

# the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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## SFPD/P.E.P

by Mike Nevin

Johnathan Swift said it best: "Look steadily and look whole" at each situation life has to offer. For some time now, a few of us have been meeting and talking about the nature of our business. We have discussed the disappointments but also the unique opportunity Police Work offers individual personal growth and development. We discussed very basic realities: Example, Who are we and where are we going. We added up the pluses



Mike Nevin

and minuses of our profession and explored new ways of encouraging Development of the Complete person.

It is recognized that people in any walk of life can become stagnant when it comes to personal growth. Do we read enough? Do we police officers have outside hobbies and interests? Do many of us become involved in our communities? Do the hours of our employment hamper family life? Are we often times negatively affected by what we see and respond to on the job? The eighteen week Academy course and F.T.O. program gives us an excellent foundation for our careers in law enforcement. However, often times the education, background and outside interest we brought to the Academy gets lost in the everyday business of crime fighting.

Policemen are no different than human beings employed in other professions. However, our uniform and authority, either real or imagined, set us apart. Society expects much from us. We feel pressure and stress, but what is most important is how we handle and respond to that pressure, not only as police officers, but first and foremost as people.

With the support of the Chief of Police we introduce a program entitled P.E.P. (personal enrichment program). We are a steering committee composed of a cross-section of the Department. We have no other purpose but to offer programs available to all police officers and their families. We are compensated nothing for our effort other than the satisfaction in knowing we added a new and needed dimension to San Francisco's Police Force.

San Francisco Police Department's P.E.P. will offer programs, seminars, speakers, films, etc., which will address intellectual, social and personal needs. Subjects will also address interpersonal relations, communication skills, financial management, child rearing, health care and more. The steering committee will encourage and facilitate the formation of groups around common interests or hobbies.

The Police Officers Association has agreed to give us space in "The Policeman" Newspaper to announce the activities P.E.P. will be offering. We are in competition

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## SAVE THE TWENTY-FOUR

by Mike Hebel

July 1, 1983 will be recorded in infamy. On that day the San Francisco Police Department's Consent Decree Division, based solely on the criteria of adverse impact, recommended a cut-off score on Part I of the Q-50 Sergeant's Promotional Examination at 50%.

Part I was widely and boldly advertised by this Consent Decree Unit to be a "screen down device." With 186 possible points to Part I, the cut-off score recommended was 93.

The total candidate pool participating in this exam numbered 697; the Consent Decree Unit has recommended that 673 go forward. This "screen down device" could eliminate 24 people (3% of the participants).

### ADVERSE IMPACT

The Consent Decree's recommended cut-off scores was "arrived at by selecting the highest score on each of the respective distributions where none of the protected class groups were adversely affected." Its recommendation proposes to screen down and presumably cut out 3% (24 people) of the candidate pool.

Without embarrassment or apology a 50% cut-off score is urged. The Consent Decree Unit, by this action, has conclusively shown the concept of "adverse impact" to be devoid of content, to be mere form

without foundation or substance, and to be intellectually, emotionally and humanistically denuded and bankrupted.

A 50% past recommendation is not only shameful but also institutionally destructive. How can an organization pursue excellence while recommending mediocrity?

### IN PURSUIT OF EXCELLENCE

The Consent Decree Unit's degrading recommendation follows the recent release of reports by 2 prestigious educational task forces which depicted the present impoverished state of educational institutions.

In May 1983 the National Commission on excellence in education established 20 months ago by the United States Secretary of Education, produced a document entitled: "A Nation At Risk: The Imperative for Educational Reform." This Commission stated: "Our nation is at risk. The educational foundations of our society are presently being eroded by a rising tide of mediocrity. If an unfriendly foreign power had attempted to impose on America the mediocre educational performance that exists today, we might well have viewed it as an act of war. We have, in effect, been committing an act of unthinking, unilateral educational disarmament."

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### Examination Scores

## MEMBERSHIP REBUKES POA PRESIDENT'S RECOMMENDATION

by Bob Barry Co. A

The POA Board of Directors, by an overwhelming majority, and supported unanimously by our membership that packed last month's general membership meeting, soundly and appropriately rejected the Federal Litigation Committee's recommendation to approve the unprecedented low cut-off scores of 50 percent and 55 percent for the sergeant and assistant inspector examinations.

The lively, although orderly two hour debate was fraught with emotion — the likes of which I haven't seen in quite some time. Of the approximate one hundred members present, many of whom expressed their views that "high standards" must be maintained in our department, not one individual in the assembly, except some Board and committee members, advocated the acceptance of the Consent Decree recommendation.

Once the debate concluded, the ill-conceived recommendation finally came from the committee, chaired by Jack Ballentine, to accept the 50/55 percent cut-off scores and to proceed with the other phases of the examination. The motion was soundly defeated with only four Board members (CASIATO, SCHMIDT, BALLENTINE, LUM) voting to accept the lower scores which would have allowed nearly all candidates to proceed to the next phase.

The Board, again supported by the membership then adopted a POA position of recommending a seventy percent cut-off score. The POA position was then presented to the Civil Service Commission and a five hour hearing was held on August 1st for a final determination of the City's formal position. The meeting ended with an obvious 2-2 split without a formal vote. The meeting was continued to August 29 when a full five member commission will be present.

During the hearing, it became quite apparent that the OFJ Attorney, Lois Salisbury, was and will continue to be a strong advocate to eventually eliminate the "first phase" of the examination altogether, and to apply the most weight, of the big remaining phases, to the oral

component.

This position was certainly recognizable weeks ago, most notably at the General Membership meeting, and it is for this predominant reason, amongst others, that the committee's recommendation, strongly supported by the President and three other board members is unconscionable.

A considerable number of members went through tremendous turmoil in preparing for these examinations; by exhausting their vacation and comp time, and by virtually isolating themselves for months from their families and friends. But it seems that these human factors mean nothing to some. There comes a point in time when lines do have to be drawn.

The minority vote on the Board, as well as the committee recommendation is, in no uncertain terms, a very loud statement that "expediency" in the exam process is more important than sacrifice, and apparently more important than having a reasonable expectation of some degree of integrity in the examination process.

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# POLICE POST #456 NEWS

Summer has been found at last. One guy was being complimented on his beautiful tan and told the admirer "It was the only thing on the beach that was free, so I got lots of it." The highways are loaded and I hope for your sake that none of the drivers are. We want everyone back from vacation safely. The Palm Springs Convention is now in the history books and we are now awaiting the National Convention which will be held in Seattle. Some of the delegates will drive and others will fly, which prompts me to repeat a phrase which I read in the American Legion magazine. "If God had meant for me to fly, why didn't He make it easier to get to the airport?"

The National Convention is where matters of national importance that affect veterans are discussed and acted upon. All you have to do is attend one of these conventions and see your dues at work. We complain of the large per capita tax which we have to send to National Headquarters but all of this money is put to good use. We have a powerful lobby in Washington, D.C., if lobby is the correct term. In this case it is just preserving the rights and interests of the veteran. People forget too soon.

Get out and enjoy the sun while we have it but get it in moderate doses. Stay well and keep smiling. Until next issue take the time to count the American flags which are starting to sprout up all over. I guess the old ideas which America was founded on are returning.

May God hold you in the palm of his hand.

Your Scribe

John A. Russell

## SFPOWA

### THANK YOU

The Police Officers Wives Association would like to express their thanks to JOE MOLLO, for his generous donation to our organization. Thanks, JOE!

### WELCOME

Our newest member, Silvi Tolosa (a newlywed), attended our August 2, 1983 meeting. It was a pleasure meeting her and we look forward to seeing her again. Congratulations to Roland and Silvi on their recent marriage.

### GARAGE SALE

We would like to express our appreciation to all those who contributed to our garage sale, both in time and items. We had a lot of fun putting this together.

### NOR-CAL PEACE OFFICERS WIVES

The next general meeting of the Nor-Cal Association will be held on Saturday, September 24, 1983 at 1:00 pm, hosted by the Concord Police Officer's Wives. Details will be forthcoming and distributed as soon as received.

### CONVENTION NEWS

President, PAT BARSETTI has received a number of responses from hotels in the Union Square area, who have expressed a desire to have the POWCA October 1984 convention (hosted by the SFPOWA). She will be meeting with these hotels soon to look at their facilities, etc. A complete report of her findings will be given at our next meeting.

### SEPTEMBER MEETING

The next meeting of the SFPOWA will be on Tuesday, Sept. 6 at 7:30 pm at the Hall of Justice, 850 Bryant St., 5th floor, Police Commission Hearing Room. Please contact CATHY OBERHOFFER (415)344-9225 or WANDA MANINI (415)566-1872 for transportation. Hope to see you all there!

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# Widows & Orphans

The regular monthly meeting was called to order by Senior Trustee Michael Kemmitt on Wednesday, July 20, 1983, at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

A sufficient number of members were present, including P. Pres. J. Sturken, for the conducting of the usual business.

Donations were received from the following: MRS. JAMES MURRAY — in memory of her husband, Lieut. James Murray and her son Patrolman Lloyd Enmark, MEMBERS OF COMPANY B — in memory of Charles Anderson and Ronald Tucker, VINCENT HOFFMAN — for fine work of S.F.P.D.

Treasurer Bill Parenti reported the following deaths: JAMES HOWARD — Born in San Francisco in 1928, Jim worked as a truck driver until his appointment to the Department in 1954 at age 26. After the Academy he was assigned to Ingleside from where he was transferred to Co K for three wheel patrol. From this detail, Jim was assigned as Court Officer, Muni Courts, working in that assignment until his retirement for service in 1979 at age 50. Jim was a young 54 at the time of his death.

ROBERT E. LEE — A native Californian, born in Plato, Monterey County in 1901. After working as a conductor on the street cars, he joined the Department in 1933 at age 31. He served at Taraval and Richmond Stations before resigning the Department in 1943. He worked as a carpenter in the San Joaquin Valley before retiring to Montana. Bob was 82 at the time of his death.

COULTER MURPHY — Born in San Francisco in 1897, he became a member in 1923 at age 26. Coulter was assigned to Park Station and served there until his retirement in 1962 at age 64. He walked beats on Divisadero and Haight Streets and towards the end of his 39 years service had charge of the parking at the Station during 49er and high school football games. Retiring in 1962 at age 64 he had a lot of good years before his death at the age of 85.

JOHN P. O'CONNOR — Born in Sacramento in 1902, John became a member in 1926 at age 24. After working at Ingleside for several years, he was assigned to Northern Station, staying there until his retirement for disability in 1952 at age 50. John moved to Los Altos and went to work for Varian Associates from where he retired in 1965. John spent the time after that taking trips with the Retired City Employees. He was 81 at the time of his death.

Visiting Committee reported the funerals of James Howard and Brother Murphy had been attended. The others were out of town.

REPORT OF TRUSTEES — Miss Minuth, Hibernia Bank reported that several different stocks had been sold and others purchased, all with the consent of the Trustees and that the additional proceeds had gone into the purchase of Federal Bonds.

NEW BUSINESS: Treasurer Parenti read out a list of names that would be suspended if the President so ordered. Same would all be notified by Certified Mail. This was approved by President after much discussion.

Bro. Parenti told the membership that the Cash Account Rolls from which the suspensions are made were not up-to-date due to failure of the Bank to provide same. Motion Jordan/2nd Kurpinsky that Secretary write a letter to Mr. Murray, Senior V. Pres. Trust Dept. requesting a meeting with Treasurer and Secretary to straighten out this matter. Motion McKee/2nd Sturken that the Treasurer be advised to send a check in the amount of \$17.00 to bring our account up to the \$50.00 requirement. Approved. Discussion started by Tr. Hurley regarding an increase in benefits. Consensus was that another increase could be granted without an actuarial report. Further discussion at August meeting.

There being no further business to come before the membership, the meeting was adjourned at 3:05 P.M. in memory of the above departed Brothers.

MEMBERS ARE ADVISED NEXT REGULAR MEETING WILL BE AUGUST 17, 1983 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Fraternally,  
Bob McKee,  
Secretary

# 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, August 9, 1983 at Forest Lodge, 266 Laguna Honda Boulevard, San Francisco, CA at 12:30 p.m.

Are your dues paid up to date?  
Check your dues card.

PRESIDENT'S MESSAGE: It appears at this time that the pay raise for 1983/84 will be 5.45%. San Jose is still negotiating and there is a possibility that the raise could be higher. I will keep you informed. In regards to the back pay for the settlement of the 1977/78 lawsuits, those members who were employed during that period of time should have received their checks by now. If you haven't, contact me. For those of our members who were retired prior to 7/1/79, the Retirement System is working on the rolls and updating their computers. Hopefully, you will receive your increases after September this year. Don't panic...it will come!

I will try to keep you informed as to the pay increases and pension increases as I learn about them. Hope to see you at the meeting.

Sol Weiner

SECRETARY'S MESSAGE: There are still some members who are now delinquent with their dues. Remember, no organization can survive if it is not financially sound.

NEW MEMBERS: Roy C. Anderson and Frank Gonzales. Tony Bell administered the obligatory oath to Frank Gonzales, who was present.

SICK CALL: Frank Mascarelli is in the convalescent hospital in Redwood City. Karl Sonne is in Children's Hospital for surgery. Elmer Cuadro is in the hospital.

R.I.P. Rudy Hermann 6/18/83

Membership 783  
Attendance Last Meeting 98  
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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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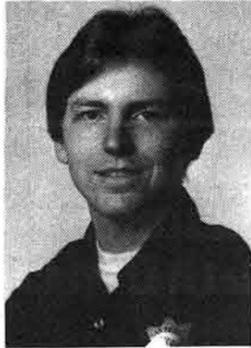
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# Secretary's Column

by Gerry Schmidt

## "LACK OF SUPERVISION PLAGUES S.F.P.D."



### Quality vs. Quantity

I frequently use my column as a vehicle by which I attempt to constructively criticize the administration of the San Francisco Police Department. Most of my comments in the past have all dealt with the relative quality of supervision received; my overriding concern however, has become the quantity of supervision which exists throughout the Department today.

Questionable police activity is the natural product of a total lack of supervision.

Given the inordinate number of young police officers in this Department today the need for an increase in the level and quality of supervision should be self-evident. Instead, by virtue of extensive litigation pertaining to all aspects of the promotional process that level has consistently decreased leaving everybody; young officers, supervisors and ultimately the citizens we serve susceptible to the inevitable effects.

By suggesting a need for greater supervision I am not suggesting a need for greater discipline; they are distinctively unique functions of any administration. Better supervision and more of it would effectively preclude the need for discipline in most instances.

### All Ranks Affected

With the promotional process in a constant state of delay or litigation the psychological structure of the Department has eroded drastically. The chain of command necessary to install accountability is essentially non-existent.

### Focus Attention

My aim is merely to focus attention on alternate reasons as to why the quality of police service in San Francisco today has become the subject of substantial criticism other than questioning the quality of the work force.

### No Coincidence

It is no coincidence that the high level of criticism and dissatisfaction in police service amongst citizens today comes at a time when the Department's intrastucture has been in a constant state of disarray for several years.

### Growing Pains

The state of the art pertaining to police promotional examinations is quantum leaps behind those of other professions. Tests constructed to meet the new criteria of affirmative action programs in the area of law enforcement are still not accepted as the products of an exact science. Hence, a void exists where once there was consensus on candidate screening devices. The net result on the City has become an inability to efficiently administer its' Police Department (visa vie) the appointment of members throughout its ranks who are deemed "qualified" as a result of job related — valid examinations.

### The Problem Grows

Once the City, for whatever reason is precluded from or fails to conduct promotional exams on a routine basis the Police Department suffers from a void of per-

manent supervisory personnel, accountability becomes impossible and on-line supervision non-existent. Couple that with a comparatively young and inexperienced work force and you have a formula whereby the public is inevitably going to become disenchanted with the quality of police service it receives regardless of where the crime rate is at.

### Patrol Force Not Entirely To Blame

The patrol force as the proverbial bottom rung of the Police Department should not be blamed entirely for problems which have their real origin at the top of the administration and beyond.

I believe strongly in the quality of the overwhelming majority of members of this Department and will continue to do so throughout these difficult and challenging times.

# VICE PRESIDENT'S COLUMN

by Paul Chignell



## BLEY FIRM IN LANDMARK VICTORY AT POLICE COMMISSION

Attorneys Janice Musante and John Prentice of the Stephen Bley law firm won a major ruling at the Police Commission recently over the objections of the Police Administration.

