has finally reached a peak. After six or seven months of advertising that the first portion of the Sergeants/Assistant Inspectors examination was to be a viable screen-down process for a candidate pool in excess of 900 people, on Friday, July 1, the police department released their recommended cut-off score in the controversial Sergeants/Assistant Inspectors examination indicating that the screen-down had eliminated only 24 of nearly 700 candidates in both tests and further refused to indicate what percentage this portion of the test would count for, giving only vague figures somewhere between 25 and 90%.

The Board of Directors and the general membership, in an emotion packed meeting lasting over three hours, rejected the Federal Litigation Committee's report and opted to draw the line by asking the Civil Service Commission to set a cut-off score of 70% in both the sergeants' and assistant inspectors' examination. The city has repeatedly indicated that this test is a valid and job-related examination which can be defended. Now is the city's opportunity to put their money where their mouth is and actively defend a cut-off score of 70%, both before the Civil Service Commission and Federal Court.

The POA and their attorneys will shortly approach the Civil Service Commission, asking them to adopt a score of 70% in both the sergeants' and assistant inspectors' examination and join with them in withstanding any court challenges to it. This also presents the unique opportunity for our membership and those in the candidate pool to make a choice, everyone knows their score in this examination. The choice really lies with the individual candidates. Even if our proposal of 70% is rejected and the city chooses to go on with the testing process, bringing over 600 candidates through, those members with a score below 70% may choose not to participate.

The issue is simple. Either this was a meaningful, job-related, screen-down and 70% is a reasonable score or it was not. In which case, 50% or 55% is an insult to all of those who participated.

LEGISLATIVE COMMITTEE REPORT

June 24, 1983

To: The Board of Directors

It gives me great pleasure to advise you that the Firefighters Union joined us and presented the salary formula charter amendment to the Rules and Legislative Committee. The charter amendment introduced by Supervisor Molinari passed 2-0 on the motion of Supervisor Britt and was seconded by Supervisor Nelder. It was then sent to the full Board of Supervisors where it will be heard on Tuesday, July 5, 1983.

Enclosed is a copy of a letter sent to the members of the Rules and Legislative Committee explaining the history of our salary formula and how it fails continually. It is sent to you for your information. Please note the dollar amount in parenthesis is the amount that would have been used had this charter amendment been in place.

If you have any questions about this charter amendment, please contact me.

Fraternally,
Dan Linehan
Director, Southern Station

This salary survey chart reflects the seven (7) year history of the San Francisco Police/Fire salary averaging formula adopted by the voters under Proposition P in 1975.

The amendment took effect in fiscal year 1976-77. As indicated in the chart, police and fire personnel did not receive any salary increase in fiscal year 76-77 as our salary at that time was thirty dollars higher than the average of the five (5) jurisdictions — thus our first increase did not take effect until fiscal year 77-78.

In fiscal year 77-78, The City did not apply and/or interpret the formula correctly, causing police/fire organizations to initiate a lawsuit against the City. The crux of that lawsuit was that The City failed to utilize the new "higher" salary figures in our formula that Los Angeles would be receiving on July 1, 1977. The failure of The City to utilize the "new" Los Angeles percentage increase (7.274%) had the affect of denying San Francisco police and fire 2.48% in salary. The City eventually lost the lawsuit at the District Court of Appeal level. The 2.48 percent in salary was paid to police/fire personnel in March 1983. Additionally, San Jose did not settle by August 25th (Charter mandated deadline), causing us an additional loss of 0.83 percent.

In fiscal year 78-79, Proposition 13 was adopted by

the voters. San Jose officials froze all salary increases that year. As a result, San Francisco utilized the 77-78 salary figure in our average that was being paid in San Jose. The net result was a 0.8% loss in salary.

In fiscal year 80-81, Los Angeles and Long Beach failed to settle by August 25th, causing us to lose 2.1% in salary. In fiscal year 81-82, all cities settled their contracts by August 25th. As a result, we were able to recoup the prior year loss and receive a substantial increase (13.25%) plus an additional 1.2% cost of living adjustment. Oakland was dropped from the salary survey during this fiscal year because of a decline in population.

The final year of this survey, fiscal year 82-83, Los Angeles again failed to settle by our deadline. Although we will ostensibly pick up this loss in fiscal year 83-84, it is quite likely, if not a foregone conclusion, that San Jose will not settle their contract by August 25th which will nullify the Los Angeles increase.

This proposed charter amendment, if approved by the full Board and the voters of San Francisco will correct this terrible inequity by updating the police/fire survey as one or more of the four jurisdictions settle their contracts subsequent to our August 25th deadline.

SAN FRANCISCO POLICE/FIRE SALARY JURISDICTION SURVEY FY 1976-77 - 1982-83

FISCAL YEAR	LOS ANGELES	SAN JOSE	LONG BEACH	SAN DIEGO	OAKLAND	DOLLAR AMOUNT AVERAGE RECEIVED S.F.P.D./S.F.F.D.	DOLLAR AMOUNT WOULD HAVE RECEIVED PER PROPOSED CHARTER AMENDMENT	PERCENTAGE RECEIVED None	PERCENTAGE WOULD HAVE RECEIVED PER CHARTER AMENDMENT Same	DOLLARS LOST TO MEMBERS	
						1976-77	Same			Monthly None	Annually None
1976-77	P. II - \$1582 P. III - 1670	\$1530	\$1483	\$1368	\$1595	\$1568 (1st yr. of formula) No increase from FY 1975-76)					
1977-78	P. II - \$1582 (\$1697) P. III - \$1670 (\$1791)	\$1530 (\$1608)	\$1623	\$1426	\$1695	\$1568 * San Jose (not settled) * L.A. Lawsuit	\$1640	1.28%	4.59% (Lost 3.31%)	\$52	\$624
1978-79 (Pro. 13)	P. II - \$1839 P. III - \$1942	\$1808 Prop. 13, No increase recd.	\$1713	\$1510	\$1797	\$1735 * Prop. 13 * All cities settled Charter Suspended Only recd. 7 mos. increase	Same	5.4%	Same	None	None
1979-80	P. II - \$1968 P. III - \$2078	\$1808 (\$1692)	\$1813	\$1619	\$1887	\$1829	\$1842	5.4%	6.2% (Lost .8%)	\$13	\$156
1980-81	P. II - \$1968 (\$2185) P. III - \$2078 (\$2286)	\$1869	\$1813 (\$1939)	\$1797	\$2084	\$1970 * Los Angeles * Long Beach Not Settled	\$2023	7.7%	9.8% (Lost 2.1%)	\$53	\$636
1981-82	P. II - \$2382 P. III - \$2514	\$2272	\$2084	\$1905		\$2231 + \$27 COLA - \$2258 All cities settled Oakland removed from survey		\$13.25% + 1.2 (COLA)	Same	None	None
1982-83	P. II - \$2382 (\$2501) P. III - \$2514 (\$2640)	\$2481	\$2229	\$2096		\$2341 + \$54 COLA - \$2395 * Los Angeles not settled	\$2389 + \$55 COLA - \$2444	36% 2.3	5.8% (Lost 2.2%)	\$49	\$588

Read chart from left to right. The figures not in parenthesis are the ones the City utilized in our averaging formula. The figures in parenthesis are the ones the City would have utilized under this new charter amendment.

THE HESSION REPORT

by Joe Hession Jr.,
Co. F

The City's newly formed Office of Citizen Complaints will offer police officers fair and equitable treatment according to its director Eugene Swann.

"I'm looking forward to having this office work and everyone thinking it's fair," said the 48-year-old Swann. "Right now there seems to be a level of apprehension from just about everyone."

Police officers and civilians alike have expressed mild mistrust at the incoming OCC. Department personnel are reluctant to have civilian investigators, unfamiliar with police work, judge their actions. On the other hand, civilians are suspicious of the OCC's ability to investigate their complaints because of the organization's limited budget.

A lawsuit challenging the OCC's \$645,000 budget threatens to further delay implementation of the citizen's review board. The suit, filed by Supervisor Harry Britt and others, charges the Police Commission underestimated the OCC's expenditure level.

Selection of the seven investigators and two senior investigators needed to complete Swann's staff is currently underway, the director said. Among the individuals vying for the investigator positions are several people with prior police experience with other departments. Former San Francisco police officers will not be considered for the jobs.

An oral board consisting of Swann, POA representative Tom Arnold, and representatives from various community groups will narrow down candidates for the investigator jobs. Swann hopes to have the investigators selected by the end of July.

Swann said the qualities he finds desirable in an investigator are essentially the same qualities he would look for in a police officer: sound judgment, an ability to get along with the various community groups in the city, good common sense, and an objective outlook.

He said he will be looking for "quality people" for the job of investigator. "It would be nice to have the different minority groups represented (at OCC) but it's not essential. I want people who have budding talent. They don't necessarily need previous experience but we willing to learn the job and stick with it."

Once the investigators are chosen, OCC will gradually phase out the Internal Affairs Bureau. A transition period of several months will take place with the two organizations working hard in hand on complaints. When Swann feels OCC can run smoothly on its own, IAB will be terminated.

Swann's job will be to review the conclusions and judgments of his investigators than make recommendations to the Police Commission and Chief Murphy, who will take final action on the investigations. Swann said he would not participate in the investigation himself "unless my presence would make a difference. Then I would get involved."

The decision to get involved in an investigation will not be politically motivated, Swann said, nor due to any pressure generated by the city's minority groups. In fact, Swann feels political pressure will have little effect on his performance or the work of his investigators.

"My responsibility will be to the person making the complaint, not to any group. I'll listen and evaluate anyone's comment but I do not believe they will have any effect on this office," he said.

One of the biggest problems Swann anticipates is a sudden rash of complaints brought about by citizens who feel OCC will be much more sympathetic to them than was IAB.

"We could get a flood of complaints at first from people who have past grievances with the police department," he said. "I'm not going to step in and decide if a person should have gotten a ticket for going through a red light. That's the kind of stuff a judge must decide. I think the public may have to be informed of what is considered grounds for a complaint."

Swann said much of his time has been spent reviewing past IAB complaints and the punishments rendered in different situations so he will be familiar with the type of complaints he will be forced to act upon.

"In the past the majority of complaints have been for things like rudeness or for the cuffs being too tight. We rarely see anything that would be considered a life and death situation. I don't expect to see any change there."

Many patrol officers with years of street experience charge OCC will be unable to properly evaluate complaints because Swann has no previous police experience. The former Contra Costa County deputy district attorney feels he can remain a objective observer.

"I can understand a police officer saying, 'You just don't know what it's like out there.' But my feeling is that you don't always have to experience a situation to be able to judge it. If that were true only murderers would sit on a murder trial. Police officers hold a very unique position in society. They aren't gods. I know officers have human reactions to certain stimuli."

Swann declined to comment on the lawsuit challenging OCC's \$645,000 budget. However, he did acknowledge the limited budget may affect the number and type of complaints that are investigated, especially

when the fiscal year draws to a close and budget money runs short. If the money needed to investigate complaints runs short, said Swann, he would have to decide which complaints are more serious and look into them. "Obviously we have a built-in priority list," he said.

The problem with the budget, according to the lawsuit, is that OCC is entitled to 60 percent of IAB's \$1 million dollar budget. All OCC salaries and investigations are paid out of that 60 percent. On the other hand, many of the IAB investigators were detailed to IAB and not paid out of the IAB budget. Thus IAB was able to use much more of its budget for the investigation of complaints.

Swann senses that he may be in a no-win situation as director of the police review board, unable to please individual police officers as well as the city's citizens. He promises a "fair deal" for all parties involved in a complaint. "That's why this office was created," he said. We plan to be objective. The people at IAB tended to be more police oriented. We want to be in the center."

Plans for a San Francisco Police Museum are well under way with Mayor Dianne Feinstein offering her full support for the idea. After meeting with the Friends of Police Officers' Committee, and several other organizations that have pledged their support, POA President Al Casciato is attempting to acquire a permanent location for the museum at either the S.F. Police Academy or the Police Range. Chief Murphy is expected to make a decision on the location soon. Once a permanent location has been established and the museum has been in operation for three years, the museum will be eligible to receive federal funds to defray operating costs. For now, the museum Committee would like to encourage all active and retired members of the police department to collect any memorabilia they may have and await word as to when and where it can be displayed.

The Legislative Committee has been actively working with Jim Ferguson, president of the S.F. Firefighters Union, on issues of importance to both police officers and firefighters. The two organizations are laying out plans for the coming three to five years and reviewing charter amendments that could be successful before the city's voters. The highest priority of the two organizations right now is restructuring the pension system. President Casciato will be attending a meeting with the S.F. Labor Council to discuss the retirement system. More information on upcoming amendments will be available at a later date.

Plans for the Democratic National Convention are also being formulated and include locating rest areas for officers who are expected to be working 12 hour days. Officers Mickey Griffen and Forrest Fulton will be putting their skills together organizing and dispensing food to patrolmen in the field. Both men have experience in this area as a commissary officers in the National Guard.

Architectural studies of the POA office building are nearing completion. Blueprints of the building's exterior have been drawn up and a make shift lounge is

now available for use by POA members. The lounge includes sofas, tables, a kitchen, and stove and can be used by members waiting for court.

The California Organization of Police and Sheriffs (COPS) and the POA's Office of Citizen Complaints Committee should be commended for their work in defeating Assembly Bill 1540. If passed the bill would have opened police records to various special interest groups. The OCC Committee lobbied hard for defeat of the bill, by swamping our legislators with letters, phone calls and personal pleas.

The Research Committee has gathered an immense amount of material that will be used for the POA library. The library and resource center will be set up at the POA office at a future date. Among the research materials gathered are various laws and codes pertinent to San Francisco police officers, department general orders and information bulletins, statistics on other police departments, and salary schedules for various departments.

Results of the Uniform and Safety Committee's survey are expected to be released in mid-August. As a result of the survey, President Casciato expects a meeting to be held with the city to discuss its contrast with the suppliers of police uniforms and equipment.

Community Services' drive to collect money for charitable organizations has been deemed a success. Hundreds of POA members have donated as little as \$1 from their checks to help needy charities. Members can still make donations through the Community Services Committee.

The Health Services Committee has been hounded with thousands of questions about AIDS. Unfortunately the committee has no new information on the disease, at this time.

ONE STOP VIDEO
RENTAL AND SALES

No Deposit Required For Police Officers With ID
One **FREE** Rental With This Ad

3244 GEARY BLVD.
SAN FRANCISCO, CA 94118
(415) 386-8680
2275 MARKET ST.
SAN FRANCISCO, CA 94114
(415) 621-7608

RAINBOW NOVELTIES INC.

1133 Mariposa Street
San Francisco, CA 94107
Phone (415) 621-8222

BETTY J. GALLITERO
President

Amusement Games
Music, Cigarettes, Pool



THE COFFEE MERCHANT

Coffee, Tea & Spices

Tuesday — Friday 9-6:30
Saturday 10-6

Phone 665-1915

1248 Ninth Avenue
San Francisco 94122

AROUND THE DEPARTMENT

by Don Carlson
Academy Staff

SF's "LOSS" IS RICHMOND'S "GAIN" ...According to a source in our Dept., don't be surprised if ex-SF Chief C. Gain surfaces as the new Chief in Richmond. He seems to have taken a definite step in the quest for that spot by testifying, rightly or wrongly, for the plaintiffs in the multi-million dollar civil suit in which a jury deemed that city liable in two deaths. With Chief Leo Garfield stepping down, can the "Man from Lemoore" be far behind? Good luck, Richmond PD — you'll need it!

ONCE IS ENOUGH...So says the Academy's Jerry Senkir after running Mill Valley's gruelling DIPSEA, a true physical test, in "about 90 minutes" on June 12. What decided it for Jerry was struggling up the hills toward Stinson Beach, on paths barely 15" wide, with other runners yelling for him to move aside!

THE GRANDPA DEPT....Retired Capt. Bill O'Connor and recently-retired Lieut. Ray Symington are patting each other on the back and passing out cigars thanks to grandson Thomas William O'Connor's birth on May 23...Oh, yes, parents Tom O'Connor (Vice) and wife Linda were also happy when 7 lb. 7 oz. Thomas showed up, but we all know it's grandpas who really count.

FRIDAY THE 13th!...of May was the birthday of Joseph Vinent Ratti (6 lbs. 11 1/2 ozs.), the first child of Co. D's Larry Ratti and his wife Nancy.

RUB ELBOWS WITH BOB HOPE...If you're looking for an inexpensive, yet luxurious vacation and love hot weather, check with Jim Hennessy of the Mounted Unit. You might consider Marriott's Rancho Las Palmas Resort in Rancho Mirage (near Palm Springs). You can take advantage of the \$18 per day per person room rate — double occupancy, of course — until September 17. Here's a chance to enjoy 27 holes of golf, 25 tennis courts and 2 pools, or to just relax and work on your tan! This is a special rate for cops; to obtain more details, talk to Jim or phone (800) 228-9290.

SGT's TEST (POSTSCRIPT)...Who was that Q-2 seen South o' Market, two or three days after the test, at the end of "a run," begging some thing in purple leotards for a date? Now that's definitely a case of being "stressed out"!