Officers Yvonne Harbor and Larry Gray of the Potrero Station had been charged by the Chief of Police in an unofficer-like conduct case with a prisoner at the station. The case was assigned by the Screening Committee to the Stephen Bley law firm, POA counsel in disciplinary cases.

Mr. Bley assigned the case to Janice Musante and John Prentice in his office and after looking at the facts of the case determined that the officers' rights had been violated. The citizen in the case had filed a formal complaint with the Internal Affairs Division in April of 1981. But charges were not brought against the officers until December of 1982.

Musante and Prentice filed a motion before the Police Commission that such a lengthy delay unduly prejudiced their clients in that they had a right to a speedy resolution of the matter and that the delay caused harm in recollecting events and finding witnesses.

The Police Department objected stating that there was no prejudice and that they had a right to delay the matter from April 1981 to December 1982.

The Police Commission heard arguments over two evenings and then rendered their decision 5-0 to dismiss the charges against officers Harbor and Gray.

This appropriate and just decision by the Commission, Al Nelder, Jo Daly, Jane Murphy, Burl Toler and David Sanchez certainly lends credibility to the fact that the Commission can be fair and impartial.

Observers of the Police Department and the Police Commission have not heard of such a ruling in recent memory.

The San Francisco Police Department and the Internal Affairs Division have been put on notice that lengthy delays cannot occur when officers' careers and rights are at stake.

Stephen Bley, Janice Musante and John Prentice should be complimented for an outstanding job in protecting the membership.

coming in. I can make some projections and recommendations.

We are currently 41.6% into this year, and have spent 54.6% of our budgeted resources. We have spent \$285,000 and I anticipate spending another \$400,000 by years end. This will leave us with only \$50,000 for our campaign and no cash on hand at the end of this fiscal year. The Board of Directors had made \$25,000 in special appropriations so far this year, (non-budgeted items), all worthy endeavors, but not 100% necessary, and not in the budget.

As I see it we have three possible courses to take:

1. Assess the membership one time \$50.00, this would raise about \$90,000, more than enough, Drawback: unpopular.

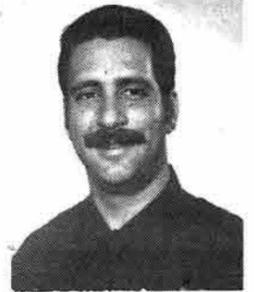
2. We could borrow against our building, this could be done while we are refinancing our remodeling project, Drawback: you have to repay loans, further cash drain.

3. An austerity program, refuse to fund non-budget requests, save money from healthy accounts, put off all non-emergency expenditures until next fiscal year.

I'm going to work to get the board to accept the third proposal and make them stick to it, any comments please contact me at TAC, 1278.

# PRESIDENT'S MESSAGE

by Al Casciato



## Brief Overviews

**Lieutenants Exam Litigation:** A trial in the near future? With hundreds of hours of depositions scheduled and hundreds more requested legal insiders are predicting that if any trial does start in 1984 it will not end until well into 1985.

**Sergeants and Inspectors Litigation:** The validity of Phase I is now being challenged in the Federal Court. Will this issue go to trial? Probably. Will Phases II and III be given soon? Probably not. It appears that a long wait, probably, into 1985 is in order for those involved with this litigation.

**Temporary Appointments:** Pending litigation for the Lieutenants, Sergeants, and Inspectors, will temporary appointments be made? If so, what system will be used? Since none of the parties to the decree will ever agree on a methodology to appoint temporaries it appears that Judge Peckham is going to be forced to select a methodology. Undoubtedly one of the parties will be displeased with his decision and appeal. Your guess is as good as mine as to when temporary appointments will be made and as to what methodology will be used to select individuals. No matter what the POA will be involved at every step of the process.

**Retirement:** Vic Wode of the Retirement Committee has written an article for this issue that demands close review from all of you. Though the official policy of the POA is to protect and improve its members retirement plans I feel that we are weak in this area because of our voluntary structure. I am therefore appealing to all of you who are interested in the retirement problems to channel some of your time and energy into the Retirement Committee. Remember those who help themselves succeed. There is also a letter in this issue from Officer Fernandez of Taraval Station that carries an implied threat that Tier II officers are against Tier I officers in some type of retirement conflict. Tier I and II officers should not view each other as enemies but rather as allies who need each other very, very much to accomplish, together, the goal of the POA of protecting and improving the retirement plans of its members.

**Museum:** The administrative details are almost complete. Active solicitation for materials to be donated or loaned to the Museum is now in progress. Please contact the POA Office during business hours if you have anything that could be used in the displays. If you are in doubt about an item or document call anyway and a Committee member will come out to see you.

Inspectors John Fowlie and Bob Bullard are working on the living history of the Department and are looking for retired officers to interview on tape as to their Department and POA experiences. Appointments for interviews can be made by calling John Fowlie at 553-1141 (days) or Bob Bullard at 553-1123 (1200 to 1600 hours).

**POA Building:** The blueprinting of the building has been completed and all documents have been filed with the appropriate Governmental Agencies. Conceptual drawings of what the remodeled building would look like are on display in the POA Office for your review. Paul Gossman, Chairman of the Building Committee is currently exploring various methods of financing. When his study is completed the issue of remodeling and associated financing will be voted upon.

# Treasurer's Column

by Duane Collins



# MONEY

## Financing the Battle

As you know we have a ballot measure ready to go in November. This measure, if it passes, will prevent the city from denying us future raises, even if they settle after the August deadline.

Knowing we were going on the ballot last year when I drew up the budget, I set aside \$75,000 to wage this fight. The board has approved a budget of \$77,000, earlier this year.

I began looking at where we are today and where we are going to be by years end. By analyzing what we have spent so far this year then, looking at what we have

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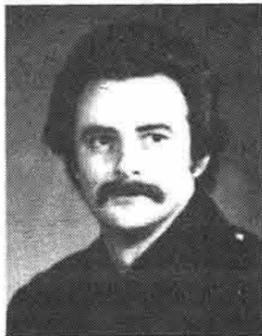
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# CROSSED WIRES

by Dan Linehan  
Director, Southern Station



In last month's edition of the Policeman, President Casciato authored an article entitled "Retirement Realities: July 7, 1983." This article contained two inaccurate statements which present a gross distortion to members of our Association.

In the article, President Casciato stated that 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."

\*FACT - The task has not been totally funded.

\*FACT - The area(s) to be focused upon by the task force have yet to be defined.

\*FACT - The last date representatives of employee organizations met with the Mayor's office to discuss the proposed task force was March 17, 1983. At that meeting several questions were raised by the employee groups which to date have not been answered. The Mayor's office was either unable or unwilling to answer any of our valid questions.

As a City employee, thus a member of the Retirement System and as an elected member of the Board of Directors, I have made my first priority to monitor the decisions and trends of the Retirement System. The 1.5 billion dollar Retirement System is among the soundest for public employees in the nation and it will provide protection for all City employees who reach their golden years. The proposed task force is not dead but it is far from having the ability to explore any areas of the Retirement System. This task force, if brought to life, will be closely watched and you will be informed of its directions.

## GOVERNMENT PENSION PLAN INITIATIVE PETITION FAILS

President Casciato further erred when he stated that the "Secretary of State, March Fong Eu, has certified an initiative petition for circulation titled 'Government Pension Plans.'" This petition, President Casciato informs us, would place all public employees hired or elected after January 1, 1985 into Social Security. Additionally, governments would not be allowed to increase property taxes for funding of employee pension systems.

\*FACT - In the middle of June (before the article was submitted) the petition was disqualified for submission to the ballot due to a lack of valid signatures. This peti-

## WE NEED YOUR HELP NOW!!

by Dan Linehan  
Chair Legislative Committee

As you know, your P.O.A. is gearing up for another campaign this November, which will benefit each and every member of our department. However, if we are to be successful, we must use all of our weapons at our disposal. Our membership is our most potent weapon in our arsenal. We all share a responsibility to work towards the common goals of betterment of our working conditions and benefits. The time is now to act, not two weeks before the election.

If you have a few hours to donate to make phone calls, knock on doors or stuff envelopes, please contact us by cutting out the coupon on this page and forward it to the P.O.A. office. We will contact you and put your services to good use. PLEASE HELP US HELP YOU!!!

### HEY P.O.A. I WANT TO HELP

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Please Print

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My assignment: \_\_\_\_\_ Shift: Days/Swing/Mids  
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Work Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Number of S.F. registered voters in household: \_\_\_\_\_

I Can:  Make Phone Calls  Make A Contribution \$ \_\_\_\_\_  
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tion was never a serious threat to public employees for two reasons:

1. State and local government do not want their employees in Social Security. This would allow the federal government to set the City's or State's employer contribution rates into the system. This represents a potential increase to local government because of higher escalating costs to fund the failing system. Additionally, the City would have no voice in setting the beneficiary policies of Social Security.

2. Elected officials (aka politicians) would be placed in Social Security. Thus setting in motion a Tier II system for state and local politicians.

## CROSSED SIGNALS

My main concern is not correcting last month's inaccurate article, however, I am concerned that this article sends a message from our president to groups or individuals that would take considerable delight in destroying our retirement system. As I read the article, I got the feeling that he was saying that the POA was willing to give up our vested pension rights without a fight. We must inform elected City officials that we share their concern for the City's financial health. However, public employees will not allow themselves to be used as scapegoats for fiscal problems. We will not allow a quick fix solution of attacking employee benefits to balance any City budget. We must also let it be known that we will never allow one retirement system (Tier I) to be reduced to raise the inferior system (Tier II). Any attempts in these areas will be met with a bitter and hard fought political battle.

## DUMP THE FEDERAL LITIGATION COMMITTEE

by Dan Linehan  
Director, Southern Station

The time has come to change the Federal Litigation Committee before greater harm can be done to our membership. This committee, appointed by President Casciato, has been a total failure. I base this statement upon numerous conversations with members of our Association and from my observations as a member of the Board of Directors.

The willingness of this committee to accept a fifty percent (50%) and a fifty-five percent (55%) passing rate for the Sergeant and Assistant Inspector's examination, respectfully shows an extreme lack of guidance.

I found it sadly comical that the following day the Board of Directors rejected the committee's acceptance of the unrepresented low cut off scores, a POA Bulletin was issued extolling the virtues of the seventy percent (70%) cut off position adopted by the Board.

I found this Bulletin and its reprint authored by Committee Chair Jack Ballentine in last month's edition of our newspaper, to be hypocritical, offensive,

## ADVERSE IMPACT: HISTORY OF

by John A. Sterling

The phrase, "adverse impact," which is referred to often in promotional tests and its relation to minority races, has come to usage but I believe few know of its origin. Let me offer my definition from an article I read a long time ago. During the early controversy of the validity of I.Q. testing, researchers found that with certain correlation type questions it was discovered that the majority of caucasians answer correctly while the majority of blacks answered wrongly. I say correctly because the correct answer was pre-determined by caucasians. An example of this is the correlation of objects and its receptacles. The question goes like this: "A baseball is to glove as:

- 1. a cup is to saucer.
- 2. head is to hat.
- 3. fish is to net.

As I said, the test questions being formulated by caucasians, anyone of similar culture and race will answer similarly; which is 1) a cup is to saucer. However, it was found that most blacks did not pick the cup and saucer answer but chose any of the others.

After long research it was found that the reason most blacks did not pick the saucer is because most blacks being from poor backgrounds did not relate to cups and saucers because a complete china set was not one of the priorities in the home. The other answers can be argued to be correct as it applies to one's experience and background. Hence, we can say that the "cup" impacts adversely with most blacks.

This example has since been extended to its most extreme, ridiculous, and irrational end. Now it seems whenever two or more minorities, whether women, Latinos, Asians or Indians, fail to give the correct answer to a test question it is deemed having adverse impact. I say it has been extended to its irrational end because while the first application of adverse impact was valid among children, it cannot be used to excuse older persons who have gained experience in life, have gone to school, and developed a desire for learning. The consent decree should show more respect to members of the police department and not treat them as inexperienced children taking a test for the first time.

and a slap in the face to every member of our Association. We were fortunate that the Board of Directors in its collective wisdom righted the wrong perpetrated by this Committee. However, some of the damage is beyond repair. This Committee's action has sent mixed signals to the federal judge and to the other parties of the Consent Decree. It gave the appearance that the POA administration was going to roll over and die. Put yourself in the position of the Judge or the other parties of the Decree. They know that the appointed body known as the Federal Litigation Committee only supports the seventy percent (70%) cut off because the Board of Directors mandated them to do so. How hard will the Committee fight for this position? Will they give only a token fight, and return to us and say, "We did our best," but . . ." Only time will tell. Based on their performance to date, my hopes are not to high.

I urge you to contact President Casciato or your representative and voice your concerns regarding the make-up of the Federal Litigation Committee and its direction (or lack of thereof).

Now is the time to change, before it's too late.

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# UNIFORM & SAFETY COMMITTEE REPORT

Officer David P. Herman #1145,  
Chairman

1362 Surveys Given Out  
549 Returned or 40% surveys

## INTRODUCTION

Enclosed within this report are the results and statistical information gathered by the Police Officers' Association Uniform and Safety Committee in a recent survey of department members concerning issued equipment and related policies and practices.

One thousand, three hundred and sixty-two surveys were distributed among the members including: The Patrol Division, Bureau of Inspectors, and relative support units and details. Of the total number of surveys distributed, response in the form of a completed survey totaled five hundred and forty-nine. This number reflected a 40% return of the surveys distributed.

For a first attempt at such an endeavor, a forty percentile is well above the average response for basic statistical gathering information through the voluntary survey method. Response also was determined by previous experiences in this area, of which there was none, and future survey responses should be directly correlated to whether an individual or group interest and needs are genuinely addressed in a concerned response.

Included in this report are a series of categories and percentage breakdowns of each section, plus commentaries from the completed narrative sections, and lastly the recommendations formulated from the total of the information gathered.

In structuring and analyzing this material, it is hoped we can assist the department in addressing relative needs, and help in formulating areas for improvement, and be a general source for information and research in fulfilling departmental goals.

Respectfully submitted,

Officer David P. Herman #1145  
Chairman, Uniform and Safety Committee  
Members, S.F. Police Officers' Assn.

## SECTION I

Issued Clothing for Uniformed Officers

	Unsatisfactory
1. Uniform Pants	126 or 23%
2. Uniform Shirts	150 or 28%
3. Shoes	115 or 21%
4. Dress Coat (Class "A")	98 or 18%
5. Hat	93 or 17%
6. Nylon Jacket (Foul Weather)	395 or 72%
7. Rain Coat	148 or 27%
8. Rain Pants	142 or 26%
9. Service Suit (Jump Suit)	87 or 16%
10. Baseball Cap	27 or 5%
11. Leather Jacket	43 or 9%
12. Leather Gloves	16 or 3%
13. Jump Boots	65 or 12%
14. Neck Ties	25 or 5%
15. Sox	258 or 47%

## SECTION II

Issued leather and associated items

1. Gun Belt	16 or 3%
2. Holster	38 or 7%
3. Handcuff Case	18 or 3.5%
4. Ammo Pouch	39 or 7%
5. Speed Loaders	327 or 50%
6. Body Armor (Vest)	178 or 33%
7. Riot Helmet	151 or 27%
8. Face Shield	164 or 30%
9. Ear Protectors (Attached to helmet)	107 or 20%
10. Mace Case	50 or 9%
11. Handcuffs	71 or 13%
12. Tag Book Holder	329 or 60%
13. Flashlight	387 or 72%
14. Baton	71 or 13%
15. PIC Radio Carrier	71 or 13%

## SECTION I COMMENTARY

(Concensus of narative comments from categories 1 thru 15 of Section I.)

1. **UNIFORM PANTS** — It was found that pant material, and weave have changed drastically in the last seven years. Personnel stated newer replacement pants are coarse in feel, tend to ball up, and fail to hold a crease. Some officers also feel a lighter weight pant might be an option.

2. **UNIFORM SHIRTS** — Shirts appear to be thinner than those issued in the past. Badge holders are no longer supplied, and they tend to wear very quickly near the waist at the bottom of the vest. Many officers would like to see the return of the slippered type of shirt.

3. **SHOES** — Many comments about not having jump boots as an option for regular patrol force personnel. (See recommendation)

4. **DRESS COAT (Class "A")** — This coat cannot be worn on an everyday basis with issued equipment for regular patrol use. It appears this garment was designed for formal use only, and is a fine article for that type of activity. (See recommendations)

5. **HAT** — The uniform hat tends to fade rather quickly when worn in the sunlight for substantial periods of time. This is relative to daywatch beat men and mounted officers. Some personnel stated that they were denied issuance of a new hat because of the faded condition. (See recommendations)

6. **NYLON JACKET (Foul Weather)** — This was the single most commented on item of the survey. This garment which is well made and wears well, is best designed for keeping your buttocks warm and sleeping. Other than that, it is a total hinderance to the practical function of police duties. There is no access to your weapon, baton, or other equipment in emergency situations and is, as designed, a safety hazard to any officer wearing one. The coat is not normally worn except in extreme cold spells or when ordered as the dress of the day, and many officers state they never wear it.

It is also sloppy and bulky in appearance and does nothing to enhance the patrol officers' stature. The

*continued on page 6*

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Winchester .30 Carbine	\$13 <sup>25</sup> Box	.223 Remington Specials:	
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SALE ITEMS SUBJECT TO STOCK ON HAND

# Uniform & Safety Committee Report

continued from page 5

adoption of a new style jacket appears to be the desire of the patrol officers in this instance. (See recommendations)

7. & 8. **RAIN PANT & COAT** — Consensus on these items is they create a definite hazard in traffic situations due to the black color. During the rainy season and night time situations, many officers complained motorists have been unable to see or recognize them, with several incidents where personnel have come close to being struck by passing autos. The California Highway Patrol uses yellow rainsuits for high visibility as traffic enforcement is their primary function. (See recommendations)

9. **SERVICE SUIT (Jump Suit)** — This article is a very practical and functional piece. It serves many uses and has numerous other potential applications. (See recommendations)

10. **BASEBALL CAP** — It is felt that the baseball cap also is a practical and functional piece. However it could be a more department oriented item, if the patch that is affixed to it, were the police department patch (a scaled down version) instead of just a darkened city seal, this would make it a more recognizable and coordinated piece with the rest of the uniform. (See recommendations)

11. **LEATHER JACKET** — Some officers felt this would be a practical garment for patrol work, noting its shortwaist length design with access to needed equipment.

12. **LEATHER GLOVES** — Comments ranged from not warm enough to dye running on hands when the gloves got wet.

13. **JUMP BOOTS** — Those that have them like them (TAC, Hondas, Specialist). They look sharp, wear well, provide ankle support and are less expensive than the other issued shoes. (See recommendations)

14. **NECK TIE** — The tie provided appears adequate. The use and appropriate wearing of it appears to be the primary question asked. (See recommendations)

15. **SOX** — Sox issued by the department appear to be very thin in material, and comments verified this by how quickly they apparently wear out. We recognize

that an item like this is a personal preference, but if they are to be issued, possibly a heavier grade sox could be considered.

## SECTION II

(Commentary from categories 1 thru 5 of Section II)

1. thru 4. **GUNBELT, HOLSTER, HANDCUFF CASE, AMMO POUCH** — All the before mentioned items are of good quality, wear well, and serve in a functional manner.

5. **SPEED LOADERS** — The rubber speed loaders presently carried by the majority of the patrol force are a very difficult item to use in emergency situations, and this has been recognized by both range and patrol personnel. Many officers, for safety reasons alone, have purchased on their own after market speed loaders to facilitate proper use and readiness. We acknowledge that the department is distributing the Safariland Plastic Speed Loader, but questions have arisen as to how these items are distributed, i.e. specialized units such as Tactical are given this item but regular patrol force personnel can only obtain them when their old speed loaders somehow mysteriously get damaged and with an intra-departmental request signed by their commanding officer. (See recommendations)

6. **BODY ARMOR (Vest)** — Some officers question this article's ability to stop a penetrating round after it is several years old, however the recent trade-in for reconditioned vests is a positive step in keeping equipment updated and functional.

7. thru 9. **RIOT HELMET, FACE SHIELD, AND EAR PROTECTION** — Some of these items appear to need updating and upgrading, and all helmets should be equipped with proper components. (See recommendations)

10. **MACE AND MACE CASE** — Some felt the Mace cannister is too big and the case is a rather clumsy item. (See recommendations)

11. **HANDCUFFS** — Some personnel suggested use of various different types of cuffs, overall the current cuffs appear to be the desired type for use by the majority of department personnel.

12. **TAG BOOK HOLDER** — The present tag book holder was felt could use several modifications to make it more functional. (See recommendations)

13. **FLASHLIGHT** — The flashlight distributed by this department generated the greatest concern for safety reasons of all items surveyed. The importance of a dependable, reliable and adequate lighting instrument is essential to every officer in this department. The present light meets none of these requirements and is usually rendered inoperable the first time it is dropped. As far as illuminating is concerned, it is completely inadequate. Its primary issuance appears to be a nice gesture, but if taken seriously as a working tool, it's an extreme safety hazard. One could go on and on with comment about its deficiency but it's suffice to say it does not meet the use requirement for this particular industry. (See recommendations)

14. **BATON** — While some officers desire the use of new marketed items such as the PR 24, the majority found the present baton worked adequately with a minimum of adverse effects from its use.

15. **PIC RADIO CARRIER** — The present design of the radio case is above average. There appears however to be a decided shortage of these items in the patrol division. (See recommendations)

## SECTION III (Specialist Units)

At present no defined commentary will be included in this report. It is felt from the initial survey response from the specialized units that individual surveys relative to the particular units will be needed to fully focus on any problems unique to any one unit.

## SECTION IV (Clothing & Equipment Distribution RECOMMENDATIONS)

The following list of recommendations are presented as a suggestive tool and in a positive attempt to aid the department in formulating and presenting ongoing improvements, with input coming from various sources from within the department.

1. Section I, Category 3 — **UNIFORM SHOES** — The department make available as an option to all uniformed personnel the military jump boot presently

being worn by specialized units.

2. Section I, Category 4 — **CLASS "A" JACKET** — When the Class "A" uniform is worn on formal or on ceremonial occasions, officers be allowed to wear the gun belt with weapon and cuff case only to facilitate proper fit and usage.

3. Section I, Category 5 — **UNIFORM HAT** — The uniform hat should be replaced whenever it becomes unsightly in appearance. This would apply to even when the hat fades in color.

4. Section I, Category 6 — **FOUL WEATHER JACKET** — The present jacket to be replaced by a shorter (teddy bear style) jacket. This could be done on a normal wear replacement basis, and/or authorize the wearing of the shorter, light-weight windbreaker jacket several hundred officers have bought already. (Samples available)

5. Section I, Categories 7 & 8 — **RAIN SUIT** — The Department distribute rain overlays (bright colored) to any officer who requests them for traffic duty, or night-time fixed post situations when the rainsuit is worn.

6. Section I, Category 9 — **JUMP SUIT** — Wagon crews be allowed to wear Class "F" uniform when performing normal tour of duties. With the number of health exposures they come into contact with, and other work performed like moving and setting up large barricades, etc., it would be easier to work in, cheaper to clean and can be washed numerous times if need be.

7. Section I, Category 10 — **BASEBALL CAP** — The present city seal on the baseball cap be replaced by a scaled down version of the uniform shoulder patch. This could be done on a normal replacement use basis, or patches to be distributed to all personnel to be put on the hat by each officer. (Samples available)

8. Section I, Category 14 — **NECK TIE** — The neck tie to be worn with Class "A" uniform only, or by officers' personnel preference, or as the ordered dress of the day, not whenever a jacket is worn during all or part of a tour of duty.

9. Section II, Category 5 — **SPEEDLOADERS** — Distribution of the new Safariland speedloaders should be department wide and not restricted to specialized units or details.

10. Section II, Categories 7, 8 & 9 — **HELMET, FACE SHIELD, EAR PROTECTORS** — All these items to be updated. Face shields yellowed and scratched to be replaced. Helmets without ear protectors (plastic types) be provided to all personnel upon request. All these items should be checked by supervisor to make sure officers are being provided maximum protection.

11. Section II, Category 10 — **MACE** — The department to consider the distribution of a smaller type of Mace cannister. Replacement could be done on a normal time, use schedule.

12. Section II, Category 12 — **TAG BOOK HOLDER** — Future tag books be redesigned to hold present citations, and the metal clip have a saw toothed edge to hold the tags in.

13. Section II, Category 13 — **FLASHLIGHT** — The present plastic flashlight be replaced by a durable, more illuminating model. After numerous comparisons and use, the Mag-Lite Model #LCL-3, 3 cell (size C) flashlight with adjustable focus was found to be a practical light. (Demonstration and samples available)

14. Section III — **CLOTHING DISTRIBUTION** — The department consider handling all distribution of clothing through the proper clerk's office directly. The present distributor, "Herbs," is totally unable to provide proper service.

## UNIFORM & SAFETY COMMITTEE

- |                        |             |
|------------------------|-------------|
| David Herman, Chairman | Leon Lowe   |
| Jerry Salvador         | Joe Zamagni |
| Gabe Harp              | Ed Springer |
| Al Bernardi            | Don Woolard |
| Glenn Pennebaker       | Nelson Lum  |

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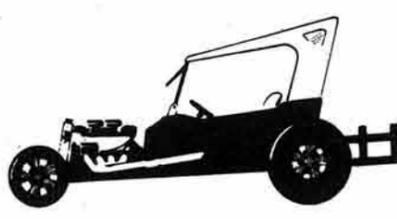
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**INTRA-DEPARTMENTAL MEMORANDUM**

DIST. BUR. DET PERSONNEL DAY & DATE  
Friday, July 15, 1983

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

**ADMINISTRATION**  
SUPPORT SERVICES  
INVESTIGATIONS  
FIELD OPERATIONS  
PERSONNEL

**SUBJECT:**  
VACANCY REPORT — SWORN PERSONNEL  
AS OF July 15, 1983

CLASSIFICATION	BUDGET	FILLED POSITIONS			TXed	VACANT POSITIONS		
		PERM	TEMP	TOTAL		PERM	TOTAL	
Q-2 Police Officer	1332	1307	0	0	0	1307	25	25
Q-20 Policewoman	4	4	0	0	0	4	0	0
Q-35/0380 Inspector	309	302	0	2	2	304	5	5
Q-50 Sergeant	214	194	0	10	10	204	10	10
Q-60 Lieutenant	77	11	19	27	27	57	20	20
Q-80 Captain	26	24	0	0	0	24	2	2
Exempt (inc. Q-63)	10	10	0	0	0	10	0	0
<b>TOTAL</b>	<b>1972</b>	<b>1852</b>	<b>19</b>	<b>39*</b>		<b>1910</b>	<b>62</b>	<b>62</b>

\*39 Q-2s txed against 2 Q-35 vacancies, 10 Q-50 vacancies & 27 Q-60 vacancies.

signed by  
Patricia A. McHugh  
Sr. Personnel Clerk

Richard D. Klapp  
Captain Star #791

# Retirement

by Victor M. Wode

THEY CAN'T TAKE AWAY OUR RETIREMENT! RIGHT? WRONG!

They did it in Los Angeles — so why couldn't they do it here? Have a look at the new L.A. retirement as compared to their old one

## SELECTED BENEFITS COMPARISON

	CURRENT FIRE AND POLICE PENSION SYSTEM ARTICLE XVIII	"G" SAFETY MEMBERS PENSION PLAN ARTICLE XXXV
1. Cost of Living	Actual % C.P.I. For Service Prior to 7-1-81.3% Thereafter	3% maximum
2. Retirement Age	No mandatory retirement age; no minimum	Minimum - age 50
3. Contributions	7	8%
4. Compensation Rate	Final Month's Salary	Average salary - 12 consecutive months
5. Widow or Spouse	40-55% of members final salary	18% - 100% of member's 12 month average salary
6. Service Pension Credit	2% per year of service	10-20 years: 2% of 12 month average salary
25 years	55% (5bonus)	20-30 years: 3% of 12 month average salary
Over 25 years	3% per year	20-30 years: 3% of 12 month average salary
Maximum Pension	70% at 30 years	30 + years: 70% of 12 month average salary
7. Service-connected Disability	50-90% of actual salary but not less than entitlement to service credit	30% - 90% of 12 month average salary
8. Nonservice-connected Disability	40% of highest salary paid to basic rank	30 - 50% of 12 month average salary (actual rank)
9. I.O.D. Time	Credited toward years of service	Credited only if time is bought
10. Refundability	Yes	Yes
11. Minimum Pension	856.52	No Minimum
12. Taxability or Contributions	Yes	Yes

Of interest to the Patrol Force should be item 9. I.O.D. time (work connected disability) is now dead time and unless is bought back by the officer is not counted toward retirement.

You say that can only apply to new people? Wrong! What L.A. did was vest every one who belonged to the old system for the number of years in that system and then transferred them in to the new system. For example: If an officer has 15 years in the old system, he was vested that much and did the next 10 years or so in the new system.

I don't think that the Mayor will do anything until after the Democratic Convention — but then watch out.

Dan Linehan, Lamont and Farrell Suslow and I are working on this and are keeping both eyes on it.

## Controversy Looms Concerning Casciato Leave

by Reno Rapagnani  
Director, Tac Division

Have you ever wondered why so many General Orders have been rewritten since February? These orders have been structured and designed to remove benefits and working conditions, yet the POA President remains silent. Why?

Why is it that the POA President voted to accept a fifty (50%) percent passing score for the recent sergeants examination.

Why is it that the POA President failed, except after strong action taken by the Board of Directors, to take a stand against the Administration's attempts to dissolve the benefits gained in the November election regarding time and one half for Holidays and overtime?

Well, the answer can be given by restating an old proverb, "God takes care of those who take care of themselves." President Casciato is attempting to take care of number uno — at a great cost to our membership.

### Broken Campaign Promises

During the Presidential campaign, candidate Casciato stated that he would take a leave of absence from the department to fulfill his obligation to the membership — as did Bob Barry and Jerry Crowley before him. He stated that he would be a full time President, but for whom? The Administration or the membership.

What the President did not tell us is that the membership would be paying a high and costly price for our new President. President Casciato has not taken a leave from the department to become our "independent" leader. What President Casciato desires though is for the Board of Directors to approve a sweetheart deal between the Mayor's Office, the City Attorney, the Chief and himself.

This deal, to be presented to the Board within a few weeks will have a price tag in excess of \$70,000. Once the details are made available to the Board, you can be sure that they will be made available to the entire membership. More to follow next month.

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# Don't dilute the police tests

One thing should be rather obvious by now in the field of civil rights: It is impossible to set up a neutral affirmative action program to address the inequities of past discrimination in employment or promotion opportunities.

San Francisco continues to wrestle with this reality, as witnessed by the two new promotion exams developed for the police department as a result of the 1979 federal district court consent decree setting police hiring and promotional goals for women and minorities.

The test administrators have recommended a passing score of 50 percent for the sergeant's exam, and 55 percent for the assistant inspector's, to ensure that the largest possible number of women and minority officers (at least 80 percent) taking the test would pass.

Police Chief Cornelius Murphy and the predominantly white Police Officers Association oppose such a low cutoff score. They are in favor of a 70 percent passing grade. The POA believes that the lower scores are unfair to officers who have prepared themselves for the tests. Their equity argument collides, at least perceptually, with the acknowledged goal of the decree to advance female and minority representation in the department's higher ranks.

The tests — only one stage of three in the overall fitness examination process — are weighed to provide a vehicle for that purpose in their structural design, while measuring job qualification skills.

It is on this point that Chief Murphy correctly sides with a 70 percent test score to separate those qualified for advancement from those who aren't. We agree that the testing process should not be diluted. **Skilled and properly screened police officers aren't our problem. It's the unqualified and marginally qualified ones that worry communities.**

*Reprinted from S.F. Examiner  
July 22, 1983*

# Anti-Job Bias Plan For Justice Dept.

Washington — Attorney General William French Smith submitted plans yesterday for equal employment opportunity for women, minorities and the handicapped in the Justice Department but refused once again to set numerical targets.

The plans followed similar ones sent last month to the Equal Employment Opportunity Commission that were declared inadequate regarding the hiring of the handicapped.

The new plans ask the heads of all Justice Department branches to make every effort to hire more women and minorities but to rely on recruiting and not quotas.

"The Department of Justice is totally committed to equality of employment opportunity," said Smith in a letter to commission Chairman Clarence Thomas. "Neither of our plans, however, includes numerical goals.