ONCE A CRIMINAL, ETC...On June 17, John Kranci (Co. K), Dan Gardner (Comm. Services) and Leon Lowe (Co. A), through the aid of the R.A.T. Program, captured a suspect who had robbed the First Interstate Bank at 490 Brannan. While our trio (and others) were searching for him, the suspect made a stop at a BofA in the downtown area, and deposited half of his take into his own checking account! Kranci, Gardner and Lowe made the pinch at 13th & Howard while the suspect was on his way to a pawn shop to retrieve some pawned property. Another interesting note is that this suspect was the same bum who shot Captain Lloyd Crosbie back in 1974!

DUNLOP'S DISEASE*

by Don Carlson
Academy Staff

"Did I hear ya say the last time ya tried to replace your gunbelt, the Property Clerk said he'd hafta get an estimate for a job that size? 'Ya say your friends have started calling you 'Jabba the Hutt' and you can't figure out why? 'Ya say the last time you saw your shoes while you were wearing them was when you were standing in front of a full-length mirror? Well, friend, it sounds like you need help, and fast, too! Tell ya what I'm gonna do..."

No, this isn't a pitch for some irresponsible fly-by-night, quickie weight-loss scheme where the salesman grabs your money and disappears. What it is an invitation to become a participant in a long-term weight control program that combines perfect nutrition, physical conditioning and counseling: the Cambridge Diet Plan.

Heidi Hardin, Director of the San Francisco Cambridge Center (4902 California St.) and a Cambridge Plan Counselor, will be presenting the Cambridge Lifetime Nutrition and Diet Plan and explaining its benefits on three consecutive Wednesdays — July 27, August 3 & 10 — at the Academy. Two separate sessions will be held each day at 8:30 A.M. and at 1:00 P.M. Ms. Hardin, who received a degree in Biology from UC San Diego, has also opened this particular program to all spouses of SFPOA and SFPD members.

The Cambridge Diet, the result of studies begun at Cambridge University over ten years ago, was tested for over 8 1/2 years with no side effects. Dr. Alan Howard, Ph.D., who headed the team that developed the diet, reports that "...medically supervised case histories show users safely losing as much as 35 pounds in four weeks, with the average weight loss of 16 to 20 pounds in four weeks...What we've created is a formula that causes the body to burn up the maximum amount of its own excess fatty tissue in the shortest possible time. He strongly recommends that a personal physician be consulted prior to beginning any diet, Cambridge or otherwise, to determine if weight loss is desirable or appropriate.

The diet itself involves no drugs or stimulants and no calorie-counting; it is a perfect food, containing protein, carbohydrates and fat, plus 100% of the Recommended Daily Allowance of vitamins, minerals, trace elements and electrolytes. Yet, one day's supply contains only 330 calories, so your weight loss will be both rapid and safe. The diet has been used by members of the Philadelphia Eagles for both weight loss and nutritional enhancement, and programs have been initiated within various private corporations and public agencies. The cost involved is only \$17.50 for 21 meals — that's 83¢ per meal!

If you have had difficulty meeting the Department's B-1 standards, feel you may be heading for future weight-related problems, or if you are simply interested in getting yourself into perfect nutritional balance, this overall approach may be beneficial. While there is no "official" support for the program itself, Dr. Norman Steiner, Police Physician, has said he has no hesitation in recommending acceptance of the program, though

he, like Dr. Howard, advises preliminary and periodic medical exams. Dr. Steiner feels the product can be more effective in its purpose with either medically- or counselor-encouraged motivation, supplemented with a progressive exercise program and associated good habits.

Ms. Hardin, in her role as Counselor, will provide part of that motivation by continuing to meet with participants for directed follow-up sessions held at the Academy. If you or any member of your family is interested, please plan to attend a free informational presentation on either July 27, August 3 or August 10 at the Academy.

Who knows? You may even get to see your shoes again soon!

*Dunlop's Disease — That's when your stomach "done lopped" over your belt.

WHO JUDGES THE JUDGES?

by Don Carlson
Academy Staff

In King Henry VI, William Shakespeare proposes that "the first thing we do, let's kill all the lawyers." Perhaps W. S. inadvertently employed an incorrect noun.

Two articles appeared in the Chron in May that speak directly to some of the current and long-term problems facing the "criminal justice system" in this State and in this country. These articles also reflect the relationship of the three branches of government we all learned about in our elementary school civics classes, and the literal demise of the so-called system of "checks and balances" which the founders of our country saw as a control mechanism to maintain a balanced network of government.

On May 16, Stephen Magagnini described the monitoring of felony drunk driving cases by MADD (Mothers Against Drunk Driving) in San Francisco. One week later, Peter Dworkin wrote of Chief Justice Rose Bird's commencement address to 200 USF Law School graduates in which she cited "outright assaults...on judicial institutions."

The quotes attributed to various judges in these two articles generally paint self-portraits of these men and women being above the law, being above the rest of us, demanding to be isolated from both public scrutiny and public opinion so that they may get on with what they see as their divine right. One minor exception was S.F. Muni Court Acting Head Judge Perker Meeks who graciously recognized MADD's right to exist, though he felt the appeals process was the proper vehicle to be used for judicial review.

CJ Bird, on the other hand, charged that "special interest politics...threaten to erode respect for the courts and the law." Has Bird stepped down from her perch lately and spoken to any victims about their respect for the system?

SF Muni Judge Dominique Olcomendy did allow that judges "are all human beings and elected officials, and if (groups) start putting pressure on a judge...discretions may be tainted." How nice. What Judge Olcomendy failed to point out is that, barring abnormal conditions and actions, most judges are elected (appointed?) for life. Even several well-organized, well-publicized attempts to recall Justice Bird have failed to unseat her. I think that fact speaks more to the public's traditional reluctance to "vote out" a judge rather than its "respect" for or confidence in Bird's performance to this point.

Attempting to employ a sports metaphor, Bird compared the role of a judge to that of a baseball umpire: "However close a play may be, however vociferously both teams may argue, however partisan the crowd may be — however unpopular the umpires' role — they must follow the rules of the game." What Bird conveniently omitted is that umpires don't have the power to change the rules while the game is in progress, nor the ability to call a sliding player "out" simply because the umpire didn't like the type of bat the player originally used to hit the ball!

Perhaps judges will now refrain from accepting political contributions or seeking endorsements from special-interest groups if they truly wish to be free from outside influence. Perhaps judges will take a greater role in providing legislators with concrete, substantive recommendations that will enable the lawmakers to more efficiently and equitably attempt to solve the ills of what Justice Bird described as "an instant society impatient for instant answers." Perhaps I'll be the starting QB for the Niners in September.



TWIN PEAKS TEXACO
Foreign & Domestic
Auto Care

824-1937

208 Portola Drive
(at Burnett & Clipper)
San Francisco, CA 94131

ANDRE A. FUCHS

DOLORES STREET INVESTMENTS

1ST, 2ND & 3RD MORTGAGE FINANCING

1 TO 30 YEAR LOANS

1699 Dolores Street
San Francisco 94110
647-6886



West & Praszker REAL ESTATE

1812 Noriega St., San Francisco, CA 94122
(near Credit Union)

DREAMING OF OWNING YOUR OWN HOME?

If you have a desire to own a home, start by building your Estate today. Call me now for the various ways you can own...and for pennies more than you are now paying for rent.



INVESTMENT COUNSELING RETIRED SFPD OFFICER **STEPHEN MAXOUTOPOULIS**
661-5300

AMBU-TRANS, INC.

2282 GEARY BLVD.,
SAN FRANCISCO, CA 94115

(415) 931-3036



El Tapatio

fine mexican restaurant and lounge

475 francisco st. between powell & mason, s.f., ca 94133

(415) 981-3018

MARCO
POLO

INTERNATIONAL BAR
AND RESTAURANT

619 TAYLOR
between Post and Sutter
775-1028

KHARSA BROTHERS MARKET

1801 Divisadero St. 563-3055
San Francisco

First part of police test wins adoption

The selection of a new batch of San Francisco police sergeants and assistant inspectors is one step closer now that the Civil Service Commission has cleared the way for the second part of the three-phase promotion test.

Commissioners Louis Hop Lee, Howard Gloyd and Carlota Texidor del Portillo yesterday adopted the official answer key of the test's first part, which measures job-related knowledge and ability. The test was taken June 4 by about half the Police Department's uniformed officers. Commissioners Genevieve Powell and Darrell Salomon were absent from the meeting.

The exams are expected to be scored next week. Passing candidates will go on to the yet-to-be-scheduled second phase, a descriptive writing test. The third and last phase is an oral test that samples communication skills.

The test is being conducted under the guidelines of a U.S. District court consent decree that outlines non-discriminatory hiring and promotional practices.

The answer key to the test's first part was reviewed by candidates before it was adopted yesterday. Eleven deletions and 17 changes, for reasons such as ambiguity in questions, were made by the consent decree division staff before they presented a recommendation to the commissioners.

At yesterday's special meeting, an officer's complaint prompted Commissioner Lee to urge consent decree division coordinator Ray Wong to tighten supervision during the test-taking. The officer complained of a lot of talking among candidates during the examination, which more than 700 officers took in one room.

Reprinted from S.F. Examiner, June 24, 1983

APATHY FROM THE TOP DOWN

by Dan Linehan,
Southern Station Director

By now I'm sure you are aware that the department administration has chosen to ignore the mandate of over 118,000 San Francisco voters last November, by failing to comply with the recent charter amendment affecting our compensation for holidays. The department "heads" base their decision on a "verbal opinion" from the City Attorney's office. This opinion was sought after by the administration only three days prior to July 1, 1983. One must assume that the department administration could not be more callous towards its employees or towards the voters who voted for a fair and equitable compensation for holidays.

For the first time in over seven (7) years we are forced to take legal action against our own department, in order to protect the rights of our membership. As co-author of this charter amendment, I cannot help but feel a great disappointment in our administration for their failure to comply with the charter of the City and County of San Francisco. I just cannot believe that an administration of a major police department would wait so long to ask for a written ruling as to the implementation of the change. It is little wonder why patrol officers ask, "Why should I care when the Brass doesn't?" It is obvious to me that the only sure losers will be the citizens and visitors of San Francisco. If our people don't care, the system will surely die a slow and agonizing death. Such sad commentary on behalf of the department's administration.

FEDERAL LITIGATION MESS-PART II

by Paul Chignell
Vice-President

The Board of Directors of the San Francisco Police Officers' Association voted recently in a split vote to reject the Federal Litigation Committee's recommendation that a 50% and 55% cutoff respectively for the Q-50 and Q-35 examinations be approved.

The Board voted to direct the Committee to recommend a 70% cutoff for those examinations in the first phase.

It is extremely important that this Association stand up and be counted on each issue during the administration of these examinations and to adopt a professional stance about the future of this Department and the future of officers who aspire to promotion.

The mess that we are in will continue. We all know that.

But to shy away from taking the right decision in the face of threats of adverse impact or other potential problems will only result in the dismantling of any vestige of professionalism that we all strive for.

I congratulate the Board for a job well done.

SAMICO TRADING INC.

Importer, Exporter, Distributor, Wholesale, Frozen Foods, Oriental Foods, Chinaware, Gifts, Sony Tape.

2190 Army Street, San Francisco, CA 94124

(415) 648-2058

PAL GOLF TOURNAMENT

WHEN:

FRIDAY, AUGUST 5, 1983
SHOTGUN START 1:00 P.M.

WHERE:

MEADOW GOLF AND COUNTRY CLUB
FAIRFAX

COST: \$125.00 FOR CIVILIANS
\$70.00 FOR ACTIVE AND
RETIRED POLICE OFFICERS

Above cost includes: Lunch, Refreshments, Teeprize, Steak Dinner, Door Prizes, etc. Tax deductible.

All proceeds to benefit the
PAL Law Enforcement Cadet Program.

Get a foursome together and help a great cause.
Signups now being taken
Call PAL Headquarters (567-3215).

Sgt. Ken Davis
Tournament Chairman

you send me

CARDS STATIONERY

DOUGLAS WARMINGTON

Castro Village Mall 2275 Market Street
(415) 621-5746 San Francisco, Ca. 94114

edwards
luggage & gifts

#3 embarcadero center - san francisco, ca 94111 - 981-7047
148 hillsdale mall - san mateo, ca 94403 - 345-2220
7 stanford shopping center - palo alto, ca 94304 - 325-3308

**EXCELSIOR
SUPER SHELL**

TOWING & ROAD SERVICE
TUNE UP - AIR CONDITIONING
BATTERIES - BRAKES - TIRES

1820 San Jose at Santa Rosa 334-8866
San Francisco, CA 94112 333-2261

DENTIST (415) 282-8272
By Appointment



MARIA CRISTINA B. SALEM, D.D.S.
University Of B.A. Argentina

The Wells Fargo Bldg.
2595 Mission St. #208
San Francisco, CA 94110

**Gold's
Gym**

626-8865

310 Valencia
San Francisco Ca 94103



The Nite Club

Rene A. Novoa, Jr.
PROPRIETOR

3223 Mission St.
San Francisco, Ca. 94110

285-6122

RETIREMENT REALITIES: JULY 7, 1983

by Al Casciato

A meeting there, a meeting here and the message is the same, "The city budget will be in crisis by 1985."

Is this message true or it is just another poor mouth cry by the politicians in City Hall? Yes, we distrust politicians and when they say something, we don't believe it until it happens or doesn't, as the case may be.

But I'm concerned that the message that is coming our way in 1983 should be heeded and addressed well before the crisis is upon us in 1985. The politicians in my opinion are not crying wolf this time. How do I know you ask? Well, let's take a look at what's going on behind the scene, the courts and on the petition trail.

The Mayor's Pension Task Force is exploring where our system is today, where it will be tomorrow and what should be done about changing the system. It would be easy to write off the mayor's task force as merely an attack that will go away but I really don't see it as that. I view the task force as being the city's vehicle that will be in position to recommend administrative alternatives when the project budgetary crisis comes about. This pre-planning by the mayor so far in advance is a strong indicator that financial matters may well take precedent over political positions in the new future.

The near future that I speak about for us is already a reality for police officers in the city of Anaheim. What happened there was that the voters adopted a Tier II system for new employees. Shortly after the election though, the city attorney ruled that the proposition that had passed was also applicable to incumbent officers in Tier I. So today the Appellate Court is dealing with the question, "Does an officer with 15 years of service in Tier I have a vested right to Tier I for his entire career or is he only entitled to vested rights for those years he has already worked?" The lower court ruled that an officer with 15 years Tier I could vest 15 years but his next 10 would have to be at Tier II because of the ballot proposition. Scary? You bet and the outcome of this case could have some broad based ramifications with our

Tier I members if another ballot proposition is passed here.

Retired and Tier II members should not think, "Oh, they are after the Tier I's only." Already the Secretary of State March Fong Eu has certified an initiative petition for circulation titled "Government Pension Plans". This petition if passed, would amend the state's constitution and would abolish pension plans for public employees hired or elected after January 1, 1985 and place them in the Social Security System.

Sounds bad? Well, it gets worse because another section of the initiative prohibits property tax increases designed to provide additional funds for existing pension funds. In other words, if in about 1990 the city has trouble funding Tier I and II and pay retired officers, we would be prohibited from going on the ballot for additional funding.

I am told that the circulator of the petition, Mr. J. E. Davis of Studio City, is backed by the League of Cities organization. I haven't been able to verify that information. But the direction of the Mayor's Task Force, the issue before the courts and the petition, are strong actions that should not be ignored.

I don't know what the solution to the retirement problem will be in the public arena. Only the voters will determine that. I do think that we should be thinking about funding our own private supplemental retirement system.

Many of us have IRA's, deferred comp plans and other quasi supplemental plans. Think. If we brought all those together and used the resources of the P.O.A. and joined with the Firefighters as well as other City employees to form a solid private retirement system that would supplement whatever system you finally retired from, how we could protect ourselves.

You might not be concerned now but in a few years, it might be too late. I don't want us to be talking in '85 about what we should have done in '83 and it is for that reason that I am encouraging you and our fellow City employees to think in terms of administering our own pension plan to protect our future.

City's 'finest' receive awards of valor

By Dan Borsuk

When San Francisco police officer Bob C. Davis fought with an armed man in a dimly lit Mission District bar early one June day last year, he had a close brush with being shot.

During the struggle, the gunman almost aimed and fired his weapon at Davis, but the policeman was able to twist the gun from the man's grasp and make the arrest.

In recognition of Davis' on-duty police work, the Police Commission awarded him a silver medal of valor.

Davis was among 21 San Francisco police officers cited for heroic deeds in the line of duty.

Silver medals of valor were awarded to officers Clifford P. Java and Mark Ballard for wounding an armed man who had earlier threatened to shoot several men in the Mission District on May 30, 1982.

Officers Michael J. Favetti and David A. Pollitt were presented silver medals for subduing an armed gunman in a Golden Gate Avenue apartment unit. When the officers confronted the suspect, the man missed wounding them with his gun. The man was wounded in the leg in the exchange of gunfire by the officers.

Plainclothes narcotics officer Sylvia V. David was given a silver medal and her partner Paul Makaveckas was awarded a bronze medal for capturing an armed narcotics suspect in the Tenderloin District on July 16, 1982.