"In spite of the best intentions to the contrary, such goals often become, in fact, quotas, by operating to give preference in the hiring process to applicants because

# FRATERNAL ORDER OF EAGLES HONORS VETERAN INGLESIDE SERGEANT

*by Al DeLaCerde, Co. H*

At the request of the Ingleside Aerie of the Grand Order of Eagles, the Commanding Officer, Capt. John J. Jordan, of Ingleside Station, nominated and the Eagles honored Sgt. Harold F. Winkler as Officer Of The Year.

Sgt. Harold F. Winkler, Star 1224, is a man who represents the very highest ideals of police work. Not only respected by the Police Department for his dedicated professionalism, he is also, in his Commander's words, always ready to show compassionate concern for citizens' problems and for younger Officers' endeavors.

Harold Winkler has already received three Meritorious Awards and numerous Captains' Commendations.



*Capt. John J. Jordan, left, and Sgt. Harold W. Winkler proudly display individual and station officer of the year plaques. Winkler's name leads off on the station plaque.*

Presently at COH, he follows in his family's tradition of service to the community, his father having served for 40 years with the Police Department and his grandfather for 40 years with the Fire Department.

A native of San Francisco who attended John Denman and Balboa High Schools, Winkler served in the U.S. Navy, married his childhood sweetheart and is the father of two sons. His mother, who still resides in the Ingleside home on Athens St. which his father built for her when she was a bride, is quoted as saying, "Harold was a guardian of the underdog--he always looked out for the little kid who couldn't take care of himself."

It seems only right that this Award, the highest which the Eagles can bestow, should go to a man who has always aimed for the very highest levels of human decency and who has demonstrated a lifelong involvement with the welfare of his fellow human beings.

On Sunday, June 12, 1983, Sgt. Winkler's efforts on behalf of the community he serves were recognized when he was presented with the Officer Of The Year Award. Presentation was made by Capt. Jordan of Ingleside Station, at the Eagles' Club, located at 38 29th Street, in Ingleside District.



*Peter Isaris, president of Grand Aerie, Eagles Order, presents Capt. John J. Jordan with check for \$500 deriving from PAL raffle.*



*Capt. John J. Jordan thanks Eagles for their generous support and recognition.*

of race, sex, religion or handicap.

"That is discrimination, and that is wrong," Smith said.

Smith said minority employment within the department is up by more than 1400 positions, or 11 percent, since the end of fiscal year 1980. He said at a rate of 25.7 percent, minority employment in his department exceeds the national civilian workforce level of 19.2 percent and the 24 percent for the federal workforce as a whole.

The number of women working for the Justice Department also has increased by more than 1200 positions during the period, Smith said.

All government agencies are required to submit plans with the equal employment panel, but the commission has no authority to enforce compliance or impose sanctions.

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

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# Information Bulletin

## San Francisco City and County Employees' Retirement System (SFERS) Mortgage Program

### Plan Members Preference Period

The San Francisco City and County Employees' Retirement System has designated 50% of its funds for San Francisco and adjacent Counties on a first-come, first-serve basis for sixty (60) business days. These funds will be made available exclusively for: (1) system members (25%); (2) system members who are first-time home buyers and whose combined annual income does not exceed \$38,000 (25%); (3) first-time home buyers whose combined annual income does not exceed \$38,000 (50%). The preference period will begin on Friday, July 1, 1983 and end on Monday, August 29, 1983. A list of the participating lenders and their locations is included here for your convenience.

### The Mortgage Program

The mortgages available under the SFERS' investment program are the Early Ownership Mortgage ("EOM") or the 15 year Fully Amortizing Mortgage having fixed interest rates for the life of the loan. Participating lenders may be offering either one or both of these mortgages.

### About the EOM Loan:

- The mortgage interest rate will be established monthly and when established for a mortgage loan will remain fixed for the term of that mortgage loan. The loan will have an accelerated payment feature which provides for a loan payout in a maximum of approximately 15 years. This increasing payment schedule will equal approximately 3.5% per year. The EOM mortgage program offers the borrower a low down payment option, low initial monthly payment and rapidly building equity.

### About the 15 year Fully Amortizing Loan:

- The mortgage interest rate will be set as described above; however, the loan will be repaid with equal monthly payments based upon a 15 year fully amortizing fixed payment schedule.

The following parameters and explanation of how the mortgage program works are designed to assist plan members in determining if this financing might be suitable for their personal circumstances.

1. Mortgage interest rate: To be determined monthly as described above. When established for a mortgage loan, it will remain fixed for the term of the loan.

2. Types of properties: One to four family, owned-occupied homes; condominiums and townhouses are also permitted. All must be the primary residence of the borrower (no second homes). Both new construction and existing homes are permitted. All property types are limited to a maximum three story building.

3. Location of properties: Must be located within the State of California. (Certain limitations apply to properties in certain parts of the State, for which you can obtain information from your lender.)

4. Mortgage prepayment penalty: None.

5. Loan Amounts: Mortgage loans up to a maximum of \$150,000. No mortgage loan may be made with less than 10% down except for plan members who are first-time home buyers and whose combined annual income does not exceed \$38,000. Such members may qualify for graduated payment loans for a maximum of 95% loan-to-value ratio.

6. Term of mortgage loan: For the EOM loans, the initial payment will be based on an amortization over a period of 30 years. With increasing monthly payments, the actual term would be no longer than 15 years. The increase in payments must equal approximately 3½% per year. The 15 year fully amortizing loan is based on a 15 year term.

7. Mortgage loan fees: The maximum origination fee charged to the buyer by the lending institution will not exceed prevailing fees for comparable type loans. The origination fee is in addition to normal closing costs which may be charged by the lending institution.

8. Mortgage Insurance: All loans in excess of 80% LTV must carry 30% primary mortgage guaranty insurance for the life of the loan. The cost of the insurance is paid by the borrower and is based upon the

amount of the down payment in relation to the loan amount. For further information, please contact the participating lender in your area.

9. Payment date: Lenders must require that your mortgage payment be due on the first of each month.

10. Availability of special graduated payment plan: Some borrowers will be eligible for a graduated payment mortgage plan which makes it possible for borrowers to qualify by using a special pledged savings account technique. Payments due the first five years would increase a specific amount each year. Buyer buydown plans are permitted. No seller/third party buydown is allowed. If you would like to know more about this program, contact a participating lender in your area and ask about the MGIC Action! Mortgage Plan.

11. Assumability: Mortgage loans to system members may be assumed by one subsequent borrower who qualifies under certain underwriting guidelines and the parameters of this offering. In all other cases, and for mortgage loans to non-system members, the loan shall be due in full on transfer or sale of the property.

The foregoing information is intended as a general description and guide only and does not constitute an offer of a mortgage loan; you will be provided with more specific information by the lender at a time of application and any offer or commitment for a mortgage loan will be made only in accordance with the lender's procedures and requirements.

### List of Participating Lenders

Participating Lender	Location	Phone #
Statewide City Mortgage Corporation	Carmichael, CA	916-488-6700
Weyerhaeuser Mortgage Company	Los Angeles, CA	213-475-0833
Shearson American Express Mortgage Corporation	Newport Beach, CA	714-752-7670
Pacific Coast Savings & Loan Association	San Francisco, CA	415-397-6800
Transamerica Mortgage Company	San Francisco, CA	415-983-5400

### PLAN MEMBER PREFERENCE

The mortgage investment program offered by the San Francisco City and County Employees' Retirement System offers a choice of mortgage loan which best meets the borrowers' needs. The Early Ownership Mortgage ("EOM") offers the borrower a low down payment option, low initial monthly payment and rapidly building equity. The 15 year fully amortizing mortgage offers the borrower a loan which will be repaid with a fixed monthly payment schedule for the life of the loan. **If you are a member of The San Francisco City and County Employees' Retirement System, you are eligible for a home mortgage loan, on a first-come, first-serve basis during a sixty (60) day preference period beginning Friday, July 1, 1983 and ending Monday, August 29, 1983 for:**

- system members
- system members who are first-time home buyers and whose combined annual income does not exceed \$38,000.

When applying for your mortgage loan, you will be required to provide proof of your system membership. Please submit to the participating lender selected by you a copy of your annual statement from The San Francisco City and County Employees' System.

**If you are a temporary employee, you are also eligible on a first-come, first-served basis if you are a first-time home buyer and your combined annual income does not exceed \$38,000.**

### REFINANCE

Refinances are permitted, however, they are limited to:

- a maximum loan amount no greater than the amount of the existing financing, and
- a maximum amount of 80% of the current appraised value of the property.

### LENDERS PARTICIPATING IN THE PROGRAM

The participating lenders may charge slightly different origination fees to borrowers. For specific information about the program and to apply for a home mortgage loan, the following list of participating lenders is provided.

Weyerhaeuser Mortgage Co. (2 locations)  
4300 Stevens Creek Boulevard, Suite 130  
San Jose, CA 94129  
(408) 244-1464  
Cathy McGovern

9719 Lincoln Village Drive, Suite 501  
Sacramento, CA 94827  
(916) 366-1156  
Rob Giddings

Pacific Coast S&L Association (2 locations)  
444 Market Street  
San Francisco, CA 94111  
(415) 397-6800  
Martha Herkelrath

9025 Mira Mesa Boulevard  
San Diego, CA 92126  
(619) 271-9611  
Tom Covington

Transamerica Mortgage Co.  
600 Montgomery Street  
San Francisco, CA 94111  
(415) 983-5400  
(Operators will assist callers.)

Statewide City Mortgage Corp.  
13925 San Pablo Avenue, Suite 205  
San Pablo, CA 94806  
(415) 232-6756  
Jan Lfft

Shearson American Express (5 locations)  
14081 Yorba Street, Suite 107  
Tustin, CA 92680  
(714) 838-1155  
Scott Gray

1201 East Highland Avenue, Suite A  
San Bernardino, CA 92404  
(714) 886-5311  
Pat Pavlian

5150 Sunrise Boulevard, Suite G-5  
Fair Oaks, CA 95628  
(916) 965-3000  
John Haigh

3737 Camino del Rio South, Suite 109  
San Diego, CA 92108  
(subject to relocation within San Diego area)  
(619) 563-1700  
Bert Morrison

6857 Indiana Avenue  
Riverside, CA 92505  
(714) 686-3131  
Donald MacLean

For general information regarding the San Francisco City and County Employees' Retirement System (SFERS) Mortgage Program contact:

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**THREE WARS**

by Jim Higgins  
Robbery Detail

Squinting through the darkness, muscles flexing with the roll of the ship, sounds of thunder erupting from guns of nearby cruisers; bursts of flame bouncing off an island yet unseen. Thoughts racing through the mind - surrounded by hundreds of men, yet alone as you ever will be. No way of holding back the dawn or doing what has to be done. There it is, a mis-shapen blob of earth, pushed up from the bowels of the ocean floor. It lays waiting to soak up our blood - the widow maker and childless mothers. Time to climb the rope ladder to the waiting boats which deliver us up to the sandy beaches and fanatical warriors. A simple, but true introduction to the War.

The Blue Uniform, Silver Star, rules and procedures, the expressionless mask worn for a face; all standard equipment for our War. The eyes that see and the mind that struggles with disbelief at the unknown motivation of human behavior. Battle scars of physical and verbal abuse encountered along the way dealing with burnt out minds mumbling lunacies, leaving puzzles unsolved. Lawyers with soup-stained ties belching out some idiotic section of law and an F-minus judge nodding in agreement, leaving a four page rap sheet to walk out of court. The good and the bad; it's part of what is considered a civilized war - but War nevertheless!

The final conflict, the personal war, the fragile shell of man that ages, wrinkles and eventually finds its way to dust. The battle of man and inner man where all truth lies shielded from the world. The war between good and evil which embraces eternity; the determination of your future forever. Yet man takes lightly the sacrifice of the Lamb of God who died for us that we may have salvation. A logical man's thought process must engage the pure truth of this War. The winning of this War is a matter of Faith. **PICK UP A BIBLE - READ WHAT JESUS HAS TO SAY ABOUT IT!**

**THE BIBLE IS GOD'S WORD**

by Jim Crowley  
Homicide Section

There is a difference between the Bible and all other books. Authors may pray for God's help and guidance; and God does help and guide and there are many good books in the world which unmistakably God has helped the authors to write. But even so, even the most saintly of authors would hardly presume to claim for his books that God wrote them. But that is claimed for the Bible. Over the next several months I intend to write articles about the Bible. In this month's issue there are a number of notable sayings about the Bible. Included is a proclamation by the President of the United States of America proclaiming 1983 as the year of the Bible.

**THE BIBLE  
OUR AMERICAN HERITAGE**

"Righteousness exalteth a nation: but sin is a reproach to any people" (Proverbs 14:34).

Of the many influences that have shaped the United States of America into a great nation, none have been more fundamental than the Bible.

The Bible and its teachings helped form the basis for the Founding Fathers' abiding belief in the inalienable rights of the individual, rights which they found implicit in the Bible's teachings of the inherent worth and dignity of each individual. This same sense of individual freedom and justice permeates the ideals set forth in the Declaration of Independence and the Constitution.

Many of the Presidents of the United States have been ardent Bible readers. The influence of the Bible in the lives of our nation's highest officials has exerted a powerful force in the strength of America.

**GEORGE WASHINGTON**, the first American President, added this prayer to the oath he took at his inauguration: "So help me, God." He then reverently stooped and kissed the Bible that had been used in the oath.

Most historians give George Washington credit for the birth of the United States as "one nation under God."

**JOHN ADAMS**, second President of the United States, studied "the Scriptures every Thursday, Friday, Saturday, and Sunday mornings."

**JOHN QUINCY ADAMS**, sixth President of the United States, recorded in his diary that he read through the Bible each year, reading the Scriptures for the first hour upon arising each morning.

**ANDREW JACKSON**, America's seventh President, referred to the Bible as no less than "the rock on which our Republic rests." He states in his diary that he read three to five chapters of the Bible daily.

**WILLIAM HENRY HARRISON**, ninth President of the United States, said it had been his habit for twenty years to read the Bible each day.

**ABRAHAM LINCOLN**, sixteenth President, called the Bible "the best gift God has ever given to man ... But for it we could not know right from wrong."

**RUTHERFORD B. HAYES**, nineteenth President of the United States, read a portion of the Bible to his family each morning at breakfast.

**BENJAMIN HARRISON**, twentieth-third President, not only read the Bible himself, but taught the Scriptures in Sunday School.

**WILLIAM MC KINLEY**, twenty-fifth President of the United States, was known to be a man of deep Christian principles and faith, which was founded on Scripture.

**WOODROW WILSON**, twenty-eighth President, states, "The Bible is the Word of life. I beg that you will read it and find this out for yourself. When you have read the Bible you will know that it is the Word of God, because you will have found in it the key to your own heart, your own happiness, and your own duty."

**CALVIN COOLIDGE**, thirtieth President of the United States, remarked about the Bible, "In this Book will be found the solution of all the problems of the world."

**HERBERT HOOVER**, thirty-first President, states, "The whole of the inspirations of our civilization springs from the teachings of Christ and the lessons of the prophets. To read the Bible for these fundamentals is a necessity of American life."

In the home of **DWIGHT D. EISENHOWER**, thirty-fourth President, the Bible was read daily at family devotions, each member of the family reading the day's passage in turn.

President **RONALD REAGAN**, fortieth Chief Executive of our nation, recently stated, "Inside the Bible's pages lie all the answers to all the problems man has ever known. I hope Americans will read and study the Bible...it is my firm belief that the enduring values presented in its pages have a great meaning for each of us and for our nation. The Bible can touch our hearts, order our minds, and refresh our soul."

No book has so molded the life of a nation as the Bible has shaped America; no book continues to shine so brightly in the darkening sky of our times as the Word of God. It has been America's hope, its foundation, its mold of character. The Bible has sustained America throughout its 200-year history and is our only hope of security for the years ahead.

Truly, America has known and treasured her greatest heritage, the Bible.

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## SIXTH ANNUAL SFPOA BLOOD DRIVE A HUGE SUCCESS

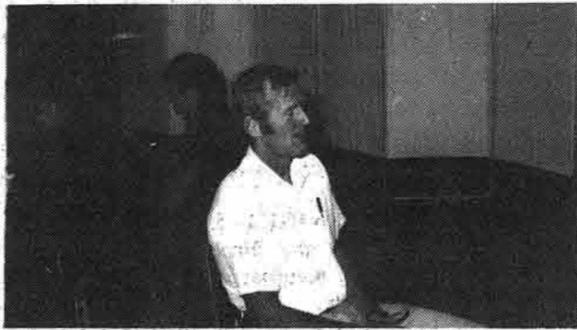
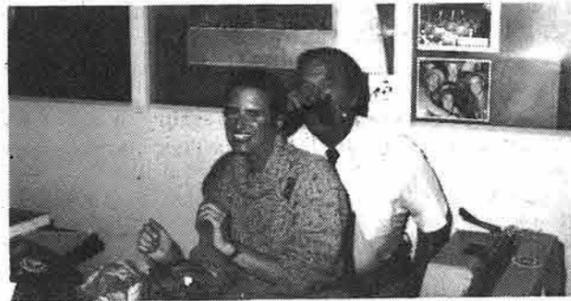
by Tom Vigo

On Thursday, July 7, 1983 the SFPD Blood Bank conducted its annual blood drive at the SFPOA offices. This year individual records were kept to see which unit in the police department was the best donor. The Inspectors Bureau easily outdistanced its closest competitors, Northern Station and Traffic Bureau. The following boxscore gives the breakdown of donations for the day.

Headquarters	10
Inspectors	37
P.A.L.	1
Probation Dept.	7
P.O.A. Staff	2
Muni Transit	3
Central	1
Southern	7
Potrero	4
Mission	12
Northern	20
Park	5
Richmond	10
Ingleside	5
Taraval	0
Traffic	20
Tactical	8
Others	4
<b>Total</b>	<b>156</b>

This blood drive far surpassed our expectations for this event. The previous high donation was 93 in 1980. The credit for this fine turnout must go to Irwin Memorial Recruiter Jan Hoffman. Jan, along with Mark Welsh, Eileen Sullivan, Katie King & Debbie Kleinman spent many hours going to each station and informing the watches of the time and place of the blood drive. Their efforts are certainly appreciated by the SFPD Blood Bank Committee.

I hope that all who donated will continue to participate in our program. Hopefully all donors will be able to bring at least one friend to our next drive.



## FRIENDS OF THE SAN FRANCISCO POLICE DEPARTMENT COMMITTEE MEETING

MINUTES  
Thursday, July 7, 1983

**PRESENT:** CORNELIUS P. MURPHY, Chief of Police  
 CONNIE LURIE, President  
 BERNARD AVERBUCH, Treasurer  
 GLADYS HANSEN, City Archivist  
 DAVID REESE  
 WILLIAM BRENNAN  
 CROCE CASCIATO, SFPOA  
 ROBERT FITZER, SFPOA  
 CAPTAIN FRANK JORDAN  
 JOYCE FARROW, Secretary

Mr. Averbuch reported that as of this date we have \$31,000 in our account.

Sgt. Casciato presented two handouts ("San Francisco Police Department Museum" and "Preserving Police History"). Locations for a Police Museum were discussed. The Committee unanimously supports to enlarge and relocate the Police Museum. Bob Fitzer will investigate into its needs in terms of square footage. The Police Stables is a very good possibility for the Museum. The Committee will meet at the Stables at our next meeting to look over the site.

Mr. Averbuch submitted blueprints for the overhang at the Police Stables. (These blueprints were donated by the firms of Whisler and Patri). The Committee decided to wait and see before proceeding with overhang until Committee has looked over the site as a new location for Police Museum.

Mrs. Lurie suggested we should send a letter of commendation to the firm of Whisler and Patri for their donation. Committee members will bring samples of certificates or plaques that we can send to people donating time, money or labor that will assist this Committee in achieving its goals.

Captain Jordan gave Committee an update on the fingerprinting of school children. Chief Murphy will contact Superintendent Alioto to inform him of letter forthcoming requesting school department's cooperation with this program. The fingerprint cards have been ordered and will be ready by September.

The Committee addressed the possibility of restoring the Lincoln Limousine. Captain Frank Jordan will arrange the contact of Mr. Josiah Beaman, Democratic Convention, and request his assistance in obtaining funds to refurbish the Lincoln.

The next meeting is scheduled for Tuesday, August 9, 1983, at 10:00 a.m. at the Police Stables.

Anyone wishing to place an item on the agenda, please contact Joyce Farrow at 553-1551.

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# POLICE AND FIRE SURVEY

## JULY 25, 1983

CITY	CLASS TITLE	POS.	MONTHLY SALARY STEPS					OFF. ON 2-WHEEL M/C DUTY	ADDITIONAL MONTHLY COMPENSATION
Long Beach	Police Officer	490	1919	2026	2136	2253	2377	10	\$150
Los Angeles	Police Officer I	2369	-	2309	2438	2573	2716	-	-
	Police Officer III	1678	-	2438	2573	2716	2868	315	\$321
San Diego	Police Officer II	832	1809	1894	1986	2087	2185	34	\$63
San Jose	Police Officer	691	2041	2143	2250	2363	2841	32	\$124
12627-5 - \$2525								Average Additional rate paid for 2-wheel M/C duty.	
Long Beach	Firefighter	224	1919	2026	2136	2253	2377		
Los Angeles	Firefighter II	1298	-	2293	2429	2567	2711		
San Diego	Firefighter	353	1691	1772	1863	1957	2044		
San Diego	Firefighter	228	1992	2092	2196	2306	2421		
9553-4 - \$2388 Average Max. Basic Wade paid Firefighters									
San Francisco	Police Officer	1332	-	2068	2171	2282	2395	45	\$141
San Francisco	Firefighter	1106	-	2068	2171	2282	2395	-	-

### COST OF LIVING CONSUMER PRICE INDEX URBAN WAGE EARNERS AND CLERICAL WORKERS July 25, 1983

	MARCH '82	MARCH '83	% INCREASE
San Francisco	296.4	294.3	- 0.7%
Long Beach	290.2	289.6	- 0.2%
Los Angeles	290.2	289.6	- 0.2%
San Diego	313.9	315.4	+ 0.5%
The cost of living in San Francisco	decreased by 0.7%.		
The cost of living in the cities included in Police and Fire Survey	increased by 0.03%.		

### JULY 25, 1983 CITY AND COUNTY OF SAN FRANCISCO 1983-84 POLICE AND FIRE COMPENSATION

POLICE SERVICE	BI-WEEKLY SALARY	EQUIV. MONTHLY
Q390 Chief of Police	3124	6795
Q400 Deputy Chief	2628	5716
Q488 Commander	2135	4644
Q4609 Secretary, Police Commission	1539	3347
Q380 Inspector	1346	2928
Q 80 Captain	1807	3930
Q 63 Criminologist	1807	3930
Q 60 Lieutenant	1539	3347
Q 50 Sergeant	1346	2928
Q 35 Assistant Inspector (With 2 years of service)	1246	2710
Q520 Police Surgeon	1346	2928
Q 2 Police Officer 1st year	1161	2525
Q 20 Policewoman 2nd year	1003	2181
3rd year	1053	2290
4th year	1106	2405
1161	2525	
Members assigned to two-wheel motorcycle traffic duty receive \$76 bi-weekly (\$165 monthly) additional compensation.		
FIRE SERVICE		
0140 Chief of Department	3124	6795
0145 Assistant Deputy Chief	2627	5714
0150 Deputy Chief of Department	2628	5716
0155 Secretary to Chief of Department	2067	4496
H 50 Assistant Chief of Department	2135	4644
H 40 Battalion Chief	1847	4017
H 30 Captain	1539	3347
H 20 Lieutenant	1346	2928
H 19 Operations Training Supervisor, Airport	1345	2925
H 18 Coordinator of Community Services	1345	2925
H 10 Chief's Operator	1264	2749
H 32 Captain, Bureau of Fire Prevention and Public Safety	1739	3782
H 22 Lieutenant, Bureau of Fire Prevention and Public Safety	1521	3308
H 24 Lieutenant, Bureau of Fire Investigation	1390	3023
H 6 Investigator, Bureau of Fire Prevention and Public Safety	1390	3023
H 2 Firefighter 1st year	1003	2181
2nd year	1053	2290
3rd year	1106	2405
4th year	1161	2525
H110 Marine Engineer of Fireboats	1539	3347
H120 Pilot of Fireboat	1539	3347

The Board of Supervisors may, in addition to the rates of pay contained in this report, increase such rates by an amount equal to the difference between the average cost of living increase of the cities included in the survey and the cost of living increase in San Francisco.

Charter Section 8.405, paragraph (d) requires that the compensation fixed for police officers and firefighters will be the same. If the Board adopts the schedule above, the firefighters will also receive the same monthly schedule of compensation. The survey found that the average maximum basic wage paid to firefighters in the cities surveyed is \$2388 per month.

It is recommended that the Civil Service Commission forward to the Board of Supervisors the rates certified in the attached report along with the cost of living calculation. As of the date of this report, the City of San Jose is involved in negotiations for higher pay rates than those indicated in this report. Should they adopt new rates we will report this fact to the Commission by means of an addendum to this report.

Respectfully submitted,  
**ALBERT C. AMBROSE**  
Chief, Salary Standardization

### CIVIL SERVICE COMMISSION STAFF REPORT - SUMMATION

1. Subject: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 POPULATION OR OVER IN STATE OF CALIFORNIA.

2. Source of Request: CIVIL SERVICE COMMISSION

3. Reason for Request: The Charter mandates that not later than the first day of August of each year, the Civil Service Commission shall survey and certify to the Board of Supervisors rates paid to Police Officers and Firefighters.

4. Staff Analysis: Per Section 8.405 of the Charter, staff has surveyed rates of compensation paid to Police Officers and Firefighters in all cities of 350,000 population or over in the State of California, based on the latest decennial census.

5. Staff Recommendation: ADOPT REPORT; CERTIFY RATES TO THE BOARD OF SUPERVISORS PURSUANT TO SECTION 8.405 OF THE CHARTER.

6. Notify: Chief Emmet Condon, S.F. Fire Department, 260 Golden Gate Ave., Room 225, San Francisco, CA 94102; Mr. James Ferguson, S.F. Firefighters Assoc., Local 798, 1139 Mission, San Francisco, CA 94103; Chief Cornelius P. Murphy, S.F. Police Department, 850 Bryant Street, San Francisco, CA 94103; Mr. Al Casciato, Police Officers Association, 510 7th Street, San Francisco, CA 94103.

TO: The Honorable Civil Service Commission  
THROUGH: John J. Walsh, General Manager, Personnel

THROUGH: Donald E. Molinari, Administrator, Technical Services

SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 POPULATION OR OVER IN STATE OF CALIFORNIA.

RECOMMENDATION:  
ADOPT REPORT; CERTIFY RATES TO THE BOARD OF SUPERVISORS PURSUANT TO SECTION 8.405 OF THE CHARTER.

Per Section 8.405 of the Charter, the staff has surveyed rates of compensation paid Police Officers and Firefighters in all cities of 350,000 population or over in the state of California based on the latest federal decennial census. The cities used in the survey are Long Beach, Los Angeles, San Diego and San Jose. The staff also surveyed compensation paid for police two-wheel motorcycle traffic duty in these same cities. The results of our survey are attached.

Charter Section 8.405 mandates that our fourth year Police Officer be paid at the rate which is the average maximum wage paid to Police Officer classifications in the cities included in this survey. The average maximum wage has been computed to be \$2525 per month. This represents an increase of 5.428% over the \$2395 maximum currently being paid.

The Charter further states that salary rates for first, second and third year of service shall be established in accordance with the general percentage differential between seniority steps found in the salary ranges included in the cities surveyed. This differential was calculated by the staff to be approximately 5%. In compliance with the aforementioned provisions, the monthly salary range, including incremental steps for the first, second, third and fourth year Police Officer would be;

First Year	Second Year
\$2181	\$2290
Third Year	Fourth Year
\$2405	\$2525

The average additional monthly salary for two-wheel motorcycle traffic duty is calculated to be \$165 per month.

Also in accordance with Charter Section 8.405, specifically, paragraph (f), the Civil Service Commission is required to certify to the Board of Supervisors the percentage of increase or decrease in cost of living during the twelve month period ending March 31st for San Francisco and for the cities included in the certified report. Attached is a calculation reflecting the cost of living increase in San Francisco as compared with the average cost of living for the four cities surveyed. The cost of living for San Francisco decreased by 0.7% and the average increase in cost of living for the four cities surveyed was 0.03%.

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# BULLETIN

## Please Post Read To All Watches

August 2, 1983  
To: All Association Members  
From: Roy Sullivan, Election Committee

### ELECTION RESULTS

1. Do you have confidence in the ability of the Consent Decree Unit and the chief administrative officers of the police department responsible for examination, to fairly, timely and professionally administer promotional exams?

CO.	YES	NO	ABS.	CO.	YES	NO	ABS.
Co. A	1	67	-	Co. H	0	30	-
Co. B	2	49	-	Co. I	2	26	-
Co. C	4	23	-	Co. K	5	37	-
Co. D	5	58	-	Tac	4	53	-
Co. E	4	76	-	Muni	2	15	-
Co. F	3	39	-	Bureau	4	101	-
Co. G	0	31	-	Hdqtrs.	19	89	-

YES/55 - NO/694

2. Should immediate and appropriate personnel changes be made to ensure fair, timely and professional exams?

CO.	YES	NO	ABS.	CO.	YES	NO	ABS.
Co. A	66	1	-	Co. H	29	1	-
Co. B	47	4	-	Co. I	22	6	-
Co. C	24	3	-	Co. K	39	4	-
Co. D	58	5	-	Tac	51	7	-
Co. E	73	5	-	Muni	16	1	-
Co. F	38	5	-	Bureau	98	7	-
Co. G	30	1	-	Hdqtrs.	87	21	-

YES/678 - NO/71

## SAN FRANCISCO POLICE OFFICERS' ASSN.

851-5060 510-7th St., 8/4 P., M/F

## AROUND THE DEPARTMENT

by Don Carlson

LET'S BE CAREFUL OUT THERE...Congrats to **Matt Perez** (Criminalistics) for his production of that Department recruitment commercial using the Hill Street Blues theme for background. Perez just missed winning a "Cleo" — the top award for commercials — finishing second nationally in the Public Service category.

WE FOUND HIM 'NEATH A SHAMROCK...So say **Pat Burke** (Support Services) and wife **Geraldine** about #2 son, **Brendan Dermot**. The 8 lb., 12 oz. "Brath of a By" arrived on May 27 to join brother **Bryan Patrick**.

ANIMAL CONTROL: YELLOWJACKET DIVISION...Literally overnight, a swarm of yellowjackets constructed a hive near one of the doors at the Academy. We decided this was a case for **Mark Hurley**, so when we called him, he has advised to bring "a lot of very small leashes" with him to control our "animal" problem. When Mark arrived, he checked out the YJ's, said they were all properly licensed, and left!

JOHN CURRIE IS AN UNCLE (AGAIN)...On May 26, **Joan Currie** (AKA "Saint Joan") gave birth to little **Heather Fong Currie** who joins sister **Lauren** and brothers **Jimmy** and **Danny**. Rumor has it that father **Joe Currie** wanted another baby so he wouldn't be the shortest one in the house, but that's a little hard to believe.

JUST THINK...In our lifetime, due to retirements and the unpredictable promotion process, we may see the day when there is no one between the rank of Sergeant and Chief. And if the Civil Service Commission has its way, everyone else will have to be transsexuals who are former inmates of the Vacaville Correctional Facility!

CONGRATS...to **Dennis Callaghan** (Co. D) and his wife **Carol** on the birth of their first child and to **Tom Callaghan** (retired), a proud grandpa. **Danielle Marie Callaghan** (7 lbs. 9½ oz.) was born on June 5. Turns out that Dennis found out that Carol had gone to the hospital while he was taking the Q-50 test on June 4!

A BULL'S EYE ON HIS BACK...Co. E's **Rich Knappick** must think that's what he has if recent events are any measure. Maybe Rich should transfer back to Mission. Maybe Rich is being stalked by a former recruit he helped terminate. Stay tuned.

WHEN IS A RAT NOT A RAT?...Ask **Al Martinez** and **Pat Cadigan** (Co. D) to explain it to you. Their receiver picked up a signal on July 29 that they tracked to the Crocker Bank on 16th Street, where they made the pinch in front of the bank. When they checked inside the bank, they learned that this bank didn't have any RAT packs. So where did the alarm come from? Only the Ratman knows.