Bronze medals were awarded to officers John J. Blessing and John A. Mino for arresting a man who pointed a gun at them on Sept. 11, 1982 in the Tenderloin District. No one was injured in the incident.

Officers Edmund L. Garcia, William B. Davenport, Robert Ford and Mickey Kriska earned bronze medals for catching a knife-wielding man on Van Ness Avenue on May 10, 1982. The man threatened to harm the officers and himself during a struggle with them.

Bronze medals were awarded to officers Jeffrey T. Levin and Gregory Lynch for arresting a robber who had held up a Guerro Street market on Jan. 1, 1982. The officers wrested a .38 caliber revolver from the suspect.

Officers Gregory Ovanessian and Kelvin Woo received bronze medals for preventing a hysterical woman from injuring her husband with a knife on May 28, 1982 in a Geary Street building. In grabbing the woman, the officers received cuts to their hands.

Meritorious conduct awards were presented to Sergeant Norbert Gutierrez and officers Adele Roberts and William Roualdes for collecting testimony and evidence that an alleged rape was false.

Officers Paul T. Swiatko and Richard Lannom were awarded meritorious conduct awards.

Reprinted from S.F. Progress, May 15, 1983

JOHN KIMAK



INSURED
FREE ESTIMATES

647-5199 Business
346-3079 Home

2207a QUESADA AVE., SAN FRANCISCO, CALIFORNIA 94124

AMELIAS

647 VALENCIA ST.
San Francisco, 94110
552-7788

HEALY INSURANCE AGENCY, INC.

333 GELLERT BLVD., SUITE 245
DALY CITY, CA 94015
(415) 991-3400

AUTO
HOMEOWNERS
BOATOWNERS
LIFE
DISABILITY

REMEMBER — When you retire, contact the P.O.A. Insurance Department and notify them. They will instruct you as what to do about your Insurance Coverages.

CALDWELL'S

Recycled Lumber and Building Materials

—We Buy, Sell and Recycle—

Doors, Windows, Plywood, Molding, Bath Fixtures, Marble, Spanish Tile,
Railroad Ties, Cobblestones, Bricks, Pipe, Etc.

195 Bayshore Blvd., S.F. 285-9192

SPECIAL AUTO PURCHASE PLAN

WALLY MOONEY

Still offering FLEET RATES to individual S.F. Policemen. Use GM FINANCING or your SFPD Credit Union.

CALL

WALLY MOONEY AT 673-9100

Van Ness

OLDSMOBILE — GMC TRUCKS

1700 VAN NESS (Corner Sacramento) S.F.

TERRORISM - The Police Response

AUGUST 31, SEPTEMBER 1 & 2, 1983
THE BAHIA HOTEL
SAN DIEGO

Some of the nation's most experienced law enforcement experts will teach methods of preventing, containing and combating terrorist attacks. The instructors will emphasize the practical "how to" approach, with subject matter of benefit to uniformed officers, non-uniformed officers, investigators and command personnel. Most of the course will deal with how law enforcement officers should respond to a terrorist threat or attack, and will include detailed instruction on OFFICER SURVIVAL (uniform and non-uniform); BARRICADED SUSPECTS; HOSTAGE NEGOTIATION; BOMB RECOGNITION (including disguised explosives); EXECUTIVE PROTECTION AND HOSTAGE SURVIVAL (how to survive if you are the hostage). Approximately 25% of the course will deal with the specific TERRORIST GROUPS and their activities.

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

TUITION:

\$100 per officer or prosecutor if registration is received by July 15, 1983. Persons registering after July 15 must pay the full tuition of \$125. Handout materials will be provided. NOTE: Upon specific request, we will delay billing to meet your needs.

*Requests for refunds will be honored up to one week prior to the seminar, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed after August 29, 1983.

HOTEL:

The Bahia Resort Hotel, 998 W. Mission Bay Drive, San Diego, California 92109. Conveniently located on Mission Bay near Sea World. Easy access from I-5, and only minutes from San Diego's International Airport. Ample free parking.

VERY SPECIAL GROUP RATE: \$59 single OR DOUBLE occupancy. This rate is guaranteed from August 29 to September 5 for those wishing to arrive early or stay after the seminar. Telephone (619) 488-0551 for room reservations now. Rooms are subject to availability after August 15.

FACULTY: DR. BRUCE DANTO, Detroit; MIKE HILLMAN AND AL PRECIADO, L.A.P.D.; DENNIS MADER, D.O.J.; TONY PALMER, L.A. Co. S.O.; BOB DOMINGUEZ, L.A.P.D.; RON BALL, L.A.P.D.; TIM HALL, Calif. State Police

COURSE REGISTRATION: 8/31 & 9/1 & 2/83
SAN DIEGO

Make checks payable:

National Law Enforcement Institute:
Mail: P.O. Box 1435, Santa Rosa, Calif. 95402

NAME _____
AGENCY _____
STREET _____
CITY _____
STATE _____
ZIP _____

RED CRANE



A New Chinese

VEGETARIAN & SEA FOOD RESTAURANT

11:30 AM - 10:00 PM
EVERYDAY

751-7226

1115 CLEMENT ST. AT 12th AVE.
SAN FRANCISCO, CA. 94118

FOOD TO GO

Free Delivery In Richmond District

MADD

MOTHERS AGAINST DRUNK DRIVERS

Californians are killing Californians seven times a day. Does that number have to double or triple before drinking and drugged driving is taken seriously? Mothers Against Drunk Drivers doesn't think so.

It is the individual responsibility of every drinking driver to "...discontinue, or at least temper, his drinking...lest he reach the forbidden blood alcohol driving level, and face arrest and prosecution." (Dissenting opinion of court ruling by Judge Elkington.)

Justices Newsome and Racanelli say the law is "...fatally vague." We say the existing law is fatally clear.

Everyone has diminished driving capacity at a .10 blood alcohol level. Diminished enough to cause the Legislature of California to consider driving at this level a threat to public safety.

The justices want "fair warning" for offenders. How about fair warning for the non-drinking drivers on the road?

The justices say the defendants, "some...with prior convictions," are given "no rational means of measuring the level of alcohol consumption." The defendants' prior convictions didn't have much impact on their rational senses, either.

There's something wrong with such a system!

The .10 per se law has been upheld constitutionally in 16 states. Driving is a privilege, not a right. The responsibility of the courts is to uphold the law. Let them explain their protection of drinking drivers to the families of the seven people that are killed today, and tomorrow, and the day after that...

TEENAGE TRAGEDY KPIX EDITORIAL

By: Art Kern, Vice President & General Manager

Do you know what the number one killer of teenagers is? Car accidents. And a lot of those accidents are caused by teenagers who drink and drive.

Thousands of California teenagers are arrested for drunk driving each year. A 16-year-old girl was arrested near Sacramento recently when her pick-up truck slammed into a police car during a high-speed chase on the freeway. That kind of kid-stuff can kill.

Right now, the law is soft on teenagers arrested for drunk driving. But Assemblywoman Jean Moorhead wants to change that. She's introduced a bill that says

teenagers convicted of drunk driving will lose their license for at least a year. We support her bill. It doesn't make sense to be lenient with teenagers who drink and drive when they're not even old enough to legally drink in the first place!

If you support Mrs. Moorhead's bill, write to me at Channel Five and I'll see that she gets your letters. Remember, it could be your teenager who has too much to drink at a graduation party and never comes home. I'm Art Kern

Nikkei Officer Rescues Girl At Ocean Beach

Off-duty San Francisco Police Officer Patrick Miyagishima rescued a teen-aged girl at Ocean Beach Monday afternoon then found himself in difficulty.

According to Park Ranger David Rung, at about 2:45 p.m. Miyagishima saw the girl in the water experiencing difficulty in swimming and, along with two others, went to her rescue.

After pulling her safely to shore, Miyagishima developed difficulty in breathing and was given oxygen. He was then taken by ambulance to a hospital and was later released.

The teenager was taken to U.C. Medical Center, where she was examined and released.

Officer Miyagishima was credited with saving her life, a San Francisco Police Department spokesman said Tuesday.

Reprinted from Hokubei Mainichi June 8, 1983

Mark A. Bowdish
C.P.A.

1611 Noriega Street
San Francisco, CA. 94122

(415)

681-6000

TRAX

1437 haight street
san francisco, california 94117
(415) 864-4213

ATTENTION

ANNOUNCING THE

1ST ANNUAL SFPD COMBAT PISTOL MATCH

- Hosted by the SFPD Pistol Team and held jointly with the TWIN CITIES PD pistol match
- AUGUST 4, 5, 6, & 7
- CHABOT GUN CLUB, Castro Valley
- Trophies, Awards, Pins, Guns & many more gifts & prizes
- COURSE OF FIRE: NRA Fifteen Hundred FOR MORE INFORMATION & REGISTRATION; contact: Glenn Pamfiloff (JUV)
Armand Pelessitti (ROBBERY)
Bob Fitzer (Crime Lab)
Don Sloane (Co. F)
Mike O'Brien, Charlie Coates (RANGE)

June 6, 1983

Special Board Meeting

The meeting was called to order at 12:09 p.m. Present were Lum, Linehan, Keys, Dempsey, Parenti, Connolly, Maloney, T. Collins, Doherty, McAlister, Ballentine, Hebel, Dito, Huegle, Schmidt, D. Collins and Casciato. Absent were Novello and Rapagnani. Excused were McKee and Chignell.

The first item of business was a report from Brother Don Carlson regarding the Centurian Football Team promotional contract. During discussion on the item it was pointed out that a contract had not yet been written up between the Centurions and Carolyn Reilly. Nor had other bids been solicited for the promotional services. The policy of the P.O.A. with regards to a minimum of three bids on all contracts was reiterated. A motion by Brother Ballentine to enter into a contract with Carolyn Reilly failed to receive a second. At the close of discussion the motion was withdrawn and it was agreed that the item would be agendaed for the next board meeting.

The Board was then addressed by affected Q-60 examination candidates. Brother Dave Bowman spoke in behalf of the Sergeants for a Valid Lieutenants' Examination Committee in requesting that the P.O.A. withdraw entirely from the Q-60 litigation. A Committee of intervenors represented by Brother Tom Donahue requested that the P.O.A. become a friend of the court. After a lengthy discussion as to the relative merits of withdrawing or remaining involved in the litigation it was moved by Maloney, seconded by Dempsey, that the P.O.A. withdraw from the pending Q-60 litigation. After further discussion the motion was amended by Linehan to stipulate that both the Sergeants' Committee for a Valid Lts.' Exam and the intervenors committee would send the P.O.A. copies of any and all briefs; and furthermore that the Federal Litigation Committee be directed to monitor any and all court records. After an extremely lengthy discussion, consensus was finally drawn on Brother Maloney's motion constructed as follows: the P.O.A. remain in-

involved in the Q-60 litigation as an intervenor but that we direct our attorneys (Saltsman and Soloman) to waive their right to appear in court so that the status of the litigation can still be monitored in conjunction with the Federal Litigation Committee; and furthermore that future court appearances and conferences would be at the direction of the Board of Directors' and furthermore that the executive board by granted the authority to authorize timely appearances. The motion passed. Voting no on the motion were Ballentine and Schmidt.

The next item of business was a discussion regarding the status of the Q-35/Q-50 examination. Several members of the board objected to the relatively short period of time during which protests would be filed. Therefore our attorneys were directed to negotiate more time for protests as well as the publication of the answer key to both the Q-35 and Q-50 test. After a lengthy discussion and at the suggestion of Attorney Saltsman, President Casciato, Brother John Willett of the Federal Litigation Committee and Ralph responded to the Civil Service Commission to meet with Ray Wong. The chair at that point was turned over to Secretary Schmidt and the board proceeded with other items on the agenda.

Brother Paul Gossman then presented various bids by three different architectural firms pertaining to the blueprinting of the P.O.A. building. It was then moved by Dempsey, seconded by Lum, to adopt the bid submitted by Tardy and Associates in the amount of \$4,880.00. The motion passed with Doherty voting no.

At this point President Casciato returned and informed the board that as of noon today members reviewing their answer sheets for the Q-35/Q-50 examination were being allowed to mark their answer sheets with the correct answers.

The next item of business was a discussion on a proposed charter amendment; authored by Supervisor Kopp pertaining to the retirement system. It was moved by Linehan, seconded by Maloney, to oppose the amendment and that a letter be sent to the Board of Supervisors articulating the P.O.A.'s position; and furthermore that a member of the Legislative Committee be directed to attend the Rules and Legislation Committee hearing at the Board of Supervisors to express our position. The motion passed unanimously.

The Board was then addressed by former P.O.A.

Secretary and current C.O.P.S. Sacramento advocate Bill Hemby regarding the International Union of Police Associations (I.U.P.A.). A discussion then took place regarding the relative merits of being affiliated with the I.U.P.A. once again.

The next item was a request to purchase tickets to the Harvey Milk Club dinner. It was moved by D. Collins, seconded by Linehan to purchase two tickets at the cost of \$35.00 each. The motion carried with Doherty, McAlister and Hebel and Huegle voting no.

President Casciato then returned and gave an update as to their discussion with Ray Wong. The two concessions that had been obtained were that members would be able to circle the correct answers on their answer sheet and also that a copy of the key with the various reference materials cited was forthcoming this afternoon.

The meeting was then adjourned at 3:37 p.m.

Gerald J. Schmidt

The following motions were made and adopted at a Special Board of Directors Meeting on 7-6-83:

(1) The position of the Police Officers' Association on the cut-off score for advancement onto subsequent phases of the Q-50 and Q-35 exams in that the cut-off on the Q-50 be the attainment of a score of 130 or better and the cut-off on the Q-35 by the attainment of a score of 137 or better.

(2) This Association shall take the necessary procedural steps so that the Consent Decree Unit's recommended cut-off at 50% on Part I of the Q-50 exam and 55% on Part I of the Q-35 exam be referred to the Civil Service Commission for their review and final determination.

(3) That a vote of the entire membership be conducted calling for the resignation of Ray Wong as Director of the Consent Decree Unit and that Deputy Chief Shannon and Chief Murphy both be censured for their roles in the promotional process.

The following motion was made and adopted at a General Membership meeting on 7-6-83:

(1) That the General Membership adopt the motions made by the Board of Directors at a Special Meeting of the Board on 7-6-83 pertaining to the Q-35/Q-50 examinations.

(2) That a vote of no confidence be taken of the entire membership on the ability or lack thereof of the Consent Decree Unit and the Chief Administrative Officers of the Police Department to fairly, timely and professionally administer promotional examinations and urging immediate and appropriate personnel changes to insure fair, timely and professional exams.

WYE MOTEL

100 Hickey Blvd.
& El Camino Real,
South San Francisco
Ca 94080
Phone (415) 755-9556

WEST COAST LIFE

1275 Market Street
San Francisco, CA.
94102

ALCOHOLISM AND DRUG ABUSE

continued from page 1

off duty.

In my six (6) years as an executive officer and board member of our Association, I have seen too many instances of officers being charged with departmental violations as an indirect and sometimes direct result of an alcohol/drug abuse problem.

Several years ago, the SFPD and the POA got together and developed a Stress Unit. The then POA President Bob Barry and Chief Con Murphy believed that by labor and management working together, officers with alcohol/drug abuse problems could be helped in a positive and humanistic manner.

The past several years have shown that the Stress Unit is most effective when officers voluntarily accept help from the unit. However, like the POA, an officer with a problem usually does not seek the aid of the Stress Unit until "an incident" has already occurred.

"DROPPING A DIME"

We all know who the problem drinkers are at our stations or units and the reasons for doing nothing about the problem drinkers are many. Unfortunately, not only are we doing a disservice to the problem drinker (without help the disease becomes progressively worse and eventually life threatening) we also, by our inaction, jeopardize the safety of fellow officers who must work with or around the problem drinker.

PROPOSED GENERAL ORDER D-4 ALCOHOL AND DRUG USE

President Caciato, in a meet and confer session with police administrators, was unable to reach a compromise solution with regard to the proposed Department General Order dealing with alcohol and drug use in the SFPD. With the assistance of our POA attorneys, the proposed General Order has been analyzed with specific changes recommended.

The main problem with D-4 is the penalty phase, or sentencing of a convicted officer. **EXAMPLE:** The Chief shall recommend to the Commission, three (3) months without pay on the first offense, and termination of the second offense with any related alcoholic incident by a member of this department. Drug use, whether prescribed or not, whether on duty or off is punishable by termination on the first offense if the use affects the police officer in the performance of his/her duty. Also senior officers, investigating officers, and commanding officers who cover up a problem drinker of drug abuser will also be faced with departmental charges.

THE HAMMER

What we need to solve the problem of alcohol/drug abuse in the SFPD, is a hammer. A modified General Order D-4 could be that hammer.

We have all heard the adage "God helps those who help themselves." The problem with the disease called Alcoholism and Drug Abuse is:

- (1) The denial that a problem exist on the part of alcoholic or substance abuser;
- (2) The tendency of family members and co-workers to cover up or ignore that a problem exist; and
- (3) The punitive approach that most employers, especially public agencies employ.

THE PUBLIC SAFETY

Understandably, the department must insure that the primary police mission is the PUBLIC SAFETY. The department and the Association can, however, cooperate with one another in creating an alternative to the penalty phase of General Order D-4.

Next issue: The Alternatives

155th RECRUIT CLASS

It was a very well orchestrated exercise. The recruits marched in crossing in front of the stage then forming up on the stage behind the Chiefs and dignitaries.

Commissioner Jane Murphy gave an introductory talk and referred to the 155th as a lovely class.

When Chief Murphy spoke he said I never thought when I became a policeman 30+ years ago that I would refer to an Academy class as a lovely class which this class truly is.

As Lt. Clapp introduced Nathaniel Trives the Auditor monitor of the consent decree, the very moment before Mr. Trives was to stand up, a light covering dropped and with an explosive crash right between Trive's legs. One second later it would have caught Trives square on top of his head. Trives took the incident very well with an off hand remark about job stress.

The class was sworn in in mass with each member stating their name in order.

The PAL supplies a neat color guard and refreshments.



Officers from the 155th Recruit Graduating Class pose with their logo on the graduation cake. The receptions are hosted by voluntary PAL Cadets.

(photo by Herb Lee)



Golden Gate Disposal Co.

900 - 7th Street
San Francisco, Calif. 94107
Telephone (415) 626-4000

海上仙酒家
HEAVENLY OCEAN
CHINESE RESTAURANT



1201 VICENTE STREET
SAN FRANCISCO, CA 94116
TEL: (415) 665-0860
(CLOSED ON TUESDAY)

COCKTAILS MIXED DRINKS



Vieni-Vieni

1431 STOCKTON ST.
SAN FRANCISCO

PH. 391-7633

TAMONY'S UNIFORMS

of San Francisco
DONNA MARIE PEROTTI
OWNER

333 - 9th STREET
SAN FRANCISCO, CA (415) 863-8119

AUTOHAUS

San Francisco, Inc.

QUALITY USED CARS
Mercedes-Benz And Other Imports

642 O'Farrell Street
San Francisco, CA 94109
885-2962

earthtones

2323 market street
san francisco, ca 94114
626-1460

TARR & FEATHERS

Entertainment Saloon

Live Entertainment Nightly

563-2612

2140 Union Street
San Francisco, CA.

SONITOL

security systems

Sonitrol of San Francisco, Ltd.

351 Eighth Street
San Francisco, California
94103-4496
(415) 552-9700

YOUTH FISHING PROGRAM

by Henry Friedlander
Community Relations

The San Francisco Police Youth Fishing Program is celebrating its fifteenth anniversary in 1983.

Trout fishing on Lake Merced for youngsters 8 to 17 years old, is held Monday through Friday. The ocean salmon fishing program, for youngsters 12 or older, conducted with the support of Bay charter boat captains, are on Tuesdays, Wednesdays and Thursdays, until the program closes on Friday, September 2nd.

Since its founding in 1968, the Police Youth Fishing Program has taught over ten thousand youngsters to fish, not only through the trout and salmon programs, but through the indoor fishing program for the disabled offered at Shriner's Hospital. These young people learn a skill that they will enjoy for the rest of their lives, anywhere they may be. They also have a chance to see police officers as friends and as role models.

For more information call 777-FISH.

Pictures below were taken at the Shriner's Hospital Kickoff for the 1983 season:



Officer John Telen and one of the kids from the Shriner's Hospital.



Group of kids fishing with D/C Shannon and Sgt. Owen Kenny assisting.



Receiving an award on behalf of the POA for their support of the S.F. Police Youth Fishing Program is POA President, Al Casciato. Pictured at the event, from left: Deputy Chief James Shannon; President, Fishing Program; and Captain Frank Jordan.



Some of the officers involved in the Fishing Program, from left: John Thelen, Vincent Simpson, Owen Kenny, Henry Friedlander, James Jean, Larry Minasian, James Crosson, and Captain Frank Jordan.

Committee to Re-elect
Barbara Boxer
to Congress
PO Box 4881 - San Francisco, CA 94101

CS

**CALTOOL
INDUSTRIAL
SUPPLY, INC.**

273 - 7TH STREET
SAN FRANCISCO, CA.
94103

(415) 621-2075

Seligman Jewelers

DIAMONDS - WATCHES
SU JOYERIA Y RELOJERIA DE CONFIANZA

PHONE 282-5123

2578 MISSION STREET
SAN FRANCISCO, CA. 94110

**Grand
Palace**

950 GRANT AVENUE
SAN FRANCISCO, CALIFORNIA
CHINESE CUISINE

DIM SUM • DINNERS
BANQUETS • TAKE OUT

(On Grant between Washington and Jackson in Chinatown)

PHONE: (415) 982-3705

411 VALENCIA
SAN FRANCISCO 94103

Bennett Automotive

PAUL BENNETT 863-1769

JONES TOW SERVICE
Complete Auto Repair
775-9272 • 775-9273
469 EDDY STREET S.F.
24 Hour Service

A unique bar
Parasque Entertainment
Nightly!

HAPPY HOUR
M-F 4:30-7:00 PM

Mon.-Fri. 3 p.m.-2 a.m. Sat. Sun. 1 p.m.-2 a.m.
1160 Polk St. (btwn. Post & Sutter) 771-6262

LETTERS

"My Friends"

To the Editor
In the June issue of *The Policeman*, Vice-President Paul Chignell's article ("AKA: KNOW YOUR FRIENDS") presumed to tell me whom my friends are on the Board of Supervisors, based upon a particular vote for or against Q. Kopp's arbitration bill resolution. My "friends," in this case, include John Molinari, Harry Britt and Nancy Walker, according to Chignell.

While I also disagree with Kopp's resolution, I'd like to ask other POA members if they can cite one positive contribution any of these three "friends" has made to the day-to-day work environment of this Department. Do any of you really consider Harry Britt or Nancy Walker you "friend?" Do you think John Molinari cares one bit about you as an individual cop in this city?

When it's politically expedient, these three will say whatever the audience wants to hear. John Molinari will soon appear before the POA Board to ask for your endorsement for his campaign against Milton Marks — did you know you already bought \$750 worth of tickets to one of Molinari's fundraisers?

Chignell seemed surprised that "Maher and Hongisto are increasingly moving to the right, and voting against the interest of working people." Of course they are, Paul: they're trying to move toward the center to attract more voters for their own future tries at higher positions on the election ladder.

First, Paul, don't tell me who my friends are; secondly, you're as politically naive as the rest of us — and that won't get you elected in Marin County!

Don Carlson
Academy Staff

Chignell Replies

The purpose of our Police Association publication includes the responsibility to advise the membership of how members of the Board of Supervisors vote on issues that directly affect San Francisco police officers.

Over the past thirteen (13) years I have testified on scores of occasions before the Board of Supervisors advocating our positions on issues that are important to the membership. I have yet to see Don Carlson at City Hall on any issue. I will continue to in-



John Molinari

form the membership of the actions of members of the Board and will compliment them when they vote our way as well as constructively criticize them when they vote against our interests. To do otherwise would be irresponsible.

As for political naivete, Don, you have earned the highest award.

You should emerge from your office at the Police Academy and look at the facts. Supervisor John Molinari has been our top supporter over the past several years and in the face of opposition from his colleagues. Here are just a few of the issues where he has been a leader and a supporter:

He has consistently voted for our binding arbitration measures despite attacks from the editorial boards of both San Francisco newspapers.

He voted for funding overtime time and time



Paul Chignell

again when the funds ran out.

He voted against the ill-conceived off-duty firearm policy carried by Supervisor Silver that would have disarmed San Francisco police officers.

He voted for every one of our Cost of Living increases without sick leave give-ups.

He has consistently voted for pension reform and supported those measures.

He supported and campaigned for our successful time and one one half overtime measure.

He supported and voted for our dental program Charter amendment.

He has voted for our successful change that granted FTOs more money.

He sponsored and voted for salary protections for solo motorcycle officers when their pay was going to be cut.

Don, stick to your Sports programs and your Academy job. Attacks on Supervisor Molinari are attacks on San Francisco police officers. If you have the facts, please inform us; when you don't have the facts, silence is a far better policy.

Retired H&R Insp.

Dear Editor:

We have recently been presented with our first grandchildren, twins, Rachel and Benjamin, born to army Captain & Mrs. Robert Aylward.

Capt. Robert Aylward has been participating in

rifle matches in Phoenix, Arizona where he has qualified for the Pan American games this year.

Congratulations — you were speeding up the delivery of the San Francisco Policeman. We were receiving it only 2 or 3 weeks late, but this time the post office really goofed. We didn't receive any issue for July 1983.

Best wishes,
W. J. Aylward,
Ret. Inspector, H-R
2443 Westvale Ct.
Santa Rosa, Calif. 95401

Civil Service Commission

June 9, 1983
Mayor Dianne Feinstein
City Hall
San Francisco, CA
Mayor Feinstein:

On June 6 I attended a hearing of the San Francisco Civil Service Commission and witnessed the proceeding of the San Francisco Police Department vs. Juanita Stockwell. Although I am not involved in this dispute, I found the lack of professionalism and objectivity displayed by some members of the Civil Service Commission disappointing.

It seemed apparent from the beginning that the Civil Service Commission had made up its collective mind before the Police Department had presented its case. Instead of focusing on the issue at hand (Ms. Stockwell's competency to fulfill her role as a police officer) several members of the commission involved themselves in negative personal exchanges with department members presenting the case. Cognizant that this was a complex case, it was disheartening that a good amount of time was taken arguing whether the department would even be able to present new evidence in the case. The Civil Service Commission seemed insulted that the Police Department would challenge the commission's previous decision to reinstate Ms. Stockwell.

As a field training officer I know that countless hours are spent researching and documenting dismissal hearings. However, in this case the information garnered by field training officers and other police officers seemed almost irrelevant to the commission. Especially of concern to me was the commission's lack of confidence in the department's ability to train and evaluate its personnel. Statements such as that made by one commissioner that "It's common knowledge that the department practices discrimination against women" are not only false, they do a great disservice to the department and the City. In fact, the Police Department has undertaken a major effort to recruit, train and retain women

police officers.

During training and in practice officer safety and safety of citizens is of paramount importance. When evidence of Ms. Stockwell's lack of safety in regard to herself, other officers and citizens was presented, one commissioner replied, "So she made a mistake." Along with safety concerns presented by the department, Ms. Stockwell's alleged mental instability played a key role in this hearing. She allegedly made death threats against officers during the dismissal procedure. Despite direct testimony from two witnesses attesting to these death threats the commission voted to reinstate Ms. Stockwell as a San Francisco police officer.

In light of this and other decisions wherein the commission has voted to return terminated recruit officers to duty I find myself wondering just how concerned the commission is with having high quality police officers to serve the citizens of San Francisco.

Sincerely,
Officer Richard Parry,
Mission Station

Family Day Picnic

Mr. Croce Casciato
President
San Francisco Police
Officers' Association
540 Seventh Street
San Francisco, CA 94103
Dear Mr. Casciato:

I would like to personally thank you for your generosity in contributing to our recent Family Day Picnic, making it a tremendous success.

It's always a pleasure to be able to count on the support of organizations, such as yours, and its participation in activities sponsored by our department.

The smile and laughter of the young children enjoying themselves were a direct result of your generous and active involvement.

Sincerely yours,
Cornelius P. Murphy
Chief of Police

Yearbook

June 10, '83
Dear Gale,

I appreciate your answering in detail and responding expeditiously. Enclosed is the \$3.10 for the mailing of the Police Yearbook. As to my enjoying a great retirement: since leaving the Dept., I've had three divorces, fleeced twice, a stroke two years ago (recovering nicely), and four kids, one in California, one in Australia and two in Canada. My body can't stand anymore contusions and abrasions/hematomas, otherwise, things aren't too bad.

PS: My dog was faithful.
Best Regards,
Stan Bernal

Variety Show

June 15, 1983
San Francisco Police
Officers Association
510 Seventh Street
San Francisco, CA 94103
Dear Mr. Casciato,

Every year it is a boost to our folks who go to see the fine show from the San Francisco Police Officer's Association. It is so great for them to have the opportunity, through your generosity, to treat their family or friends, especially the grandchildren, to a fine entertaining super affair.

Thank you and all the members of the Association.

Sincerely,
Betty McQuiston
Program Director

June 29, 1983

Dear Sir:

My friends & I went to the San Francisco Police Officers Association's Variety Show last Sunday, June 26th and I do want to tell you that was the most entertaining show that you have shown for many years. I know everyone enjoyed the show. I hope in the future your association will show more shows of that caliber. The Brass Band was very good.

I am a retired clerk from S.F. Police Department.

Yours truly,
Grace Ring

To: The San Francisco Police Officers' Association

Wanted to write and thank-you for inviting our residents to the variety show. The residents really enjoyed the evening. Greatly appreciated. Hope to hear from you next year. Thanks again.

Sincerely
Joyce Torojan
Activit.

San Francisco Police Officers Association
In Particular:

Mr. Croce A Casciato
To all you dears!

In the name of all those Senior Citizens that because of your kindness and generosity, will be able to attend the show, I say Thank You. Whenever you do, whenever you are — May God Bless and Protect you all.

Sincerely,
Matilde Strake

6-26-83

S.F. Police Officers' Association

To whom it may concern:

We attended your annual variety show at the Masonic Auditorium on Sunday afternoon, much to our delight!

The presentation and spirit of your entire show was absolutely superior in every way - especially "The Brass Band."

Please accept our heartfelt congratulations for a great show for a great cause.

Sincerely,
Lonnie Quan

MICHAEL MILLER INSURANCE



HE'S OUR SFPOA INSURANCE REPRESENTATIVE

WE CAN OFFER YOU SUBSTANTIAL SAVINGS ON YOUR PERSONAL INSURANCE NEEDS

LIFE • HOME • AUTO
• BUSINESS

SPECIAL DISCOUNTS FOR NON-SMOKERS & GOOD DRIVERS

383-7546

Farmers Insurance Group

Fast • Fair • Friendly Service



LETTERS

Thanks

Mr. Al Casciato
President Police Officers
Association
510 - 7th Street
San Francisco, CA 94105

Dear Mr. Casciato:

I would like to express my gratitude for the \$100.00 that your organization very graciously donated to the Senior Escort-Outreach Program of the Mission District.

We are going to use this fund as a seed money to help us start our own fund raising activity.

Thank you again.

Sincerely
Idi Torres
President Advisory
Council

June 27, 1983

San Francisco Police
Officers Association
510 Seventh Street
San Francisco, CA 94103

Dear Sirs:

On behalf of The Guardsmen I would like to thank you for your generous donation of \$1,000.00 to The Guardsmen Campership Fund.

It is through contributions such as yours that we are able to continue to send several thousands deserving boys and girls to summer camp programs each year. For many of them it is their first experience away from cities and into the country.

Your continuing interest and generosity are greatly appreciated, not only by The Guardsmen, but, more importantly, by the children who, because of your efforts, will be able to enjoy a memorable camp experience.

Again, thank you very much.

Sincerely
Joseph S. Lerer
President

Mr. Croce A. Casciato
San Francisco Police Officers' Association
510 7th Street
San Francisco, CA 94103

On behalf of the children at Edgewood, I want to thank you for the San Francisco Police Officers' Association's thoughtful donation of five family tickets to the Annual Variety Show. Your generosity will enrich the lives of our children by allowing them to participate in an afternoon of fun and excitement.

Again, thank you for thinking of the needs of our children.

Sincerely,
Morris Kilgore
Executive Director

Police Museum

June 23, 1983

Dear Mayor Feinstein:

I am writing to appraise you of the progress of the Police Museum and to solicit your help.

On May 25th, at the invitation of Chief Murphy, I met with the Friends of the Police Department Committee chaired by Mr. Ber-

nard Averbach. During that meeting the Committee approved the museum concept. Mr. Averbach and I set about researching the feasibility and found that grant monies are available to museums that have been in operation for three years.

We therefore have agreed to jointly present to the Friends Committee, July 7th, a plan to establish a Police Museum in the Hall of Justice in order to start the official calendar running. We at this time request your support for the museum proposal.

Sincerely
Croce A. Casciato
President

Arbitration

Editor
San Francisco Progress
851 Howard Street
San Francisco, CA 94103

Your editorial on Senate Bill 778 concerning compulsory binding arbitration is off-base.

Contrary to your assertions, there are no negotiations presently in San Francisco between police officers and the City. Our salary is set based upon an average of other cities' wages thus effectively giving no local control whatsoever.

Arbitration works well in other Bay Area cities such as Oakland and Vallejo, though arbitration is a last resort and the structure of the process forces negotiations rather than arbitration.

Finally, Mayor Coleman Young of Detroit is critical of arbitration as a guise to attack police officers in Detroit (the relationship between the Mayor and Detroit's police has been degenerating for many years over a number of issues) as the facts have shown Michigan has virtually eliminated police strikes. Arbitration is an unqualified success in that state and is a model for the nation.

Sincerely,
Paul C. Chignell
Vice-President

Thanks Ron Parenti

Dear Members:

Our whole family wishes to express our thanks for the support and comfort immediately given by Officer Ron Parenti and other kind members of the Department who assisted us at U.C. Hospital, where Bob was taken in his emergency illness. The presence of such a respectful group of fellow officers at the funeral was also very appreciated and we wish we could thank each one individually. We feel these actions were very responsive to our needs and feelings, and those of Bob also. They certainly contributed to our comfort in these days.