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# 4th Annual S.F.P.O.A. Family Picnic

by Theodore A. Schlink III  
1983 Picnic Chairman

September 10, 1983

Marine World-Africa USA, Redwood City, California  
Water Slide Opens 0900 hrs. Park Closes 1800 hrs.  
Civilian Time: 9:00 a.m. 6:00 p.m.

Yes, it's that time of year again, and the POA picnic is just around the corner. This year promises to be as successful as past years picnics, in that we have more surprises and events scheduled for family enjoyment. TOM MANDELKE, from Southern Station, told me that he would not be surprised if we sold 5000 tickets to this year's event. Last year, the total count was 2946 members, family, friends and relatives picnicking at Marine World-Africa USA. In addition, members of the California Highway Patrol, the San Francisco District Attorneys Office, the San Francisco Sheriffs Department, civilian San Francisco Police Department employees, and last but not least, members of the San Francisco Public Defenders Office were present to enjoy a wonderful, warm and sunny afternoon.

The only rule that applies to the picnic is that NO POLITICS IS ALLOWED, and in fairness to our in house politicians, I will outline for you, the history of the picnic. When past president BOB BARRY took office, he readily accepted the concept of an annual picnic, that would benefit the members of the POA. Our

current president CROCE CASCIATO has elected to continue our annual tradition, through the funding of funds to cover the subsidy necessary to make sure that all of our members can afford to attend. DUANE COLINS, our treasurer, is very careful with our money, however, he also has given his support for the continuation of the annual picnic. Enough of politics!

CHARLIE KEOHANE is again in charge of the T-SHIRT AND BASEBALL HAT committee, as he has been for the past 3 years. MIKE LUJAN, from Traffic, is going to stick it out again this year as Director of Security. TOM GIRFFEN from the Dog Unit, will be in charge of suckering selected individuals to raise money for some worthwhile charity, by talking them into sitting in the seat of the now famous dunk tank. EDGAR CALLEGAS will be this years Tug-O-War rope bearer, in conjunction with VINCE CATANZARO, who will rule the Tug-o-war contest with our 6'4" judge, DALE ALLEN. The Board of Directors, by motion of the Board, has instructed me not to wear any rings to this years event. TICKET SALES will be handled by your representatives and the office staff at the POA building, across the street from the Hall of Justice. Last year, RON PARENTI (Co. E) and MIKE DEMPSEY (Co. D) sold the most tickets.

I suspect, that MISSION STATION will face tougher competition this year in the Tug-O-War contest, that they have won for 2 years straight. TIM HETRICH, (Co. D) commanded the first years win, and LARRY MURDOCH, (Co. D) the second. CENTRAL STATION, who came in second, had one powerful team, and but for a couple of bad breaks, might have taken the trophy from MISSION. The trophy has been constructed much the same as the Super Bowl or

Stanley Cup Trophy, in that it can be added on to forever. If you have a chance to stop by MISSION, take a look at the trophy, which has the names of the players of the winning team engraved on brass placques, that surrounds the four corners of the trophy. The first team to win the trophy was the NARCOTICS/VICE detail, under the capable direction of GREG CORRALES. For you gamblers out there, I suspect the BILL SCHEFFLER from TAC, will put together a team that will drag competitors across the Marine World lagoon. The team to watch is TARAVAL, in that a couple of years ago, they nearly took the whole ball of wax from under everyones nose. If GEORGE GRANT is able to get that same team together, watch out. Southern Station, a sleeper in past pulls, has a current line-up of talent that may see the best of them to the finals. DAN MURPHY, an able rodeo rider, is a new addition to the Southern Team. POTRERO, my Alma Mater, is another young station with a tremendous amount of talent. I have no prediction for INGLESIDE or RICHMOND STATIONS, however I suspect that PETE MALONEY (Co. H) will attempt to get a team together. DAVE HERMAN, from NORTHERN is sure to whip up a team that will have to be dealt with, however, don't be surprised if the ACADEMY puts up a team under threat of additional homework. PARK STATION has been another sleeper that may come alive in the pulls. THE INSPECTORS BUREAU will put their telephone dialing fingers around that 3" rope, like you have never seen. The BUREAU has the size, power, and staffing to put together a team to pull us all out into the lagoon. Some of those guys may be over 40, but boy, are they strong. CAVEAT: Don't let the

continued on page 15

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# 4th Annual S.F.P.O.A. Family Picnic

# TUG OF WAR

by Vince Catanzaro

continued from page 14

BUREAU fool you. They may have to be wheeled up to the sand pits, but when they pull, they pull, and I mean pull. HEADQUARTERS has generally merged with the ACADEMY, and if they do it again, watch out for the RANGE personnel.

If we have enough room, SAM WATT and MIKE TRAVIS will try to put together some world championship HORSE SHOE competition. I know for a fact, that TRAVIS spent some hard earned money on special horse shoes, so if you only come close in horse shoes, be sure to bring some, and if you don't have any, the people at Marine World will gladly let you use theirs, free of charge.

Last year, a lot of people brought their own snacks which are very convenient between meals, however the ticket includes a lunch which is cooked before your very hungry eyes. In addition to lunch, you won't have to spend a dime for beer or soft drinks, because it is included in the picnic till 3:00 p.m. If you want to enjoy picnicking on a picnic table, get to the park early (9:00 a.m.) to put a claim on one. If you enjoy spreading a table cloth on the grass, go ahead, because there will be plenty of room.

All the shows are free, and don't be frightened when the picnic site is visited by a 2000 lb. meat eating Bengal tiger. By a unanimous vote of the Committee, NANCY RODRIGUEZ, the wife of ED RODRIGUEZ, (Co. A) will represent the POA at the KILLER WHALE show done in honor of the POA. If too many of us are hurt dragging NANCY to the side of the whale pool, I will select an alternate candidate, from those present at the grand event.

I have spoken to the McVEYS, and we will find out

at a later date, as to whether their cabin in LAKE TAHOE will be available for the EXTRA-SPECIAL GRAND PRIZE drawing, that will be conducted by JEANNE McVEY, (Administration).

DEPUTY CHIEF SHANNON, a 3 year veteran, is a likely candidate for the dunk tank, as is CHIEF MURPHY. The CHIEF is a 1 year veteran of the tank. DR. SANCHEZ, the president of the Police Commission, was going to face the horrors of the cold water tank last year, however, I am not sure if he did not? In any event, I welcome him to the chair. If you have anyone in mind for the tank, excluding ME, TOM GRIFFEN, (Dogs) will entertain your request.

I could go on and on about how much fun the picnics have been, however, I will leave it to those who have not attended one, to ask those who have. ADULTS TICKETS are priced at \$7.50, and CHILDREN at \$5.00. TOTS, under 5, are free. The price of the ticket includes a BBQ lunch, beer and soft drinks, free admission to all of Marine World's events and exhibits, and FREE PARKING. IN ADDITION, we have reserved the WATER SLIDE for the free and exclusive use of our group, from 9:00 a.m. through 11:00 a.m.

I am anxious to see how big your children have grown in comparison to last year, however, I am not interested in being told how much hair I had last year, or for that matter, the year before, SEE YOU AT MARINE WORLD, SATURDAY, SEPTEMBER 10, 1983, REDWOOD CITY, CALIFORNIA.

Who is going to beat the unbelievable, dynamic and over-powering Mission Station team at this year's Tug of War Contest at Marine World-Africa USA on Sept. 10, 1983?

The rules for this year's Tug of War are below described in great detail. It is strongly recommended that if your station, detail or bureau is going to attempt to obtain the coveted trophy now held by Mission Station, that you immediately express your desire to participate by sending a memo to Chairman Vince Catanzaro at TAC.

As it stands now, each station will be included in the schedule, however, the bureaus may be consolidated into one team, as will the details in headquarters company, unless an intention to compete is expressed by interested parties. An attempt will be made to notify each team prior to the picnic who their first pull will be against. This can only be done if all rosters are sent to Vince as soon as possible. Also remember that the roster could have an unlimited number of people from your station or bureau, but only 15 can pull.

1. Sworn police officers only
2. 15 officers to a team
3. No steel cleats (rubber allowed)
4. Gloves are allowed (no stickum)
5. Each team must be assembled and ready to go on time. (If your team is late or members are missing, a forfeiture will occur.)
6. Judges decisions are final (no appeals)
7. All rosters, with a selected team leader, MUST be submitted by Sept. 9, 1983. No roster, no pull!!! (None will be accepted the day of the picnic.)

**DAVID DJAVAHERI**  
VICE PRESIDENT

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POLICE OFFICERS ASSOCIATION  
4th Annual Family Picnic**  
★ Saturday, September 10, 1983 ★  
9:30 a.m. - 6:00 p.m.

ADULTS ..... \$7.50 (A \$22.35 Value) SAVE \$14.85  
KIDS (5-12 yr.) ..... \$5.00 (A \$19.95 Value) SAVE \$14.95  
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- ★ Admission to all shows and exhibits!
- ★ Our own private picnic area with dunk tank, volleyball, horseshoe pits, and a view of the Water Ski Show!
- ★ Surprise animal visits, door prize drawings, old-fashioned games with prizes, and free parking!
- ★ A barbecue picnic lunch with all the trimmings and dessert!
- ★ FREE BEER AND SOFT DRINKS...ALL YOU CAN DRINK!!!

**TIGER MOUNTAIN RAPIDS Waterslide**  
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July 5, 1983

# Special Board of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 1:09 p.m.

Present: Lum, Dempsey, Novello, Maloney, Doherty, McAlister, Ballentine, Hebel, Dito, Huegle, Flippin, Schmidt, D. Collins, Chignell, and Casciato.

Absent: Linehan, Keys, Parenti, Connolly, T. Collins, Rapagnani, and McKee.

Score arrays for the Q-50/Sergeant and Q-35/Assistant Inspector Examinations were distributed to members of the Board.

Recommendations were solicited from the Federal Litigation Committee which included:

(1) With the stipulation that Phase I be weighted in the vicinity of 70-80% all candidates move forward.

(2) Sanctions against the City be pursued, through the Federal Court:

- a) Attempt to reinstitute deleted Q-50 positions.
- b) Back pay for Q-35 and Q-50's and adjustment of appointment dates to 8-1-83.

(3) Testing timetables be adhered to.

(4) Demand weighting of the exam now.

There was then a lengthy discussion on all these issues. There were no motions made or voted on.

The meeting was adjourned at 2:37 p.m.

Respectfully submitted,  
Gerald J. Schmidt  
Secretary

June 21, 1983

# Board Of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 4:12 p.m.

Present: Lum, Linehan, Keys, Dempsey, Novello, Connolly, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Huegel, McKee, Schmidt, D. Collins, Chignell, and Casciato.

Excused: Parenti.

Absent: Ballentine and Dito.

The Muni Election results were the first order of business. President Casciato gave a report wherein he indicated that the proposed By-Laws Amendment was adopted on a vote of 386/Yes to 84/No. Tom Flippin was then sworn in as the Muni representative.

Mr. Gerald Cox of the San Francisco Easter Seal Society then gave a presentation regarding a proposed fund raising event to be sponsored by the San Francisco Police Officers' Association benefitting San Francisco handicapped children served by Easter Seals. The event would entail tug-a-war contests between Bay Area Law Enforcement Agencies. It was then M/Schmidt S/T. Collins to adopt the concept and create a Committee to work with Mr. Cox on the project.

Members voting were:

Yes: Lum, Linehan, Dempsey, Novello, Connolly,

Maloney, T. Collins, Rapagnani, Huegel, McKee, Schmidt, D. Collins, Casciato and Flippin.

No: McAlister

~ Abstain: Doherty

The motion carried and a Committee consisting of Schmidt, Dempsey and T. Collins was formed.

**PRESIDENT'S REPORT:** President Casciato then gave a report regarding proposed General Order B-3, POA Standard Operating Procedures Manual, Meet and Confer on Civil Service Rule #34 and a Police Museum to be formally created on 7-7-83.

**FEDERAL LITIGATION:** The Federal Litigation Committee report was given by President Casciato. He urged all affected members to attend the Civil Service Committee Meeting on 6-23-83 at 4:00 p.m. regarding the Q-35/Q-50 Examinations. He indicated that a General Membership Meeting would be held next week to inform all members as to the tests' status.

**VICE-PRESIDENT'S REPORT:** Vice President Chignell gave a report regarding Civil Service Rule #34.

**TREASURER'S REPORT:** Treasurer D. Collins distributed the May financial statement to the Board. It was M/Maloney S/Linehan to approve his report. The motion passed unanimously on a voice vote.

**LEGISLATIVE COMMITTEE:** Brother Linehan then gave a brief update on the Legislative Program involving the POA's proposed Charter Amendments; one to provide night differential and the other to amend the salary survey provision.

## OLD BUSINESS

It was then M/Chignell S/D. Collins to reimburse Brothers Ballentine and Novello for expenses incurred in the recent San Francisco Press Club Chili Cook-Off. The motion passed unanimously on a voice vote. (The amount in question was later determined to be \$15.53.)

It was then M/Schmidt S/Chignell to formally oppose Assembly Bill 1540 and any reintroduction of its basic concept in the Legislature. The motion passed unanimously on a voice vote.

## NEW BUSINESS

It was then M/Chignell S/Rapagnani to authorize an expenditure of \$350.00 to purchase souvenir items for Brother Earl Wismer to distribute on his forthcoming trip to Japan. The motion passed, 13-6.

Voting were:

Yes: Linehan, Keys, Maloney, T. Collins, Rapagnani, Hebel, Huegle, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin.

No: Lum, Dempsey, Novello, Connolly, Doherty and McAlister.

Brother Hebel then brought to the Board's attention that the Department was contemplating deleting three (3) captains' positions. Our attorneys were instructed to investigate the matter as a possible violation of the M.M.B.

The meeting was then adjourned at 6:10 p.m.

Respectfully submitted,

Gerald J. Schmidt  
Secretary

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Controller

**COMPLIMENTS OF A FRIEND**

July 6, 1983

## Special Board of Directors Meeting

The meeting was called to order at 5:00 p.m. with the Pledge of Allegiance.

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

Excused: Keys

Absent: McKee

Attorney Ralph Saltsman made a presentation regarding Federal Litigation. He indicated that Judge Peckham had been absent that afternoon at a meeting of the parties during which cut-off scores and the 8-1-83 appointment date pertaining to Q-35 and Q-50's was discussed. He further indicated the City's position as one of reluctance to defend the test in Court even though they say they could. The written phase of the exam is scheduled tentatively for 7-23-83 pending agreement by parties on the cut-off score. Ralph indicated his belief that the City would not meet the 8-1-83 appointment date and that a contempt hearing in Federal Court had been set for 8-4-83.

It was then M/Chignell S/D. Collins to reject the Federal Litigation Committee's recommendation that all candidates move forward to Phase II and that the POA pursue the sanctions discussed earlier as well as a cut-off score of 70%. After some discussion the motion was amended by Hebel to incorporate a procedural review of Ray Wong's performance as director of the Consent Decree. Upon further discussion the motion was amended again by Rapagnani to incorporate that specific weighting for each phase of the exam be determined. After further discussion the original motion was withdrawn in lieu of a subsequent motion by Hebel. It was then M/Hebel S/Dempsey to reject the Federal Litigation Committee's recommendation that all Q-35/Q-50 candidates move forward to Phase II of the examination. The motion passed - voting were:

Yes: Linehan, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, Huegle, D. Collins, Chignell, and Flippin.  
No: Lum, Ballentine, Schmidt and Casciato.

It was then M/Hebel S/D. Collins that the position of the Police Officers' Association on the cut-off score for advancement onto subsequent phases of the Q-50 and 1-35 exams is 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 be the attainment of a score of 137 or better. The motion passed unanimously.

It was then M/Hebel S/Schmidt that 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. This motion also passed unanimously on a voice vote.

It was then M/Parenti S/Huegle that the POA call for the resignation of Ray Wong. A motion by Chignell to table failed. Voting were:

Yes: Novello, Maloney, T. Collins, Hebel, Dito and Chignell.

No: Lum, Linehan, Dempsey, Parenti, Connolly, Doherty, McAllister, Rapagnani, Ballentine, Huegle, Schmidt, D. Collins, Casciato and Flippin.

The second to the original motion was then rescinded. At that point it was M/Parenti S/Connolly 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 motion passed - voting were:

Yes: Lum, Linehan, Dempsey, Parenti, Novello, Connolly, T. Collins, McAlister, Dito, Huegle and Schmidt.