Sincerely,
The Family of
E. Robert McDonnell,
Sgt SFPD, 948
Helen L. McDonnell

Q35

Q50 Exam

Honorable
Robert Peckham
450 Golden Gate Avenue
San Francisco, CA

Dear Judge Peckham:

I am currently in the process of taking the Sergeants examination for Sergeant in the San Francisco Police Department. I believe that the Consent Decree is acting inappropriately and incompetently in the testing phase of this examination.

First, the original date of the written phase was changed.

Second, the scope (list of books) was changed.

Third, the exam was held in a Hall with almost 700 people in attendance.

Fourth, three people sat at each table. At my table two (2) people were talking during the exam (so much that a proctor told them twice not to talk).

Fifth, Miss K. Hurley, interrupted us during the exam two or three times.

Sixth, there is an attempt to switch the second phase with the third phase.

Seventh, the Consent Decree tried unsuccessfully to throw out 54 additional questions.

Eighth, I believe there were over 1,000 protests on the test.

Ninth, there is a proposal to move the test back to October.

Tenth, the Consent Decree is recommending that a passing grade on the test be 50%.

Judge I believe that these facts should be investigated and corrected. People have been studying and rearranging their schedules for six (6) months and the Consent Decree Unit is still in the process of changing times and dates for the next phases thus further disrupting our lives.

Lastly the Consent Decree has made a proposal to have a passing grade of 50%. In numbers your Honor that means that if granted 673 out of 693 people who took the exam would go on. The proposal your Honor is an insult and a farce.

Any assistance you can be would be greatly appreciated.

Sincerely,
Patrick J. White
Police Officer
San Francisco
Police Department

Consent Decree

Mailing List

Nathaniel Trives
Auditor/Monitor
Consent Decree
30 Van Ness, Suite 2118
San Francisco, CA 94102

My Dear Mr. Trives,

May I request that you remove my name from your mailing list? I know you have a lot of free giveaways (forgive the redundancy, I feel "redundant" lately) and just itching to be philanthropic. But I must maintain my sense of fairness

and cannot ask for remuneration from the same taxes I pay to my government. That is where the money is coming from for this "notice of distribution of back-pay relief" (whew!) you sent me in the mail, isn't it? and not from an assessment against the Klu Klux Klan or the Aryan brotherhood? To solicit me to obtain money from taxes paid by melange of races is to conspire with me to be less than honest. Especially for reasons I cannot articulate.

It seems all this attention I have received began when I was identified as a south sea islander (such a romantic, a la Toulouse Lautrec phrase don't you think?) If you wish to grant me something, let it be anonymity. I am not defensive nor vindictive about my birth. I think you are barking up the wrong tree and the barking is becoming irksome. I believe one less minority in your file will not threaten your job's longevity. I have not averred my peculiarity from the majority until I was ordered to comply less I was refused permission to take a promotional test. Incidentally, is this requirement by legislative fiat? Besides, this minority-majority see-saw is a transient historical trend and not an immutable cosmic order. I wonder what is in store when the process is reversed? I believe that in Germany during World War II a variation of this identification craze resulted in homosexuals and Jews having to wear badges on their clothing. Is this in the offing? It probably will be necessary since there are minorities that look like majorities. My identity has resulted in a deluge of mail that is causing me physiological complex.

You should be able to tell by now that I don't want to play any of your games. In order to uphold my integrity, privacy and a strong genetic pride, and to save work for your secretary, just strike my name off your mailing list and ignore my plight. Believe it or not I can take care of myself, and need not depend on you for salvation. May this be our last correspondence and keep up your other good work. Should you have leftover cash may I suggest contributing to my favorite charity, The Pearl S. Buck Foundation for Amerasian Children. Were you in the service and served overseas Mr. Trives?

Oh yes, I'm amused by the monetary figure arrived at for distribution. Its enigma is exceeded only by your choice of donees.

John A. Sterling
Sgt/Insp.
Investigation

Helpful Police

Editor:

Because so many unflattering things have been

said of our Police Department, I would like you to know of the courtesy and consideration shown me by our police and coroner's department during a recent sad event in our family.

When I could not get an answer to the phone or door bell of a cousin, I called 911. Officer James Bosch responded in less than 10 minutes. When he realized she had died, he would not let me in the apartment, took care of all the details and could not have been more helpful.

Mrs. Daniel Stone
San Francisco

AB1540

July 6, 1983

Mr. Gale Cook
San Francisco Examiner
State Capitol Bureau
Press Room - State Capitol
Sacramento, CA 95814

Dear Gale:

I would like to clarify some statements in the enclosed article.

The legislation by Assemblywoman Maxine Waters had nothing to do with allowing civilian members to access police records. That is allowed under the current law and current procedures of the San Francisco Police Department.

The legislation was an attempt by the ACLU and Supervisor Harry Britt to expand discovery of police records to persons who file complaints against police officers.

As you are aware, the legislation was defeated on the Assembly floor after intense lobbying by our organization and the California Organization of Police and Sheriffs.

Chief Cornelius Murphy was not opposed to the bill, on the contrary he sent representatives to testify on behalf of the legislation.

If other matters of legislative interest arise in the legislature that are newsworthy and affect rank and file police officers, I would appreciate a call.

Very truly yours,
Paul C. Chignell
Vice-President

Labor Code

June 4, 1983

William J. Hemby,
Lobbyist
California Organization of
Police & Sheriffs
8764 Contemporary Court
Elk Grove, CA 95624

Dear Bill:

A recurring problem for California peace officers is the fact that local government agencies continue to refuse or delay payment for medical bills suffered as a result of industrial injuries.

Alan Marenstein has generously written a proposed amendment to the Labor Code which I believe we should have introduced in the Assembly.

I enclose a copy of the proposed change.

Please advise me of your thoughts on this issue. I

can suggest a number of legislators who would introduce such a measure.

Sincerely
Paul C. Chignell,
President California
Organization of Police &
Sheriffs

The following amendments to Labor Code Section 5814 are for the purpose of establishing a penalty level which will insure compliance with this Labor Code Section. The present penalty level of 10% of the species of benefits that are delayed in most cases amount to such a diminutive sum that it is for practical purposes impossible to collect and has therefore frustrated the legislative intent in enacting this Code Section.

It is suggested the new Code Section shall read as follows:

"Labor Code Section 5814. When payment of compensation has been unreasonably delayed or refused, either prior to or subsequent to the issuance of an award, the full amount of the order, decision or award shall be increased by 10 percent / or the sum of \$10,000.00, whichever is greater / . The question of delay and the reasonableness of the cause therefore shall be determined by the appeals board in accordance with the facts. Such delay or refusal shall constitute good cause under Section 5803 to rescind, alter, or amend the order, decision or award for the purpose of making the increase provided for herein."

Police Praise

Bay Area Reporter
Bobbi Campbell
Bob Reynolds
Gary Walsh
1716 Fell Street
San Francisco,
California 94117

Dear Friends:

Thank you for your letter of recognition on the participation and efforts of the San Francisco Police Department in helping to make your candlelight march on May 2, a success. Many people came up to me after the rally to personally thank me for the Department's efforts.

As for myself, I found the march and rally very exciting to see so many, united as one, in a common spirit working for a victory over a disease which threatens all of us. As one speaker said, and I paraphrase, we must decide how we are to live, not how we are to die. We will be stronger because of the struggle.

Please do not hesitate to call upon me should I be able to help you in the future. And, thank you for an experience I will not soon forget.

Cornelius P. Murphy
Chief of Police
by Paul H. Seidler
Police Officer
Community Relations Unit

LETTERS

AIDS

As a gay employee of the SFPD I am in definite agreement of the POA's attitude toward AIDS and the precautions they suggest in regard to dealing with potential and actual AIDS carriers. It appears that the AIDS condition is the new Black Death of the 20th century, every bit as serious as the great plagues that have ravaged mankind over past centuries, and as such it should be treated.

When the AIDS condition first became widely publicized I decided to become celibate and stay that way until the riddle of how it is caused and how it is definitely contracted was solved. Celibacy is a bit frustrating at first, but one can get used to it; the human organism is highly adaptable and able to endure a surprising amount of discomfort.

Sexuality is a delightful pleasure, but an individual won't shrivel up and blow away just because he doesn't have his weekly (or nightly, for some young people) sojourn in the bars and baths. Until the AIDS mystery is solved, the gay community must steel itself to adopt extremely strict measures to combat an extremely serious condition.

The following nationwide precautions should be implemented immediately, for the protection of society and especially for the gay community itself:

1. Bath houses and clubs should be closed; the

opening and maintaining of such establishments should be prohibited.

2. All diagnosed AIDS patients should be quarantined. There is no guarantee that they will behave in a responsible manner; some men with AIDS actually try to infect others as a perverted method of revenge, just as some gay men behave promiscuously even when they know they have syphilis.

3. A national computer bank should be established containing the names and addresses of all persons with AIDS; the whereabouts of these persons should be monitored.

4. A computer bank should be established on an international level, monitor all cases of AIDS in foreign countries and the whereabouts of infected individuals.

5. Immigration should be tightly restricted and carefully monitored; foreigners who have the condition should be prohibited from entry into the United States.

The above procedures sound like Gestapo tactics which are repugnant to contemplate, but AIDS is no joke, no transitory illness. It is not a condition like VD which can be cured, or like measles, which is infectious for only a certain period of time.

The gay community will probably howl and call me a Nazi when they read this; well, so be it. Better to be strict and uncomfortable than to end up dead.

L. Davis Almand
June 28, 1983

Charter Amendment

Dan Linehan, Member
Board of Directors
Southern Police Station
Dear Dan:

A hearty congratulations to you and the members of your committee for a job well done in convincing Local 798 of the Firefighters to join with the POA in the salary formula Charter amendment!

I know that the full Board must approve this measure, but in light of the discussion at the last Board meeting concerning the attitude of the firefighters, you have done an excellent job.

Fraternally,
Paul C. Chignell
Vice-President

Medical Insurance Tax Deductions

Bill Hemby
8764 Contemporary Court
Elk Grove, California
95624

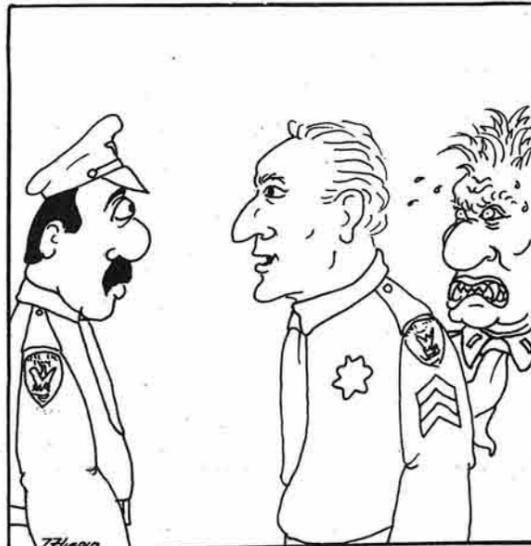
Dear Bill:

It has been brought to my attention that there is a move a foot in Sacramento to cancel the tax deduction on medical insurance premiums paid by police and firefighters.

In San Francisco an officer with a family pays approximately \$1,100.00 per year in medical insurance premiums and to lose this amount as a tax deduction would be a serious financial blow.

Could you please check into the matter and advise me.

Thank you,
Al Casciato
President



If I were you, I'd talk to him now...while he's still in a good mood.

Bill Mandel!?

Editor
S.F. Examiner
P.O. Box 7260
San Francisco, CA 94120

At the request of a neighbor I read Bill Mandel's column tonight. I used to read him but after doing so my stomach became so convulsed with his egotistic self-acclaim I had to stop.

Tonight he accused the Police of not doing their job. Why should they? Bringing in a culprit is usually greeted with disdain by the D.A.'s office, (a questionable entity.) I have an idea the Police are of the opinion: "why waste my time?"

Then we have a judiciary

who sit on their big flat flonces and ordain that no crime has been committed and allow the culprit to walk out of the courtroom, like that phoney judge in Oakland who allowed a cop-killer, on parole, to walk scot free out of his court-room after pulling a gun on another policeman. Judges regard Policemen as peons.

If Mandel is a columnist of note why doesn't he take on the judiciary who are responsible for the mess we are in? This is not only so in San Francisco but in the State where our Supreme Court is the laughing stock of America. Wake up Mandel.

Jack Sweeney
S.F.P.D. Ret.

THE RESTAURANT AT THE HYDE-PLAZA HOTEL
BRUNCH / LUNCH / DINNER
771-7088

THE HYDE-AWAY CAFE

835 HYDE STREET
SAN FRANCISCO, CALIFORNIA 94109

delish

#5 embarcadero center
san francisco, ca 94111
on the parkway
415-362-5205

"MUNDIRAMA"
TRAVELS & TOURS

3433 MISSION STREET
SAN FRANCISCO, CA 94110 (415) 550-8898

Kubla, Khan & Ollie

4 Embarcadero Center
San Francisco, California 94111 (415) 421-1079

Lily's

415-398-3434
Four Embarcadero Center
San Francisco, CA 94111

Murphy Sheet Metal, Inc.

CUSTOM SKYLIGHTS
STATE LICENSE No 403126

Frank J. Boyd
Vice President

121 50 MAPLE AVE UNIT 9
50 SAN FRANCISCO CA 94080
(415) 952-0386

ETC. ETC. ETC.
863-2994
1560 Haight St., San Francisco CA 94117

Y. K. LAU

PICTURE FRAMING
WOOD CARVING
REPAIR & RETAIL
CHINESE FURNITURE

20 WENTWORTH ST.
SAN FRANCISCO, CA 94108 986-1849

baybrick inn

1190 Folsom Street
San Francisco, California 94103
(415) 431-8334

Member
American Optometric Association

MICHAEL D. ARAO, O.D.
DOCTOR OF OPTOMETRY

4922 THIRD STREET
SAN FRANCISCO, CA 94124 TELEPHONE:
(415) 822-6515

SHELL BUILDING COFFEE BAR

33 Battery St.
San Francisco, CA. 94111

NO WIN

by Vicki L. Quinn

Here we are, again!
WMA's - 0, Women - 0, Minorities - 0, Administration - 0, Consent Decree - 0, The City - 0. Did anyone win in the promotional examination process? Let's look at it.

The WMA's are angry. Some studied hard and are rightly concerned that women and minorities will take their places on the promotional list. It makes sense that they would be concerned because they remember at the entry level "dual lists,"—one for men, and one for women.

Will women WIN by being given a promotion ahead of a male candidate? Will they have the credibility and respect that they will need to do the job? I don't think so.

What about minorities who studied? Were their scores high enough? Will the exam have to be weighted to overcome adverse impact? Is this a WIN for minorities? I don't think so.

Has the Administration won anything? I already see an increase in dissention and animosity among cops. Polarization by race and sex is increasing. Was this predictable result worth the small gains? Many of us don't think so.

How about Consent Decree? Again, they are in a position where the test could be back into Court! Can that be a win for them?

What about The City? Did it win? I can't see the citizens of San Francisco getting proper police services when no appointments to supervisory ranks can be made. Again, a no-win situation.

I think that the parties to the Consent Decree, the lawyers and the judge are forgetting that their arguments concern people—real people, with families and responsibilities—real people, who are affected personally by this long, drawn out process. No one is doing anyone a favor by placing police personnel in this horrendous position.

It's about time the parties to the Consent Decree changed their focus: How to make this promotional examination mess into a WIN-WIN situation...Let's stop this no-win precedent now!

Disability Policies Are Back

Through special arrangements with the Hartford Insurance Company we have been able to obtain a policy we feel will be a great benefit to POA members.

We would like to say it is identical to the old New York Life policies, but as stated previously they are irreplaceable.

This policy has a minimum waiting period of 30 days for benefits and a benefit period of either two or five years. When talking to different companies we were looking for a plan that would cover you on duty as well as off duty and would not have its benefits reduced by you receiving other benefits from the City, Social Security or other sources. The rates also had to be reasonable. This was much more difficult to put together than originally imagined. Many companies would only want to cover you off duty while others would be willing to cover you on duty but reduce your benefits by the benefits the city. Hartford was able to put together the best package.

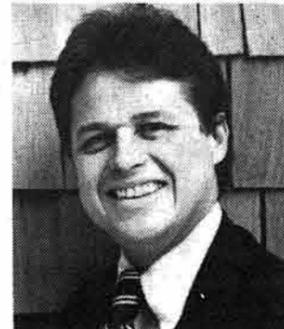
Listed below are rates for various purchase ages with a 30 day waiting period and 5 year benefits.

Male Age	Benefit \$500	Monthly Premium
30		22.15
35	\$500	27.75
40	\$500	49.16

This policy provides a valuable benefit to those of you who do go out on disability. Those who have old policies may want additional benefits and those who have joined the department since should seriously consider a program like this.



Mark Goodman



Mike Magers

You can contact Mark Goodman at 393-6184 and Mike Magers at 924-1665.

HANDS ACROSS THE SEA

73, Warsash Road,
Warsash,
Southampton,
Hampshire,
ENGLAND
12th May 1983

Dear Sir,

I am an ex police officer, having served over 20 years in the C.I.D. in London. I am now retired but do have business interests.

The reason I am writing to you is to find out if you or any of your officers, or ex officers are interested in a reciprocal holiday arrangement. I find that travelling about particularly to other countries it is a question of seeking out someone who can advise as to where to go and what to do in order to fully appreciate a holiday. The company of another couple also can make a holiday more enjoyable. I may very well consider a holiday to the U.S.A. this year or next and would appreciate an arrangement where we could meet a host family in the states and in return we would accommodate our hosts in this country. The advantages for both parties are numerous.

I am 50 and my wife is 48. We have a daughter aged 27 and two sons aged 23 and 25 years. We live close to the sea and enjoy sailing whenever possible. We enjoy a drink and the company of people particularly if they have a good sense of humour.

Should you or any of your colleagues be interested I would look forward to hearing from them. I will reply to all correspondence.

H. Hannagan

LaTAPATIA TORTILLERIA

411 Grand Avenue
South San Francisco
California • 94080

Beto-O-Laio
(415)
589-5881

Columbus Jadeland Travel Service

玉峯旅行社

546 Columbus Avenue
San Francisco, CA 94133
(415) 362-0976

CAL MART SUPER

3585 CALIFORNIA STREET
SAN FRANCISCO,
CALIFORNIA 94118

GOLDEN PAGODA
CHAO CHOW CUISINE
960 GRANT AVENUE
SAN FRANCISCO, CA. 94108
(415)
397-1411

GEERTZ PRINTING COMPANY, INC.
complete printing service
15 Apparel Way
San Francisco, CA 94124
(415) 285-5517

Join us!
Studio West
San Francisco's Premier Disco
Full Liquor Service 'til 2 AM
San Francisco's Only High Energy Dance Club
OPEN AFTER HOURS EVERY NIGHT • WEEKENDS 'TIL 6 AM
100 Vallejo Street off the Embarcadero
781-6357
AMPLE FREE PARKING

CHE SUN TONG CO.
729 Washington Street
San Francisco, CA 94108

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____

Allow 4 weeks for delivery.

Reorder Form

Number of 4 fl. oz. bottles _____
(Amount enclosed (check or money order) _____)

RELIEF
THE ANCIENT CHINESE WAY

DIT DA JOW is an ancient Chinese Kung Fu liniment made from the finest natural ingredients to give effective relief from minor pain of muscle or joints, aches, sprains and bruises. A must for the serious practitioner.

Order yours today - \$6.95 for a 4 fl. oz. bottle (plus \$1.50 postage & handling when ordering 1, waived for 2 or more)

CHE SUN TONG CO.
San Francisco, CA

Key Ruling by State Court on Disability Pensions

by William Carlsen

A Pasadena motorcycle officer, who had retired on a disability pension, must return to work on a light-duty police desk job or lose the pension, the state Supreme Court decided yesterday.

The court ruled unanimously that the city of Pasadena had the right to order officer Donald H. Winslow back to work five years after he was granted a service-connected disability pension.

Although the case dealt only with the specific facts in Winslow's case, local attorneys said the decision was significant to cities throughout the state.

Winslow, a 17-year veteran of the Police Department, was discharged in 1975 when he developed a lung disease connected with his job as a motorcycle officer.

In 1979, the city created a number of light duty positions within the Police Department. Winslow was ordered re-examined by a doctor who found him fit to serve as a desk officer.

Winslow challenged his reinstatement order.

In a 1980 hearing on the matter, the city noted that during the two previous years Winslow made \$24,000 as a technical advisor for motion picture firms, as a supervisor of security guards and as an occasional actor.

The city also noted that Winslow rode his motorcycle to and from work on outdoor movie locations in various parts of Los Angeles.

The retirement board found that he was not totally disabled and could work as a desk officer. Winslow appealed the decision on the grounds that once the city discharges an employee on retirement disability, it cannot change its disability policy and order reinstatement in a newly created job.

But the state Supreme Court rejected that argument yesterday.

Writing for the court, Justice Frank Richardson said that substantial evidence supports the finding that the retirement board "retained authority to monitor and reinstate those employees who had been retired on disability, no change in policy occurred, and the board properly concluded the Winslow was able to perform the duties of a desk officer."

San Francisco deputy city attorney Dan Maguire said that over the last few years the city routinely has opposed police disability retirements when light duty is available.

Reprinted from S.F. Chronicle
July 1, 1983

Mtn. View cops can pedal beats as part of new budget

By Ed Hering

Staff Writer, San Jose Mercury News

Mountain View police will take to stealthy 10-speed bikes to surprise criminals under one of the new programs in the proposed \$39 million city budget for the next fiscal year.

The \$500 item, one of the least expensive in the 100-page budget document released this week, will buy a pair of 10-speed bikes, Capt. John Tomac said.

"We had one instance this year when an officer grabbed an old bike in our locker and arrested a car thief he wasn't able to catch in the patrol car," he said.

The new bikes, if approved as part of the budget by the city council later this month, will be kept at the police station for officers for use anywhere in the city.

Tomac said he hasn't worked out yet how his officers will carry them in or on patrol cars.

But it will be a new wrinkle in police pedaling. In 1980, San Jose officers took to bicycles downtown to curb prostitution; in Sunnyvale, two officers last year started using them on park patrols.

Proposed for deletion in the department budget is a four-year-old program putting two additional patrolmen out on Mountain View streets late at night to catch drunken drivers.

That program began with a federal grant and initially proved so successful the council decided to continue it after the subsidy expired.

But officials now say its need and effectiveness have been reduced because of changes in state law, local conditions and department priorities. The two officers will be reassigned and their positions will be cut through attrition.

Other cuts include the city energy manager's job, proposed for elimination.

"When we put it in, we put together a two-year program," City Manager Bruce Liedstrand said. "It was the only way we could justify the position for it. We will continue doing energy saving programs established by the program."

He said the energy manager, Paul Shepard, probably won't be kept on in another job, but Shepard knew it

'It won't happen to me'

by Rey Ibay

To avoid becoming a victim of a violent crime, the application of simple personal self defense options is paramount.

The first step in personal defense, of course, is "Prevention". You should possess the basic knowledge of the layout of your neighborhood and know who your neighbors are. Learn your neighborhood environment, such as:

Street illumination, corners, parks and places frequented by suspicious characters and potential trouble makers.

You need to familiarize yourself with the locations where you can obtain quick emergency assistance as well. Make an attempt to know the location of your nearest police station, fire house, hospital, fire alarms, and (don't laugh) pay phones. Please remember that the emergency phone number in San Francisco is "9 - 1 - 1" (nine-one-one). This emergency number was provided for the public use to rapidly summon help and assistance — the police, fire department and ambulance personnel.

If your problem is non-emergency in nature, consult your telephone operator or directory for the appropriate non-emergency phone number (in San Francisco — the phone number for the police is #553-0123). If you are in doubt that you have a bona fide emergency, by all means, DIAL "9 - 1 - 1" ANYWAY! I can assure you that you will not be penalized — if you do — in San Francisco. To dial "9 - 1 - 1" on a pay phone, you do not need a dime.

You should know your physical and mental limitations, but know your options. Be alert at all times. Learn to recognize and identify the signs of the constant dangers, to which we are continually exposed, in our every day life.

The greatest obstacle in a successful crime prevention program is a person's attitude. I am referring to those people who subscribe to the "hindi mangyayari sa akin" (it won't happen to me) attitude. These people constantly trivialize and sometimes completely ignore the danger they face against these criminals. It makes me sad to think that they do not realize that they could be the next victims.

My partner, Officer Harry Soulette, and I wish that we could personally show you some of the incidents — which are only a small portion compared to the total incidents reported to the Police Department as a whole — we encounter during our daily tour of duty; to properly describe some of the atrocious acts committed against these victims.

We in the police profession find ourselves on the

verge of weeping and with our hearts melting when we assist the poor helpless victims.

The truth of the matter is that a great deal of these unfortunate incidents could be avoided — if only more care and self-discipline were practiced.

Let me give you a hypothetical example: A young lady is driving her car in heavy traffic or a deserted road — be it day time or night time. She comes to a stop sign or a traffic control light, and without warning, a hoodlum(s) jumps into the car with a weapon of some kind. This criminal threatens the victim and makes her keep on driving until they reach an isolated area. He beats her up, takes her property, and/or sexually abuses her.

In some instances, the victims die at the hands of these animals. If the victim survives the ordeal, the psychological and physical scars acquired will take many years (sometimes never) to heal.

Lieutenant Gordon Henrickson, the Swing Shift Watch Commander of the Mission Police Station, and Inspector Juan Morales, assigned to the General Works Detail, suggested that the preceding example could have been prevented by doing the following steps.

* Always be alert and watch where you are driving. Always check your car before getting in — make sure there is no one hiding inside.

* Never pick up a hitch-hiker.

* Plan a route for your destination. Close all your car windows and lock all doors.

* If you suspect that someone is following you — DO NOT PANIC! Keep your cool and start heading to the nearest police station or fire station or an open gas service station. In the event you are unable to lose this person, use your car horn. Lean on it continuously to attract attention. If you decide to use a pay phone along the way to call for assistance, choose one in an area that is well-lit-preferably with people around. Never drive directly to your home without first losing this undesirable person. In this way, this hoodlum will not find out where you live — thus preventing a future attack on you. Call ahead so that somebody knows you are coming home.

* If your need to park your vehicle in an area distant from your home — during the night time — look for "Lighting".

Until we flush these animals out of their hiding places so we can ably deal with them like the criminals that they are, remember to be always on the alert.

There are a lot more different forms of personal defense which I will try to bring to your attention weekly.

Reprinted from Philippine News
May 4, 1983

CITY WIDE DISPATCH

CITY CAB

AIRPORT AND TOUR SERVICE

285-4500

was a two-year position when he was hired.

Otherwise, there is little new in what appears to be an unambitious budget for the 1983-84 fiscal year beginning July 1.

A year ago, the city splurged somewhat for a new \$500,000 computer system for the police department and library and \$1.5 million for partial remodeling of city hall. It was the first time budget reserves were needed to balance the budget.

But no big projects are proposed the next 12 months.

"We'll have to go into our reserves again by approximately \$500,000," Ron Beach, the city finance director said. "If the council approves wage increases" for city employees, "we will have to dip more into the reserves."

Reprinted from San Jose Mercury News

The Tinder Box

The Finest in Pipes, Tobaccos and Gifts

One Embarcadero Center
San Francisco, CA 94111

781-7521

PHONE: 861-7300

HARRINGTON'S MOVING & STORAGE

HOME - OFFICE - APARTMENT MOVING
SEE OUR NEW & USED FURNITURE STORE
COMPLETE LINE OF HOME FURNISHINGS

599 VALENCIA STREET JARLATH O'CONNOR
SAN FRANCISCO 94110 MANAGER

Northern Lights & Photo

48 GOLD STREET LOUIS PAPPALARDO
SAN FRANCISCO PHONE: 788-STAT
CALIFORNIA 94133

Discolandia

2964 - 24th STREET 3206 East 14th STREET
San Francisco, CA 94110 Oakland, CA 94602

(415) 826-9446 (415) 261-1520

Classified Advertising

APPAREL

Flor de Mayo We make Wedding Dresses
and Fashion Clothes
Open from 10:00 a.m. to 6:00 p.m.
5507 Mission St.
469-4876

Buckles, Belts and Booty

155 JEFFERSON STREET
SAN FRANCISCO, CA 94133
474-2389

AUTOMOTIVE SERVICES

EXHAUST SYSTEM SPECIALISTS
GENERAL AUTO REPAIR

South City Tow

BAY AREA ROAD SERVICE
129 SO. LINDEN, SO. S.F.
24 HR. SERVICE

MIKE ROCCO

589-3282 or 589-8992

NATIONAL AUTO SUPPLY

90 GOUGH STREET • SAN FRANCISCO, CA. 94102
PHONE 861-5500

**express imported
autoparts**

461 Valencia Street, San Francisco, California 94103
Telephone (415) 552-9880

MASON —AUTO SUPPLY

771-9484

1313 MASON STREET ★ SAN FRANCISCO ★ 94133

MAG UNION SERVICE

975 BAYSHORE BLVD.
SAN FRANCISCO, 94124
467-0572

Courtesy Tow Service

752-2960
2035 Divisadero (at California)



Moscone Center SHELL AUTO CARE

300 5th Street
San Francisco, CA 94107
(415) 974-1088

Sunset Union

2545 Judah Street (31st Ave.)
San Francisco, California 94122
Telephone (415) 661-4909

"GREETINGS FROM
DAVID VARNER CHEVROLET
AT 3RD & GEARY
PH. # 752-5600

BEAUTY & HAIR CARE

Se Habla Espanol

Eve's
GARDEN OF BEAUTY
966 Geneva Ave.
San Francisco, Cal. 94112
Phone: 585-9104

The March Hair

Complete Hair Services

863-2155

863-3469

409 Castro Street • San Francisco, California • 94114

CLEANERS

ASTRO CLEANERS & LAUNDRY

COIN-OP & PROFESSIONAL

730 BUSH ST.
S.F., CALIF.

397-3777

JEWELERS

Dai Fook Co.

JADE JEWELRY

162 WAVERLY PLACE

(415) 543-0677

SAN FRANCISCO, CA 94108

(415) 543-0678

LIQUORS

PYRAMID LIQUORS

WINES & SPIRITS
IMPORTED BEER

(415) 752-7220

4401 GEARY STREET
SAN FRANCISCO, CA. 94118

MARKETS

SILIMI MARKET

1510 HAIGHT STREET
SAN FRANCISCO, 94117

863-9339

MISSION GROCERY

2128 MISSION ST.
SAN FRANCISCO, 94110
626-9406

New Mission Grocery

Liquor / Deli

3499 Mission St.
S.F. Cal. 94110

M. MANALANG
Tel: (415) 285-4360

O'Looney's Market

588 Haight Street
San Francisco, CA 94117

626-4434

LUCCA FOOD STORE

1899 IRVING STREET
SAN FRANCISCO, 94122
664-3870

MISCELLANEOUS

Bayshore Produce Co.

WHOLESALE - RETAIL
FRESH FRUITS & VEGETABLES
20 YEARS EXPERIENCE

282-1636
OPEN 6 A.M. - 12 P.M.

FREE DELIVERY
ON LARGE QUANTITIES

JOHN CALOFONOS

300 BAYSHORE BLVD.
SAN FRANCISCO, CA

LEE'S FOOD MARKET

1397 REVERE AVE.

S.F.

822-2818

TOUT de SUITE

Catering By Guckenheimer

2549 IRVING STREET
SAN FRANCISCO, CA 94122
REDWOOD CITY
365-5303

SAN FRANCISCO
OFFICE 681-0877
HOME 681-8705
OR 398-8458

Seaboard Paper Company

615 Second Street San Francisco, CA 94107

(415) 982-7460 South Bay (408) 280-1755

BUSINESS FURNITURE & DESIGN, INC.

2650 18th Street / San Francisco / Ca.
Telephone: 415/864-6662

M.G. CHEMICAL CORP.

398-6751

50 California St. San Francisco CA 94111

KWOK SHING IMPORT-EXPORT, INC.

1207 TENNESSEE STREET
SAN FRANCISCO, 94107
(415) 550-0227

MECHANICAL MAINTENANCE & SERVICE CORP. 929-1400

1954 LOMBARD STREET
SAN FRANCISCO, CA. 94123

CRYSTAL CLEAR HOT TUBS

C. Scott Forsman

415-863-9722

Civic Center Pharmacy

626-8080

1198 Market St. San Francisco CA

MEMBERS OF THE FORCE ARE ENTITLED TO A
COURTESY DISCOUNT.... PLEASE SHOW YOUR BADGE

OLYMPIC TROPHY & AWARDS CO.