No: Maloney, Doherty, Ballentine, Hebel, D. Collins, Chignell, Casciato and Flippin.

It was then M/Linehan S/Parenti to recommend a Yes Vote to the Membership. The motion passed - voting were:

Yes: Lum, Linehan, Dempsey, Parenti, Maloney, Connolly, T. Collins, McAlister, Dito, Huegle, and Doherty.

No: Novello, Ballentine, Hebel, Schmidt, D. Collins, Chignell, Casciato, and Flippin.

The meeting was then recessed at 7:51 p.m. and was reconvened at 8:22 p.m.

A brief Legislative Committee Report was then given pertaining to our proposed Charter Amendments for the November 1983 Ballot.

The meeting was then adjourned at 9:00 p.m.

Respectfully submitted,  
Gerald J. Schmidt  
Secretary

July 6, 1983

## General Membership Meeting

The meeting was called to order at 7:51 p.m. It was then M/Minkel S/Roth that the General Membership adopt the motions made by the Board of Directors at their 7/6/83 meeting pertaining to the Q-35/Q-50 examinations. The motion passed unanimously on a voice vote.

It was then M/Hebel S/Maloney 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. On a show of hands the motion passed (30 yes - 20 no).

The meeting was then adjourned at 2015 hrs.

Respectfully submitted,  
Gerald J. Schmidt

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# LETTERS

## "Friends" Continued

To the Editor:

Though Paul Chignell's letter ("Chignell Replies") in the July issue was well-constructed. I feel I cannot let it pass without addressing particular issues he raised. And while this exchange may give the appearance of two spoiled brats playing "My dad can beat your dad," it should really provide an insight into Chignell's motivation for defending John Molinari, and even for Chignell occupying his position as POA Vice-President.

First, Chignell is correct — the last time I was in City Hall on a POA matter was in 1975 when the Board of Supervisors, which included Molinari, refused to even listen to then-POA President Crowley when a police strike appeared imminent. I have no recollection of Molinari's friendship and vocal support being evidenced at that time. Also, I would expect Chignell to continue, as he says, to inform the POA membership whenever he is aware of actions of Supervisors that affect us, even though Chignell's name is conspicuously missing from our Board of Supervisors' Committee.

Secondly, Chignell cites Molinari for "consistently voting" for measures that have had positive benefits for us. What does Molinari expect from us now for his votes? My own opinion is that voting "yea" or "nay" does not require the level of conviction or commitment that "consistently initiating" legislation requires. In this area, I believe my "friends" are POA Board members who know how to apply proper pressure, like Mike Hebel, Dan Linehan, Ron Parenti, Jack Ballentine and, yes, Chignell himself, not individual Supervisors with public images to protect. Perhaps Chignell doesn't remember that only POA pressure on Molinari (his vote was identified as being most vulnerable to influence) kept the City from entering into a Consent Decree even more embarrassing than the current one.

Finally, I find Chignell's statement — that my attacks on politicians like Molinari are attacks on San Francisco police officers — to be reprehensible at most and self-serving at the very least. The facts that I may be neither as active within the POA nor as knowledgeable of some POA matters as Chignell should not and will not prevent me (or any other member) from expressing my opinion in the proper forum.

I noticed that Chignell refrained from defending Britt or Walker; perhaps the Democratic Central Committee doesn't feel

they're worthy of Chignell's defense at this point. Or it just may be that keeping Molinari's "positive" public image in print is of prime importance here. Why don't we all wait and see what happens after Molinari defeats Milton Marks?

Don Carlson  
Academy Staff

## Chignell Replies Part Two

Brother Dan Carlson again wages his attacks on me as Vice-President of the San Francisco Police Officers' Association though says that my



Paul Chignell

response is "well constructed."

Brother Carlson's naive attitude about the nature of politics in San Francisco and the responsibility of POA officials is again quite evident:

1. As Vice-President of our organization I do not need to be placed on a committee to represent our interests at City Hall. I endeavor to protect our rights and benefits in all arenas whether they be at City Hall, the Retirement Board, Sacramento, the Chief's office, the Police Commission hearing room, or anywhere else. I will match my track record in protecting individual police officers and the organization as a whole against anyone.

2. The political system is such that politicians do expect assistance from their constituents and from special interest groups when they advocate on behalf of those individuals and groups. The San Francisco Police Officers' Assn. is no different from any other group that operates in that system. Doctors, dentists, truck drivers, clerks, lobbyists for sports, psychologists, women's groups, firefighters, oil company executives, business people, lawyers, etc., etc., etc. all work within the system. Don, you are intelligent enough to know that politics works that way. And if you respect Ron Parenti, Dan Linehan, Mike Hebel and Jack Ballentine for working within the system that way I applaud you because they will tell you they operate no differently than I do within that system. They will also tell you that Supervisor Molinari has been an excellent vote for us and that despite the initiator of legislation, no legislation is passed unless

the politicians vote the right way. If you don't like the system, then change it but as long as the system works that way, we have to participate or changes will take place that are inimical to our interests.

3. You state Don, "Perhaps Chignell doesn't remember that only POA pressure on Molinari kept the City from entering into a Consent Decree even more embarrassing than the current one." DON, I DO REMEMBER. I DESIGNED THE STRATEGY AND COMPOSED THE DIRECT MAIL CAMPAIGN THAT RESULTED IN HUNDREDS OF TELEGRAMS AND LETTERS TO DESCEND ON SUPERVISOR MOLINARI'S OFFICE THAT WAS IN LARGE PART RESPONSIBLE FOR THE DEFEAT OF MASSIVE QUOTAS WITHIN THE SAN FRANCISCO POLICE DEPARTMENT. That is exactly what I'm talking about. Political influence and power directed to benefit the membership was accomplished and Molinari voted our way. Don, you don't like the process apparently but the results counted.

4. As for Britt, Walker and Marks — I will cover that in a subsequent article. But don't get any preconceived notions Don. I walked precincts for Milton Marks and written articles for our paper extolling his virtues when he voted for us. THAT IS THE BOTTOM LINE OF MY POINT: When a politician supports the POA I applaud, when they don't I inform the membership to the best of my ability of their error.

Paul Chignell

## Police Exam

Mayor Dianne Feinstein and the Board of Supervisors

This dispute about the Police Examination is a disgrace to the natives of this City.

To have the cut-off marks 50 and 55 is pretty sad. If these marks were permitted in the schools we would have a bunch of morons, so as it stands now, I guess from the looks of the Civil Service Commission we will have another breed of cop/morons.

If these people don't have the capabilities for the Department, let them find jobs elsewhere. All in all, this Department is the laughing stock of the whole country.

It's bad enough to have Police powers taken away from the cops that have been in the service for years, and now to have another new breed to boot.

At the looks of this City now, we won't need cops — what we do need are the OLD TIME COPS AGAIN!

Yours truly,  
Mary T. Kelly

## Dear Al

Dear Al:

After reading your article on "Retirement Realities" I just had to drop you a note. This is a tremendous idea. You are to be congratulated for having the guts to face this reality!

The one problem you are going to have in selling is because it's an idea ahead of its time.

Just as I write this it seems like the other day you and Jim Strange came up to the Academy to sign up for the program!

Keep up the good work and pass on my regards to Jim.

Kind Regards  
Reno Palla, Retired

## Back Pay

Michael C. Killelea  
Deputy City Attorney  
206 City Hall  
San Francisco, CA 94102  
Re: SFPOA v. CCSF, No. 735-608

Dear Mike:

As you know, the City and County of San Francisco has represented that warrants for the interest on the back pay due pursuant to the above-referenced litigation should have been paid April 1, 1983. Subsequently, the Police Officers' Association was informed that payment on that interest would be issued during the week of June 13, 1983. Obviously, the City has not issued the warrants within any of the above-listed time frames.

It is my understanding that interest will be paid as late as August 1, 1983. Therefore, the Police Officers' Association hereby formally demand that interest be paid on the back pay through August 1, 1983 and that such interest be calculated at the rate of 10% from the period April 18 through August 1.

Please keep me apprised of the City's progress in preparing the warrants for the interest and on the City's calculations relative thereto.

Thank you for your continued cooperation in this matter.

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

## In Memory Of...

Re: Deaths of:  
Mr. Sam Moore and  
Mr. Bill Moskovitz

Dear Al:

This week saw the passing of two great San Franciscans, civic leaders, and true friends of all police officers, Sam Moore and Bill Moskovitz.

May we express our sorrow and loss in print in the POA "Policeman."

Sincerely,  
Ray Canepa

## Aids Victim

Dear Mr. Casciato:

When I received the call from your telephone solicitor, my first response was to say no. I am gay and I have AIDS and do not appreciate the response of the general police population to my lifestyle or my disease. However, I am a native San Franciscan and as a member of the community, I care what happens to those that live here.

I would like to encourage you as President of the P.O.A. to educate existing and future officers to our lifestyle also continuing educational forums on AIDS will allow your officers to realize that this disease is not a casually contagious illness. There may be a time when I or my brothers with AIDS will need a police officer, and I would hope that I can count on one being there for us.

Kindly give my regards to Bob Barry. We graduated from Riordan together.

Thank you for your attention to my letter.

Sincerely,  
Robert Reynolds

Dear Mr. Reynolds:

I've enclosed a copy of our bulletin on AIDS for your review.

I do not believe that our response to the disease was anything other than positive and informative, designed specifically to protect the members of my association and their families.

In regard to your other concern as to police services, I've forwarded copies of your letter to the department and our newspaper for distribution to our entire membership.

Sincerely,  
Croce A. Casciato  
President

## CC: BBB

Ron Bower, Manager  
Tire Systems Inc.  
11th & Mission St.

Dear Sir:  
This letter is to compliment you and your staff (specifically James and Steve) on what I feel was exceptional treatment I received during a tire purchase I recently made from your store at 11th & Mission in San Francisco.

I did considerable shopping before I found your prices on BF Goodrich T/A 50 series radials to be the lowest in the Bay Area. I even compared your prices against so called mail-order East Coast tire warehouses and found to my surprise that your prices were competitive or in many cases even cheaper. I bought four 215-50x13 radials and had your store install the tires on my Scirocco. I didn't have your store balance the tires as I wanted the tires

spin balanced on the car and your store didn't offer that type of balancing, so I took the car to a shop in San Rafael where I had the tires dynamically balanced. When the shop told me that two of the tires were out of round from the factory, and couldn't be balanced properly, I returned to your store with apprehension that I would be stuck with two lemon tires, especially since they were so cheap to begin with.

To my surprise, not only did you folks replace the tires, you dropped all business at hand and gave me priority treatment, even though you already had my money and had nothing (financially) to gain. Be assured that the pleasant dealings that I've had with you certainly assure my continued business, and I will heartily recommend your store to all that I come in contact with.

Sincerely yours,  
Rene LaPrevotte  
SFPOA

## Thanks Officers

Editor — Tuesday morning I was assaulted and robbed on my way to work.

Officer Bosshard and Officer Dudtto came to my aid in a matter of minutes. And, within a half hour had the suspect identified. The suspect is now in custody.

Both officers were efficient and polite in performing their duty. Even comforting in what had been a trying experience for me.

As for the homophobia in the San Francisco Police Department: Officers Bosshard and Dudtto even drove me to work after the ordeal, the office of the Lesbian/Gay parade.

George Embler  
San Francisco

## Q-50, Q-35

Nathaniel Trives  
30 Van Ness Avenue  
Suite 2118  
San Francisco, CA 94102

Re: Q-50, Q-35 Proposed  
Cut Off Score

July 7, 1983

Dear Professor Trives:

In its intra-departmental memorandum dated July 7, 1983, the Consent Decree division recommended the cut-off scores for Q-50 Sergeant and Q-35 Assistant Inspector to be at score 93 indicating 50% for Q-50 and at score 108 at 55% for Q-35.

May this constitute a formal objection forwarded by the Police Officers Association to the recommended and proposed cut off scores.

The Police Officers Association proposes and recommends that the cut off score for the Q-50 Sergeants test be at score

continued on page 19

# LETTERS

continued from page 18

130, that is 70%. The Police Officers Association recommends and proposes that the cut off score for Q-35 Assistant Inspector be at score position 137, that is 70%.

Thank you for your attention in this matter.

Very truly yours,

Stephen Warren Solomon, Inc.  
Ralph B. Saltsman, Inc.  
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## Travel Recommendation

San Francisco Policeman Letters to the Editor Department

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Sincerely,

Lorin D. Clem

## SFGH

July 19, 1983

Commander Richard Treub  
Internal Operations  
San Francisco Police Department  
850 Bryant Street  
San Francisco, Ca. 94103

Dear Commander Treub:

This letter is a follow up to your conversation with Leslie Lingaas recently about what information San Francisco General Hospital will release on patients who are under police protective custody.

As we discussed, the hospital will confirm the patient's presence and give out general information about the patient's condition and extent of injuries. The caller will be referred to the Police Operations Center, 553-1071, for additional information.

In regards to hospitalized police officers, we will give out standard information (name, age, sex, condition, extent of injuries) with the exception of the officer's city of residence. At your suggestion we checked out this last point with Al Casciato of the Police Officers' Association.

Sincerely yours,

Lindsay De La Ysla  
Director

## Suggestions

Al Casciato, President  
San Francisco Police Officers Assn.  
510 - 7th Street  
San Francisco, California

Dear President Casciato:

This letter is for publication in the SFPOA Newspaper and for forwarding at your discretion to any other persons whom you feel should view the contents of this letter or would benefit from the suggestions contained in this letter.

As you are well aware the San Francisco Police Department is lacking administrators in the rank of Lieutenant of Police. This lack of management in the Police Department leaves the Department with an interrupted and fatigued chain of command. The lack of Lieutenants in the Police Department is having a detrimental effect of loss of direction and control among the members of the San Francisco Police Department. At this point in time there exists approximately seventy to seventy-five vacant positions in the Rank of Lieutenant. There are a number of Limited Tenure appointments which were made a couple of years ago, however many of the positions remain at this time unfulfilled and Sergeants are filling the responsibilities and positions on a day to day basis. This instability in the chain of command reflects on each and every member of the department.

It is my belief that those individuals whom hold the positions of executive administrators in our Department have a responsibility to the department to insure the consistent and effective control of the department is maintained. This in plain terms means that they have an obligation to the members of the Police Department as well as to the citizens of San Francisco to see that the management structure in the Police Department is maintained to ensure that control and direction for the department be upheld.

As you know in July of 1982 the Civil Service Commission and the Consent Decree Division sponsored a test for the rank of Lieutenant of Police. That test is now under suit and tied up in litigation in the courts. The Department, even though the test was protested conducted a second phase of testing for the rank of Lieutenant in January of 1983. Since this testing was accomplished no permanent or temporary positions have been filled in the Lieutenants rank. Yet during this same period of time several members holding the rank of Lieutenant either permanently or temporarily have retired and the vacan-

cies continue to grow.

We should now look at just why these positions have gone unfilled as the administrative of the department does have some problems in the determination of just who should fill the vacant jobs. First the Public Advocates have requested and obtained a court order that precludes the appointments on a seniority basis, this was the system which was in effect up until the time of the court restriction. The list from the last test was sealed by consent of the parties to the litigation until the test is resolved. For our purposes in analysis of members to fill the vacant jobs the only methods ever used have been removed by court order, which incidently leaves the Department with a real bear of a problem.

All is not lost though for in several discussions with other Sergeants in the Police Department who also realize that there is a problem, a few suggestions have been made for the temporary filling of the Lieutenants rank. The four are listed below in what might be called random order for I have only a desire for the department to take some action to eliminate the problem and regain stability.

The first suggestion is to go back to the court and ask for a reinstatement of the seniority system. The objector in this case would seem to be the Public Advocates, and if they object request that they present an alternative for the temporary selection process in order that the positions be filled as rapidly as is possible. The seniority system is ingrained into the rule of the department and is generally accepted as the most acceptable method which throughout the history of the department has been employed. This system has inherent a more rapid turnover of the senior members of the department for after a year in the position the member may retire at the higher rank and open the upward mobility for the lower ranks.