1375 Mission Street
San Francisco, Ca. 94103
(415) 431-3034

Yellow Cab

695 - 8th Street
San Francisco, CA.
626-4400

Classified Advertising

ASAKICHI
TANSU • IMARI
1730 Geary Blvd., Japan Center West Bldg.
San Francisco, CA. 94115 (415) 921-2147

SANDS MOTOR INN
2440 Lombard Street.
San Francisco, California 94123
For Reservations:
Phone (415) 922-0244

BASQUE FAMILY STYLE DINNERS
Basque Hotel
15 Romolo Place • San Francisco
CLOSED MONDAYS 788-9404

JAMAICA COFFEE MILL
1738 A UNION ST.
SAN FRANCISCO, 94123
441-4218

CITICORP SAVINGS
A Federal Savings and
Loan Association
845 Grant Avenue
San Francisco, California
94108
415-982-2034

The Best in Bar-B-Que
Ribs • Beef • Homemade Links • Homemade Pies
B & L Bar-B-Que
705 Divisadero Street
San Francisco, CA 94117
Tel. (415) 567-6765

CHINA HERBS & NATIVE PRODUCE CO.
670 Broadway, San Francisco
(415) 433-3765

BAYWOOD MOTEL
385 - 9TH ST.
SAN FRANCISCO, CA 94103
(415) 431-5131

HEUNG YUEN RESTAURANT
CHINESE CUISINE
3279 - 22nd Street
(Between Valencia & Mission Sts.)
San Francisco, CA 94110
Phone: 648-2666
Hours: 11 a.m. - 8 p.m.
Closed on Sundays

CLM MFG. CO.
2415-3RD STREET, #57
SAN FRANCISCO, 94107
864-3146

REALTORS

YAS CAFE
822 Irving St. San Francisco
664-5113

**Best Quality Ice Cream
and Frozen Yogurt**
1352A-9th Ave
San Francisco 94122
415/665-8485

Sales - Trades Rentals - MLS
MARY REAL ESTATE
*1099 IRVING STREET
SAN FRANCISCO, CALIF. 94122
ERNEST MARX BUS. 664-6760
LICENSED BROKER RES. 681-3440

**Seal Rock Inn
RESTAURANT**
545 Point Lobos Ave.
(415) 386-6518

 **Golden Luggage Co.**
887 Market Street
San Francisco, CA 94103
(415) 543-2686

RESTAURANTS & CAFES

CUBA RESTAURANT
Cuban & Spanish Dishes
Seafood our Main Specialty
2886-16th St. • 864-9871
Closed Thursdays

WARNER BOTT BERRY
ATTORNEY AT LAW
SUITE 1313
1 MARITIME PLAZA
SAN FRANCISCO 94111
(415) 981-1870

**LITTLE JOE'S
BABY JOE'S** LUNCH & DINNERS
325 Columbus Ave. San Francisco, CA. 982-7639

PEPPINO'S 1247 Polk near BUSH
Tel. 776-8550
ITALIAN RESTAURANT

**K & N METAL FABRICATING
AND WELDING**
265 WATTIS WAY
SO. SAN FRANCISCO, CA 94080
(415) 589-9122

**El Imperial
Restaurant & Bar**
JOSE & CLAUDINA BARAJAS 800 SOUTH VAN NESS
TEL. 641-0990 SAN FRANCISCO, CA 94110

TAVERNS

SIONG CHUAN LEE, M.D.
DERMATOLOGY
950 Stockton St. (Mandarin Tower) Suite 202
San Francisco 982-9877

500 Columbus Ave.
San Francisco, CA
392-0144
CURLY'S
COFFEE SHOP
NORTH BEACH, SAN FRANCISCO

Nick's Paddock Lounge
436 Geary Street
San Francisco, 94102
673-2079

GET HOME FURNISHING
DEPT.
11 Lakeshore Plaza
San Francisco, Ca. 94132
(34th Ave. & Sloat Blvd.)
Ph: (415) 664-3891
FLOORING INSTALLATION
CARPET &
UPHOLSTERY SERVICE

German Open Kitchen
GERMAN WINE & BEER & DOMESTIC BEER
PHONE 776-9022 612 O'FARRELL STREET
SAN FRANCISCO, CA 94109

CHELSEA PUB
524 Irving Street, San Francisco
(415) 681-3043

FIFTH AVE. REST HOME
529-5th Avenue
SAN FRANCISCO, 94118

GOURMET CAFE
490 MC ALLISTER
SAN FRANCISCO
621-7447

LORD JIM'S
928-3015
1500 Broadway
San Francisco, CA 94109

YEN'S ACUPUNCTURE & HERBS CENTER
704 Kearny Street, San Francisco, Ca. 94108
TEL: (415) 433-3277 (花園角廣場對面)

FUKUSUKE
Japanese Restaurant
3854 Geary Blvd. Phone: 388-8077
San Francisco, CA 94118 Closed Mondays

TRAVEL

Manila BAKERS
Bread of the Philippines
2180 PALOV AVENUE
SAN FRANCISCO, CA. 94124
(415) 647-2858

GUADALAJARA "DE NOCHE"
Restaurant & Cocktail Lounge
2981 - 24th Street 11 a.m. - 3 a.m.
847-9875 Fri. & Sat. Till 4 a.m.

PANAMERICANA TRAVEL SYSTEM
2515 Mission Street
San Francisco 94110 826-7070
Ines Echeverria, Mission Manager

LIGHT DUTY

continued from page 1

position even though he no longer has the right to carry a firearm or make arrests as a peace officer.

A police officer in a jurisdiction which has permanent limited/modified duty assignments is not automatically entitled to a disability retirement if unable to perform all the usual and normal duties of a police officer due to an occupational injury/illness.

COMMISSION'S POLICY

The Police Commission's light duty policy recognizes that some members with permanent limited duty limitations may desire to remain and function as a police officer even though they will never be medically able to perform all police officer functions. It also recognizes, pursuant to City Attorney Opinion 82-36 and past department practice, that members on limited duty are not eligible for promotion. Only full duty police officers can promote. For a young police officer with occupationally caused permanent work limitations, this no promotion policy presents a bleak police officer career.

In view of this significant career impediment, the Commission's policy provides: "The medical fitness and job performance of limited duty member shall be re-evaluated at intervals at not less than six (6) months

and upon a finding that said member has failed to convalesce as scheduled or has become permanently incapacitated for performance of normal duties, the Police Commission shall, if requested by the member, recommend that the member be retired, when the department is within 97% of the budgeted strength."

To date five (5) police officers have petitioned the Police commission for a retirement recommendation. Four (4) petitions were granted and are presently awaiting calendaring at the Retirement Board. Only the Retirement Board has jurisdiction to award disability retirements.

RETURN TO DUTY

On June 3, 1983 the California Court of Appeal handed down a startling ruling in the case of *San Francisco Firefighters vs. Retirement Board of the City and County*. In that case a firefighter began his employment in 1952. In 1957 he was awarded an industrial disability retirement due to job injuries. In 1961 he returned to firefighting duties, his disability having ceased. In 1981 he filed for a service retirement and requested that his 3½ years of disability retirement be included in computing his years of service to determine the percentage of his service pension. The Court held that this 3½ years were "dead time" and were to be excluded from the computation for service retirement benefits.

This decision clearly applies to San Francisco police officers also.

POLICE - FIRE SALARY AMENDMENT

continued from page 1

SAN DIEGO	2185	83-84
SAN JOSE	\$2481	82-83*
AVERAGE		\$2525
S.F.P.D. CURRENT 4TH YR. PTLM.		\$2395
INCREASE PERCENTAGE		\$130 5.4%

Notwithstanding any other charter provision, the rates of compensation for police officers and firefighters shall be annually further increased as follows:

(1) In the event that any city of 350,000 population or over in the State of California as defined in subsection (a) and (c) of this section has not finalized, fixed, or reached agreement as to the rate(s) of compensation prior to the 25th day of August, the date for further and additional fixing of the rates of compensation and for further and additional amending of the annual appropriation ordinance and annual salary ordinance to provide for the paying of additional rates of compensation to police officers and firefighters shall extend to the 30th day of June of the following year.

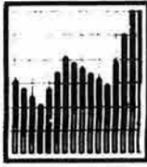
(2) Should any city as defined in subsections (a) and (e) of this section finalize, fix or reach agreement as to the rate(s) of compensation after the 25th day of August but prior to the 30th day of June of the following year, the board of supervisors shall have the power, and it shall be its duty, by ordinance, within 30 calendar days of said finalizing, fixing, or reaching agreement further to fix the rates of compensation for the uniformed members of the police and fire departments and to further amend the annual appropriation ordinance and the annual salary ordinance to include provisions for paying the rates of compensation as so further fixed pursuant to subsections (a) and (c) of this section, and said rates of compensation shall be effective for the period provided for in the agreement or legislation of the city designated in subsections (a) or (c).

LAMBROS
COFFEE SHOP
 113 O'Farrell Street
 San Francisco, CA 94102

24 Hour Dispatch
HOUSTON'S SECURITY
 5372 Mission Street
 San Francisco, CA 94112
587-7256

Ton Lam Restaurant
 1360 Ninth Avenue
 San Francisco, CA. 94132
(415) 564-0677

seven days a week
KELLY 1
 specializing in haircutting for men and women
 2285 UNION ST. • SAN FRANCISCO
 CALIFORNIA 94123
(415) 563-8867

INVESTMENT SECURITIES
Thomas F. White & Co., Inc.

DISCOUNT BROKERS
986-8500
 235 Montgomery Street, Suite 1040
 San Francisco, CA 94104

Cobb's Club
 2069 Chestnut Street
 San Francisco, CA.

IRONWOOD CAFE
 901 COLE STREET
 SAN FRANCISCO
 664-0224

SAM'S LIQUOR MARKET
 2598 San Jose Ave.
 San Francisco, CA 94112
 (415) 586-5321

DANIEL J. LAPUZ
D.M.D.
 1063 Geneva Avenue
 San Francisco, CA 94112
 585-6084 Office


Hungry Tiger
 SEAFOOD RESTAURANT
 Robin Harley
 Manager
 2801 Leavenworth
 San Francisco, CA 94101
 (415) 776-3838

錦香園
YUEN'S GARDEN
 1131 Grant Avenue
 San Francisco, California 94133
 Phone: 391-1131/2
 Open Everyday 8:00 a.m. - 6:00 p.m.
 Featuring:
 ROAST PIG SUKLING PIG
 Cuisine specializing in Chinese Food
 Experience for Roast Pig Party


CROSSROADS BAR
 COCKTAIL LOUNGE
 621-0540
 1484 MARKET STREET
 SAN FRANCISCO, CA
 "DISCO"

COMPLIMENTS OF
MIKE O'NEAL AND SONS
 GENERAL CONTRACTORS & STEEL ERECTORS
 949 DIAMOND STREET
 SAN FRANCISCO 94114
 PHONE 648-5453
 STATE LICENSE NO. 244137

SPORTS

SFPOA "KICKERS" DEFEND GOLD IN SAN DIEGO

by Marcel Burton, Coach

What started as a lark at the 1978 Police Olympics at Humboldt has developed into a soccer program worthy of attention. Watching our team put it all together this year was the answer to a coach's prayer. We departed for the Olympics in San Diego with a fast, skillful and experienced team with but a single purpose — to retain the gold medal we won last year.

We opened the four day tournament against a new entry, the San Diego CHP. It was an easy 4-0 victory for SF "White" and a preview of things to come as the team's newest member, Brian Delahunty and Eric Hipp, contributed two goals each. They, along with the other two members of the Glen Park Station, (SF 3rd Division) Pat Murphy and Steve Roche, would eventually score our first ten goals. Our next victim was an improved LASD team who we were able to defeat 2-0. It was another shut-out for the "no goal patrol" or the Irish Mafia consisting of fullbacks Tim Dempsey, Don West, Mike O'Brien, Jim O'Shea and Liam Frost, all protecting their "godfather" Phil Dito in the goal.

After our first two victories, we got down to the business at hand, our first game against four time gold medal winning and defending national champs, LAPD. Playing with added incentive after LS'a treatment of our second team, SF "Red," we jumped out to an early 2-1 lead, but our annual defensive lapse opened the door for LA to tie the game. But five minutes later, Delahunty took a pass from Marty Dito and after beating the defense put a left-footed rocket in the back of the net for a 3-2 lead. A fine one-handed save by Phil Dito helped preserve the victory.

That game set up the next day's rematch with LA who now had to beat us twice. But our defense toughened up giving up only one shot all day. Strong playing in the midfield by Roche, Hipp, Dito and Tom Burton, along with the frontline punch of Pat Murphy, Steve Glickman, John Murphy and Frank Machi led to 3 SF goals scored by Delahunty, O'Brien and Bill Dyer. The 3-0 victory was the first time in 12 meetings that more than one goal separated our two teams. It gave us our fifth consecutive medal and second straight goal.

POA BASKETBALL TEAMS TRAVEL TO SAN DIEGO

by Bob Puts
Tac Unit

The Olympic torch burned once again, as the SFPOA sent two basketball teams to San Diego to represent the City in the California Police Olympics. Team II started off by destroying Burbank PD 74 to 48. Dale Allen led all scorers with 17 points and was complimented by Mike Jamison (14 pts) and Gerry D'arcy (13 pts). In the nightcap Team II was defeated by the Gold Medal Winner LAPD, despite a 16 pt game by Matt Hanley. The II team then returned to the gym the following day, where Jim Colonico (18 pts) led them past Inglewood PD 76 to 57. This set the stage for the showdown between Team II and Team I. Team I had easily won their first game over the L.A. Marshalls 91-69, with a balanced scoring attack: Ed Anzore (17 pts), Charley Mahoney (14 pts), Ed Rodriguez (14 pts), Tony Rodriguez (14 pts), and Kurt Bruneman (14 pts), and then were defeated by the LASO 96-90.

The showdown meant elimination for one team, and both teams were fired up. Coach Frank Cassanelli coached Team II and I directed the Team I attack. The game see-sawed at the beginning, but Team I pulled ahead in the second half and behind Ed Anzore's 19 points shut down Team II 78 to 54. Team I then defeated San Diego PD 99-92, in what was to be the first of three games on Saturday. Gerry Calgaro returned to this old form as his 23 points and Ed Rodriguez's 19 points were high for the game. In the team's second game of the day, Steve Venters, with some long aerial bombs, and Andy O'Mahoney and Leon Sorrhondo controlling the rebounding, turned back a strong LASO team 76-65. Team I then dragged themselves back to the gym that afternoon and despite some brilliant Charley Mahoney assists and 12 points by Steve Venters, came out on the losing end 60 to 53 to a fresh Oakland PD.

From a total of 32 teams, Team I returned home with bronze medals. Probably the highlight of the Basketball portion of the Olympics was the performance of Gerry Calgaro. Gerry, who is nicknamed "Nino," made comeback-of-the-year from a serious automobile accident which almost left him paralyzed. Gerry was instrumental in the team success as he constantly had to outmaneuver and defend opponents who were ten years younger and ranged in heights from 6'5" to 6'10".



Top Row Left to Right Marcel Brown, John Murphy, Jim O'Shea, Tim Dempsey, Phil Dito, Don West, Michael O'Brien, Tom Burton, Frank Machi. Bottom Row L to R Steve Glickman, Pat Murphy, Marty Dito, Steve Roche, Brian Delahunty, Eric Hipp, Liam Frost & Bill Dyer.

Special thanks must go to the Karas Brothers and their 1st Division "Big 13" club for helping us prepare for the Olympics. We also thank our "Red" team for their vocal support and all the family members and friends who joined us.

On a personal note, the members of this team are true gentlemen and a credit to their City and Police Department. I'm proud to have played a small part in their victory and not ashamed to say I love them all, as we are family.

RIFLE TEAM TAKES THIRD AND FOURTH IN SAN DIEGO

At the California Police Olympics, San Francisco's Rifle Team, Bill Leet, Tom Morris, Glenn Pennebaker and Paul Swiatko, captured third place in the high power rifle event in San Diego. Glenn Pennebaker, the team's "Expert," won an individual bronze medal as well.

That afternoon the team shot in the Small Bore event and placed fourth. This in spite of targets 50 yards distant rather than the 50 foot positions from which the team has shot in the past.

The team is already looking toward Sacramento in '84 and will begin practice matches at Mare Island on July 18 and at Chabot on July 24. Any interested members are urged to contact Pennebaker, Academy, or Leet, Co. D. Come try a match — you may discover a skill you didn't know you had.

On Sunday August 21, 1983, there will be an exhibition baseball game at Big Rec Field at approximately 11:00 a.m. After this game, there will be an exhibition game of beeper ball by local teams. Beeper ball is a softball game played by blind people.

The S.F.P.O.A. Community Service Committee has sponsored the S.F. interaction softball team which is participating in this event. The beeper ball game will be played at approximately 2:00 p.m. following the regular baseball game. I am inviting all those to attend this function, especially those of you who have not seen a beeper ball game.

The games will be played on Graham Field, Big Rec, in Golden Gate Park (7th Ave and South Drive). There will be a future announcement in next month's paper.

Bob Heugle

Golf Club News

by J. Cassidy, Co. K. Solos

On Friday, June 24, 1983 sixty-nine members and guests of the San Francisco Police Golf Club went to the 'hills' in Berkeley to play Tilden Park Golf Course.

The day was super weatherwise, just enough wind to keep us from cooking but not enough to bother the golf ball. It sure feels great to have nice weather after the dreary winter we had.

The low score of the day was a seventy-four by Tom Gordon. Other players in the seventies were Tom O'Connor 76, Bill Lee, a guest, 77, Dave Kranci 78, Robert Goodbeer, a guest, 78, and Pete Alarcon with a 79.

The low net winner was Harold Schwartz who shot a 94 and with his 30 handicap had a net 64.

The flight winners were: first, Dave Kranci, Bill Sisack, Pete Alarcon and Tom O'Connor; second, Fred Fegan, John McClelland, Don Scott and Wally Jackson; third, John DuBose, Rene Aufort, Dan Mahoney I, and Virgil Vandevort; fourth, Mickey Sullivan, George Jeffery, Jack Doherty and Steve Tacchini. The Guest Flight was won by Riley Rhoades followed by Don Hanlon, Bill Lee, Ray Gomez and Joel DuBose.

The Hole-In-One winners were Harold Schwartz at the fourth hole with a shot 4'10" from the hole and Tom O'Connor at sixteen with a shot 8'5" away.

There are so many things coming up and going on that I find it hard to keep track. The Police Olympics have just concluded and so far I haven't received the results. On July 18 we have our annual Bar-be-Cue Tournament against the Oakland Police Officers Golfing Association followed a couple weeks later by the annual away trip, this year to Reno. On August 5, 1983 is the annual PAL Tournament at The Meadow Club in Fairfax. This is going to be a real bargain at \$70, for a Police Player. If interested call the PAL right away. After the PAL we go back to our regular monthly schedule and a little rest, hopefully.

B

Bajone's (ba'zhōnz) 1. A Jazz Club in the Mission where music is featured nightly. 2. The owner's last name. 3. Good vibrations in a friendly atmosphere. 4. Synonym for excellence in service and entertainment.
(open 6 am to 2 am)
1062 Valencia • San Francisco • 282-2522

通達旅行社

GOLDMINE TRAVEL AGENCY

928 Grant Avenue, Suite 3,
San Francisco, CA 94108
Phone: (415) 781-7300

**DO CITY
BAR-B-QUE**

921-0400

**553 DIVISADERO STREET
(Corner of Hayes)**

**CROWLEY
MOVING & STORAGE**

Lic. & Ins.
Same Rate Anytime

CLOSET OR FULL HOUSE
Offices & Stores

24 Hrs. Service - Free Est.
922-4596
if no answer 922-5244



**Andre's TELEVISION
STEREO
MICROWAVE OVENS**

Special Discount Prices
SALES — 25 YEARS SERVICE
Mike Salerno
731-2792 Owner 2401 Irving St.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Members of the PAL GAL City Championships are shown after capturing the title with a 7 and 1 record. Head coach is Robert Gomez (left) and Assistant Coach Marlin Gomez Arceneaux. (photo by Con Kreighren)



Second place in the PAL GAL Softball League PAL Salesian Girls Club with head coach Angela Delfino (right). Also in photo, and always present to help the girls are Sisters Celine and Rosann. (photo by Con Kreighren)

PAL GAL SOFTBALL

Bubba's All Stars of the PAL GAL Softball League has been crowned PAL City Champs after two solid months of soft play. They compiled a record of 7 wins and 1 loss to win the title. Head coach of the All Stars is Robert Gomez. Congratulations to one and all. Championship Trophies were awarded to the team. It was down to the last game for 2nd place with the PAL Salesian Girls winning over a game Eureka Valley Girls. In PAL GAL Softball Director Con Kreighren's opinion, the Salesian Girls also won honors for the team with the most spirit and sportsmanship. Second place trophies were awarded each girl.



Kate Johnson, Director of the Stonestown YMCA Nursery, is shown helping one of the children through the tricycle course. Ms. Johnson said the children thoroughly enjoyed themselves and thought the Program was great.



PAL Cadets David Johnson (left) and Cadet Lt. Jose Pubill with some of the children. The Cadets volunteer their time throughout the summer for this and many other Programs.



Little 5 year old Brenda Lopez on the PAL-SFPD motorized electric tricycles, the occasion was the very first rider for the neighborhood nursery visits by the PAL and the SFPD. Also in the photo is Officer Luis Duran (left) and Lt. Tim Thorsen, Community Relations. Ms. Amalia Mesabains, a teacher at Las Americas Nursery School, is also shown. (photo by Herb Lee)



Officer Luis Duran (Community Relations) is completely surrounded by children of the Las Americas Center and answering 10,000 questions about police work. Nice job, Luis.



PAL Cadet Mark Gong (left) volunteering his services to help the children. Gong is the son of Penny Chan, Community Services.



(Left to right) PAL Cadet Captain Lynn Tracey, Cadet Mark Gong, and Cadet Lt. Jose Pubill after a hard day's work helping the children in the neighborhood nursery visits.



5 year old Brenda Lopez. Brenda was chosen to be the very first child to ride the PAL SFPD sponsored traffic tricycles. The tricycles are electrically operated. Mr. Frank Lopez, Principal of Las Americas Nursery School, states that the Children want the police officers back, and that the Program was a huge success, loved and enjoyed by everyone. Brenda is ready to ride some more.

PAL-SFPD SUMMER NEIGHBORHOOD NURSERY VISITS HUGE SUCCESS!!

The Police Activities League, in cooperation with the SFPD Community Services Community Relations Division, is sponsoring a Summer Neighborhood Nursery Visits. Pre-kindergarten children 2 to 5 years of age are treated to visits from police officers and PAL Cadets who bring with them motorized electric police tricycles. A concourse of brightly colored flags form a course for the tots to ride in. Lt. Tim Thorsen is coordinating the program from Community Relations with Sgt. Herb Lee of the PAL. Also involved with the program will be members of the Community Relations Unit and PAL Cadets. Officer Rachel Karp will also assist. Already visited are the following nurseries: Las Americas, 3200 20th Street, Mission Childcare Center, 2950 Mission, Bryant Nursery, 1060 York, and Stonestown YMCA, 333 Eucalyptus. Nurseries in Chinatown, Japantown, Visitacion Valley, Potrero Hill, Hunters Point, and Nihon Machi, will finalize the program for the summer. Any interested nurseries should call the Community Relations Unit (Officer Karp), or Sgt. Herb Lee, PAL for visits. The Tricycles, gifts from the PAL Law Enforcement Cadets, Sgt. Herb Lee, and a businessman, are electrically operated and a hit with the children.

863-6101

California Poultry Sales, Inc.

- Fresh Poultry
- Frozen Foods
- Meat Products

777 Brannan Street
San Francisco 94103

CHARLES E. McVAY

HAPPY HOURS: 5 P.M.-7 P.M.

CLUB ELEGANTE
EL LUGAR MAS DISTINGUIDO EN LA BAHIA
"LIVE MUSIC EVERY NIGHT"

3395 Mission St., San Francisco, CA 282-8118

Hollywood Hair Designs

2761 Mission Street
San Francisco, CA 282-3829

✓ HAPPY HOUR 5 - 8 P.M.
FINGER FOOD!
NIGHTLY D.J. Salza - Disco

ESTA NOCHE SALSA DISCO

3079 SIXTEENTH STREET SAN FRANCISCO
BETWEEN MISSION & VALENCIA 863-7566



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL volunteer Track Official Lynette Seid with one of the track stars at the recent PAL Track Comers Meet. Lynn is the wife of Officer David Seid (Co D) and the daughter of yours truly.

(photo by Herb Lee)

Members of the San Francisco Senators Track Team pose at McAteer High Track Field after qualifying for the 400 meter relays. (Left to right) Chad Buggs, Joseph Banks, Louie Laday, and Andre Alexander. Senators Coach is Gus Sanford. The team qualified to advance to the regions in July at Hayward.



Officer Ed Collins (Academy) receives a congratulatory kiss from daughter Jennifer after landing a 22 lb. stripped bass off the South Tower. The occasion was a prelude to the PAL's deep sea fishing program which began in July. Ask Eddie about the one that got away!! Collins is a Captain in the Program.

(photo by Herb Lee)



Eleven years' old Alva Dancel is shown with PAL Track Commissioner Sgt. Jim Meyer (Co H). Dancel won three Gold Medals out of a possible three in winning the 400, 800, and 1600 meter races in the recently concluded PAL Track All Comers meet. Dancel, a student at John's, is in the 6th grade. Congratulations to Alva for a job well done.

LAW ENFORCEMENT CADETS

Signups for the PAL Cadet Program, which officially begins in October, are being taken now. Call PAL Headquarters for more information. The Cadets meet each Tuesday night 6:30 p.m. at the Hall of Justice beginning in October through May 1984. This program is designed for youngsters in the 10th, 11th, and 12th grades in high school. Extracurricular activities include picnics, dances, deep sea fishing, cruising on boats, barbecues, physical training days, parties, snow trips, etc. Signups are limited. Call PAL Headquarters (567-3215) for the October signups. As most of the readers who either work or visit at the Hall of Justice, the PAL Cadets are everywhere. In all, 28 PAL Cadets have been assigned. All SFPD Police Officers, active and retired, and civilian employees of the Department, should inquire about the Cadet Program for your son, daughter, or other relatives. Many of our PAL Cadets go on to law enforcement training and become police officers, sheriffs, or related fields.

PAL SAILING

PAL Sailing Commissioner Lt. Mario Tovani, announces that the PAL Sailing Program will meet each Thursday 10 a.m. at the Police Range. All interested youngsters should call PAL Headquarters for further information (567-3215). This is a beginner's course on the art of Sailing. The PAL uses six (6) 14' day sailers for the program. Anyone interested in assisting with this program is to call PAL Headquarters.

PAL TACKLE FOOTBALL

Tryouts for PAL Tackle Football is scheduled for all boys between 11 through 14 years old and weighing 95 to 130 lbs. on Saturday, July 30th, 1983, 10 a.m. at the following locations:

- Kimbell Park
- Crocker-Amazon Park
- Portola Park
- Glen Park
- Geary & Steiner Streets
- Moscow & Geneva
- Felton & Holyoke
- Chenery & Elk

All boys interested and meet the above basic qualifications are to report at the location nearest your home.

PAL GOLF TOURNAMENT

The PAL Golf Tournament for 1983 will be held on August 5th at the beautiful Meadow Club in Fairfax. Shotgun start will be at 1 p.m. As in previous years, the businessman's entry is \$125.00. All active and retired SFPD members is set at \$70.00 per player. This price includes lunch, refreshments, greens fee, carts, tee prizes, and a sumptuous dinner. Co-Chairmen Sgt. Ken Davis (FTO) and Frank Seput. Co-Chairman good time will be had by all. Wayne Walker of Channel 5 is scheduled to be the MC. All proceeds to benefit the PAL Law Enforcement Cadet Summer Inservice Training.

PAL BOXING

The PAL Boxing Program was closed and will be closed for a short period of time. It will reopen in the next few weeks. All boys interested in boxing are asked to call PAL Headquarters (56-3215) for signups.

PAL SOCCER

The PAL 1983 Soccer Program has concluded. Soccer Director Guy Milano reports a record number of participants. PAL City Champions are as follows: Under 8 west — PAL Walrus, Under 8 East — Los Plumas, and Under 8 South — PAL Strikers. Under 10 West — PAL Tunderballs, Under 10 East — PAL Sabateurs. Under 12 West — PAL Scorpions, Under 12 East — PAL Toreadors. In the under 14 division, PAL Guadalajara As were crowned champions. The PAL Lions won their divisional championships in the under 16. In the under 19 west, it was the PAL Celt who won. The Under 19 east division champs is the PAL Albions. Congratulations to the above teams and all the other team who helped make the PAL Soccer Program the biggest Program sponsored by the PAL. Our thanks to a hard working Soccer Director Guy Milano, who gave hundreds of voluntary hours to the program.



Officer Daniel Magginnis of Co B is shown teaching station routine to PAL Cadet Sgt. Alana Baca. Baca has been assigned to Co B for the summer Inservice Training. In all, 26 PAL Cadets have been assigned at the Hall.



The ones that didn't get away. Officer Ed Collins (Academy) is shown with some that didn't get away. Ed is a volunteer Captain with the PAL Fishing Program. The Fishing Program is open to youths actively involved in ongoing PAL Programs.

MAN SUNG CO.
1116 GRANT AVE.
S.F., CA 94133
TEL. 982-5918

VITA-SOY
974-1118
435 A Brannan
San Francisco, CA

THE LAST WORD

by Pete Maloney
Editor



The Consent Decree, a creation of the Federal Court, has become cement by degrees under the direction of Ray Wong. Mr. Wong takes his instructions through Deputy Chief Shannon from Chief Murphy. The General Manager of Civil Service, Mr. Walsh, bears the ultimate authority over promotional testing subject to review of the Civil Service Commission. The combined efforts of these people and their staffs has thus far produced controversy and division in the ranks rather than rank appointments. Though captains were appointed two candidates for that position have placed their procedures under a cloud as regards evaluating completed test papers, hence our demand for weighting in advance for the first portion of the Q-35, Q-50 exams. Those two exams seem headed for the same fate as the Q-60 exam. When will the federal court acknowledge the failure of the Consent Decree?

The amount of money, time study and disruption of family life not to mention personal stress involved for all candidates seems not to be a pertinent issue when plans were made or in discussing the merit of delays in testing and appointments, none of which were caused by actions or omissions of the SFPOA.

The CITY appears to be clearly in contempt of the federal court order to produce Q-35, Q-50 appointments by August 1st, '83. I will be fascinated to hear the explanation by Mr. Wong to see where he places blame for this failure. The litigative mountain that has been made out of the testing mole hill is his responsibility; let's see if the judge thinks he has earned a trip to the woodshed or the State Department of Unemployment Development.

Our own Federal Litigation Committee, under Jack Ballentine, recommended a lower cutoff score than the consent decree unit for the Q-35, Q-50 exams but has since embraced the Board of Directors' and Membership mandate of a seventy percent cutoff. This position became popular because Mr. Wong declined to set firm weighting for the first phase of testing. The sentiment behind this strong position is supported by members who fell they have made the cutoff as well as by those who have not. "Protected Class" members have expressed distaste for actions by the City which tend to give credit to other than their efforts for their successes. The size of the candidate pool would seem to eliminate mass promotion to the rank of Sergeant as was done last time; what will they come up with this time?



Wish apologies to Larry, Mac and Cully!
J. Higgins

SAN FRANCISCO — A Consent Decree Spokesman said today that in-house experts are nearing completion of a valid testing process for the position of SFPD Sergeant. "It was a long, arduous task, but I think we have got our act together at last," said the spokesman, who declined to identify himself.



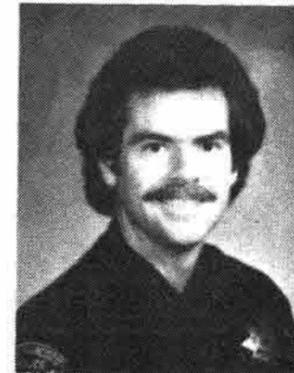
YOUR MAJESTY, MY QUEEN MARIE CONSENT, THE PEOPLE ARE ANGRY WITH YOUR DECREE / THEY ARE HUNGRY FOR HONESTY.

OH YEAH? THEN LET THEM EAT CAKE!

AN OPEN LETTER TO THE CITIZENS OF SAN FRANCISCO

by Roy Sullivan

To the citizens of San Francisco, your police department is a powder keg ready to explode. Why? Because of the serious weakening of the command



structure within the department, and with no remedy in sight. The structure is weak because of the lack of quality promotional testing. The first Lieutenants examination since 1972 was administered in 1982, but was constructed so poorly that it's presently in litigation over its validity. The first Sergeants exam since 1976 was given in June of 1983 and it too appears headed for court because of test validity. Result, bitterness and frustration at not being able to advance in your chosen career. Within the last 2 years 1100 men and women have tried to advance themselves in their jobs, but have been stonewalled in their efforts.

What have their efforts entailed? Hours and hours of study time; time away from their families, canceled and delayed vacations, and hundreds of dollars spent on promotional related training and study materials.

What have they received in return? No in-house guidance; lousy promotional tests, that are considered poorly made and administered and delays, delays, and more delays. What are they getting in return? Nothing! And what's worse no one seems to give a damn, except the Police Officers Association.

The men and women of this department view the administration as providing little time and money to prepare an opportunity for advancement, but spends thousands of dollars trying to defend their blunders.

The morale in the San Francisco Police Department is low and very unhealthy. Eighty-nine percent of the thin-blue line hold second jobs in order to make ends meet. You have once dedicated police officers, now viewing disability retirements as God sends to get out of a go nowhere job. You see discipline negligible, and citizen complaints high due to lack of supervisors in the streets.

You, the citizens of this great City, deserve the best qualified Police Officers and the qualified bosses to supervise them. You are being seriously short changed with no end in sight.

People will blame the Consent Decree that was entered into in 1979. I believe that is just a convenient excuse. What should be closely scrutinized is not the Decree, itself, or the people hired to oversee it; the decisions made in its implementation, that's where the questions have to be directed.

What the San Francisco Police Department needs is a process that offers fair, timely, job related, and professionally administered promotional examinations, to give you the best qualified people for supervisors. That process is non-existent as of now. As you are aware Mayor Feinstein has built a foundation for obtaining the 1984 Democratic Convention on the backs of your police department. If the promotional snafu is not resolve soon, that foundation may be spiritually crumbled if not completely non-existent by then.

BABYLON BURNING
1017 VALENCIA ST.
SAN FRANCISCO, 94113
641-1783

Farrell Construction Co.
552-9090
390 Utah Street
San Francisco, CA 94103
general contractor
Contractors State License No. 320807
Reconstruction Specialists
Erhard (Red) Teichmann

567-4725
567-2844
RICHARD A. SCHENONE
theWineshop
2175 CHESTNUT STREET, SAN FRANCISCO, CA 94123

HENRY HOTEL
106 — 6th Street
San Francisco, CA 94103
861-0889
ANGLO HOTEL
241 — 6th Street

HOTEL ELM
364 EDDY STREET
SAN FRANCISCO, CALIFORNIA
TRANSIENT - WEEKLY
SPECIAL MONTHLY RATES
673-5636

Sheraton at Fisherman's Wharf
2500 MASON STREET
SAN FRANCISCO, CALIFORNIA 94133
TELEX: 330-444
(415) 362-5500
Emma Scallon
SALES MANAGER

VINCENT KIRCHER
HOTELS & APARTMENT HOUSES
OWNER AND OPERATOR
640 EDDY STREET
775-9101
SAN FRANCISCO 94109