The second suggestion is to open the phase two test and in the order of rank on the test appoint the members to the rank. This system also has merit for if the test is supported in court these members would normally be appointed. In point of fact the phase one test is currently under suit which has no impact on the phase two test other than to determine who should be eligible to participate in the testing. If the phase two testing were to have an effect in regard to the phase one test and the subsequent lawsuit the entire testing process of both phase one and two would be analyzed to determine the validity and reliability of the test and the phase one test would only be

viewed as a deselection screening device to reduce the number of participants in the phase two test based on the ability of the participants in the phase two test based on the ability of the participants to analyze and interpret the law and situations which may be encountered in the role of Lieutenant of Police. Further the phase two test was an evaluation of the ability of the participants to perform the role of Lieutenant. The objector in this case would seem to be the Sergeants for a valid Lieutenants Examination and if they object to this method they should then present an alternative method for the selection process.

The third suggestion is one of random selection with a rotation built into the system. This method would have all current Sergeants randomly selected and a ranking list of selection order published. The members would then be placed in the Lieutenant's position for a limited period of time and then replaced by the next member on the selection list. The periods ranged from two weeks to six months. I prefer the six month rotation for the stability it adds to the management of the department. This method although impartial in nature is not a selection process but a temporary filling to appease the parties involved and is based on no decision on whom to select for the benefit of the department. The selection in this fashion also selects those who excel in the position and those who realistically should not be given this position.

The fourth and last selection method is to insert a cigar in the anal orifice of each of the eligible Sergeants and upon the ability to puff the cigar the appointment is made. This method is an obvious Godsent to those individuals who must see their proctologist for their annual physical. The merits for selection in this manner are obvious for those of us whom have had the pleasure of working for such individuals.

In conclusion the San Francisco Police Department has a problem, and no matter how the problem is to be solved it should be

done with expeditiousness for the effects of this problem will take a long time to resolve and the longer the problem is unchecked the greater its devastation.

James Hughes  
Mission Station

## Thanks

San Francisco Police Officers Association

July 18, 1983

Dear Officers:

I noticed your ad in the brochure of the National Organization for Women's 1983 Conference which was recently held in Oakland. I really appreciate the fact that you, as a group, thought it important enough to buy space to send your best wishes to NOW.

Thank you for your support — together we will make a difference!

For equality,

Mildred Boyd  
NOW member

## Tier II Retirement

Executive Committee  
Paul Chignel  
Gerald Schmidt

Gentlemen,

The younger officers who came into the dept. after 1976 now number about 50% of your members. As a member of this post-76 group I am interested in the POAs plan to get us a pension plan that is acceptable and feasible. I realize our loss at the polls is due in part to a lack of interest by brother officers regarding their retire-plan and ultimately their future. I have some ideas that would (in my opinion) help us achieve this goal. If we don't get a better plan the current president will be a one term job. He should realize that the younger officers (not all of them) were the strength (voter wise) behind his election.

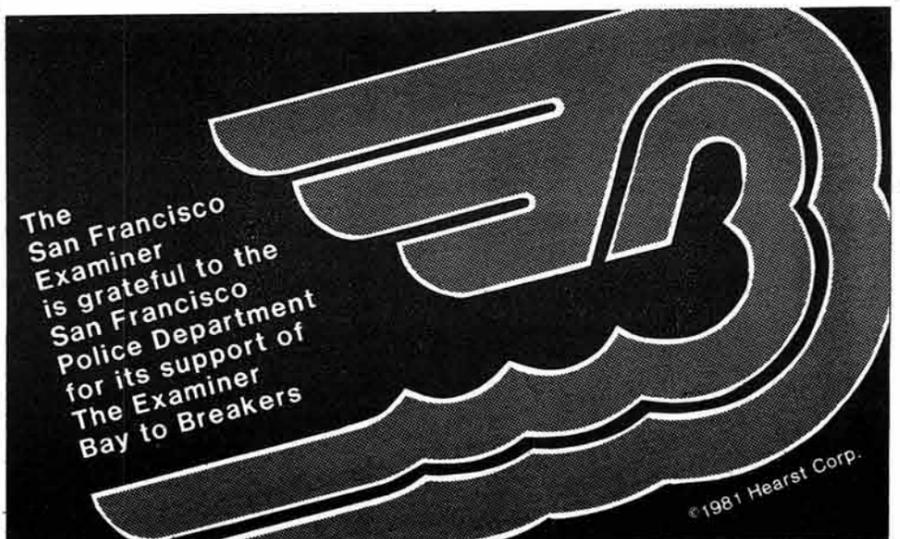
I think we should put

P. Fernandez

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# "BEST LAID PLANS"

by Gerry Schmidt  
Secretary

The production of the POA's history/yearbook took some very unexpected turns. The following is a description of the events from beginning to end which took those of us who were very involved in the project on a roller coaster ride which was at times scary and at others very gratifying.

On March 19, 1981 the POA's Board of Directors authorized the production of a history/yearbook documenting the development of the SFPD from the turn of the century through modern times.

Twenty (20) months later; after well over one hundred hours of meetings, letters, telephone calls, teletypes and POA bulletins we finally took delivery of the finished product.

Printing of the book ultimately required the infusion of approximately \$12,000 by the POA in order to salvage the product. On October 19, 1982 the Board of Directors voted unanimously to authorize the expenditure with the stipulation that a repayment plan be entered into with Institutional Services Inc. (ISI), the book's publisher.

In April of 1983 the POA received a letter from Stephen Berg, President of ISI informing us that he had filed for and been granted bankruptcy (See May issue of Policeman Newspaper — Letters to the Editor).

As one who worked extensively on the entire project I feel compelled to articulate a number of points regarding the production of the book for your information.

First, prior to entering into a contract with ISI efforts were made by members of the Publications Committee to substantiate its credibility. References were checked

with POA's Board of Directors and ISI's tenure in the field of producing yearbooks was ascertained to be in the vicinity of ten (10) successful years.

Nearly forty (40) major airlines, police and fire departments as well as schools and communities from across the country have all contracted with ISI subsequent to the SFPOA. The majority negotiated contracts calling for a book purchase price much higher than the POA's. As a result of the infusion of POA monies into the project it made the overall cost of our book equal to those in other jurisdictions.

Because of our close scrutiny of the project from the very beginning as well as our proximity to ISI's headquarters; at that time located in Redwood City, California, we soon became aware of irregularities with the way in which the initial production phases of the project were being handled. This enabled yearbook co-chairman Gale Wright and I to become extensively involved in trouble-shooting literally every aspect of the book's production; this in contrast to what the contract called for as "minimal involvement" on the part of ISI's clients.

Hence, countless hours of our personal time were committed to supervising the entire project. Involved were:

- (1) Scheduling and arranging locations for photo sessions.
- (2) Marketing book sales.
- (3) Researching the Department's history.
- (4) Touring the entire Department for special photo sessions.
- (5) Monitoring all billing.
- (6) Issuing teletypes and POA bulletins.
- (7) Countless meetings and phone calls with ISI staff people.
- (8) Meetings and phone calls with POA attorneys Mike Hebel and Steven Bley, as well as other consultants.

A nine (9) page chronology and hundreds of documents were developed and maintained in an effort to expedite production of the book.

Of the six (6) major police departments from across the country to contract with ISI only the San Francisco POA received a yearbook. All ten (10) major fire departments failed to receive a book as did eight (8) of the eleven (11) airlines. Had it not been for the Publication Committee's perseverance and dedication we most certainly would not have received a book.

Both the Oakland Police Officers' Association and the San Francisco Firefighters' Association will ultimately receive their books, but not without having to infuse monies in much the same way as did the SFPOA.

I am proud of the book and the hard work performed by those members from throughout the Department who submitted written materials and photographs for inclusion in the book.

(If you have any questions or seek further information regarding the history/yearbook, please contact me at the POA office where our files and chronology pertaining to this matter are available for your inspection.)

- 12/18/80 Letter to Gale Wright from Madison Kane (then program manager).
- 3/11/81 Brief memo from Madison Kane to me regarding our meeting of 3/10/81 (Gale also present).
- 3/11/81 Received a copy of Hughes Airlines Yearbook as sample. (Reflections).
- 3/23/81 Letter from me to Madison Kane informing her of P.O.A. Board's actions of March 19, 1981.
- 4/3/81 Receipt of letter from Madison Kane referring to meeting between Gale, me and herself. Letter also provides Proposals I and II on content and quality of book.
- 4/30/81 Letter from Madison Kane containing proposed contract.
- 6/22/81 Letter from Victoria — Billing — Ross referring to production manual to be ready first week in July.
- 8/19/83 Scratch to Captain Eidler re use of Room 460 by photographers. Proposed schedule attached.
- 8/19/81 Informational Bulletin #81-80.
- 9/16/81 Teletype #3060 re Yearbook.
- 9/30/81 Teletype #3228 re Yearbook
- 10/6/81 Spoke with Lesley Carr, S.F. State.
- 10/7/81 Present at meeting: Paul Remack, Gale Wright, Gerry Schmidt.
- Received list from Paul (as of 9/25/81).
  - Requested Paul Remack to provide us with lists of those people purchasing the book as well as photo package.
  - Paul stipulated that I.S.I. would pay for shipping of the books.
  - Asked Paul to contact Wes Van Winkle.
  - Gave Paul two bills for mailing (Invoices #50424 and 50252).

- OPS Center 2484 - Notification Binder - Eddie Martinez
1. Contact Chief's Office re list of clergy in the department.
  2. Call Bob Puts (1295) (992-6926)
  3. Call Bob Fitzer, 731-9182 (2C24)
  4. Call Bob Del Torre (1295) (892-6133) 10 a.m.
  5. Call Tim Thorsen (Wed. 10/14/81 - 1 p.m.)
  6. Call Ronald Jackson (Tues. 10/13/81 43) 1500 hrs
  7. Call Jeannie McVeigh
  8. Call Wes Van Winkle, 626-1957
  9. Check on date of 1st mailing to members. (Chief's letter, my letter and schedule.)
  10. Check on date of 1st teletype (mid-September).
  11. Call Art O'Keefe, 768-6938
  12. Call Paul re Community Relations, retired officers who have bought the book.
  13. Call Ralph Saltsman.
  14. Call Dave Courtney (886-3817)
- 10/8/81 Spoke with Paul regarding photo sessions for the Academy, Community Relations, retired mailings and retirees who have purchased the book. (Thurs. 1500 hrs. - meeting with Paul)
- 10/8/81 Spoke with Mike Mulvey re group photos of Academy, Community Relations, TAC Unit, Bureau, P.O.A. Board
- 10/9/81 Things done:
1. Call Bob Puts, 996-6926, 1295. (Ext. 1295) Apts Jr. High, Thurs., 10/15/81 candid shots, 6 p.m.
  2. Call Dave Courtney, 886-3817
  3. Call Art O'Keefe, 768-6938
  4. Call Wes Van Winkle, 626-1957 (10/16/81 - 1500 hours)
  5. Call Eddie Martinez in OPS. Center, Notification Binder, 1484.
  6. Call Ralph Saltsman (213) 822-9848.
  7. Call Paul Remack re the date the 1st mailing went out to members (Chief's letter, my letter and schedule.) (6 days before photo session.)
  8. Call Mike Mulvey re new time for dog units and solos, basketball game (Dan Smith).
  9. Call Laverne
  10. Jerry Hulbard, S.J.F.D.
- 10/14/81 Took Dave Courtney throughout the Hall of Justice.
- 10/15/81 Took Dave Courtney throughout the Hall of Justice.
- Photos of TAC Division
  - Met with Paul Remack
  - Attended TAC Division Dinner
- 10/15/81 - Jan Simon - 552-1648, 957-9501
- Call Mulvey re: 1) Academy; 2) Retirees/Joe Carew, 586-5415; 3) Candidts/taken; 4) Candidts/yet taken.
- 10/14/81 Letter from Cindy Tybony received re:
1. Welcome letter
  2. Photo session/schedule letter
  3. Retired officer mailing
- 11/3/81 Letter from Gerry Schmidt to various clergy mailed.

continued on page 21

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# YEARBOOK CHRONOLOGY

continued from page 20

- 11/3/81 Letter from Gerry Schmidt to Mayor re Yearbook
- 11/4/81 Letter from Gerry Schmidt to sworn personnel and retired officers not yet photographed (new schedule attached).
- 11/5/81 Mailing bills submitted for payment.
- 11/6/81 Teletype issued (at Gerry Schmidt's request) by Ray Canepa re new photo schedule.
- 11/9/81 P.O.A. bulletin put out by Gerry Schmidt re new photo schedule.
- 12/9/81 Letter from Gerry Schmidt to all members re Yearbook photos (proofs) and their prompt re-submission to I.S.I.
- 12/21/81 Letter from Paul Remack to Gerry and Gale re mailings to the non-photographed officers, the photographed no-buys, and the civilian employees.
- 1/20/82 Letter from Irene Danich re sales letter containing reservation form.
- 1/26/82 Letter from Paul Remack re photographed (no-buy) letter.
- 1/25/82 Met with Paul and Debbie re Yearbook. Sample letter which was sent to civilians. Sample letter which was sent to active members.
- 1/29/82 Letter from Deborah Winters re some materials needed from us. Sample of contents (table of).
- 2/3/82 Copy of letter sent to officers not wanting their picture in book from Marion Mynott.
- 3/10/82 Letter from Debbie Winters re letter sent to S.F. officer who have not yet received portrait letters.
- 4/20/82 Letter from Debbie Winters re still more portraits which have yet to be delivered.
- 5/24/82 Letter from Irene Danich re request for list of people to receive complimentary book.
- 6/8/82 Copy of letter from Paul to Gerry re chronology of events from 3/8/82 to 6/8/82.
- 6/11/82 Letter from Paul Remack to Gerry and Gale re late delivery of Intro pre-proofs.
- 6/28/82 Letter from Randy White to Gerry re second proofs of 1982 Yearbook.
- 8/11/82 Letter from Gerry to Steve explaining chronology of events from 7/15/82 to 8/6/82.
- 8/11/82 Notified Bob of circumstances.
- 8/12/82 Letter from Steve to Gerry re schedule of delivery of book.
- 8/24/82 Meeting with Steve, Gale and Gerry at P.O.A. — Meeting cancelled by Steve Berg.
- 8/24/82 Phone conversation between Gale Wright and Lee Batchelaar (Inter-Collegiate Press, 800-255-6287, Ext. 316).
- 8/26/82 I had Mike Hebel call Steve Berg re: Yearbook (See memo).
- 8/24/82 Notified by Steve Berg that mock-up would not be delivered.
- 9/3/82 I (Gerry) drove to Redwood City and met/dropped-in unexpectedly on Steve Berg. I retrieved material for "Play it Safe" ad. I also obtained cost breakdown comparing our Yearbook to seven other major department across the country.
- 9/3/82 Contacted Dolores Ernser (Phil Burton's aid) and asked that she investigate I.S.I. in terms of Chapter 11 filing. (2620 Broadway, 94063). Clerk of: Bankruptcy Court, Federal Bldg., Rm. 17435, 556-2250. Notified by clerk that I.S.I. has not filed.
- 9/3/82 Phoned Steve Berg — Did not return calls.
- 9/7/82 Phoned Steve Berg — Did not return calls.
- 9/8/82 Phoned Steve Berg — Did not return calls.
- 9/9/82 Phoned Steve Berg — Not in. Did not return call.
- 9/19/82 Phoned Steve Berg. Not in. Learned that Randy White is now on vacation.
- 9/13/82 Received a call from Steve Berg to the effect that the proofs would be mailed tomorrow (9/14/82).
- 9/13/82 Mailed letter to Clerk of the Bankruptcy Court re: I.S.I.'s status.
- 9/14/82 Phoned Marion Mynott and asked that she phone with information re: receipt of proofs.
- 9/17/82 Phoned I.S.I. at 3:00 p.m. and was told Steve Berg would not be back until 4:00 p.m. Secretary originally indicated he was in.
- 9/20/82 Spoke to Steve Berg (I called). He tells me he spoke to the printer this morning and they told him that the book did not get mailed last Tuesday (9/14/82) but that it was mailed this morning. I set up a meeting with Berg in Redwood City on Thursday, Sept. 23, 1982 at 9:30 a.m. to review the book and send it back to the printer for the final stage of production. Gale Wright phoned Steve re: the return

- of all photographs.
- 9/21/82 Received return letter from Clerk of the Bankruptcy Court indicating that I.S.I. has not filed under Chapter 11.
- 9/22/82 Steve Berg called me and told me the proofs weren't in yet (2:45 p.m.) but that they were due by tomorrow.
- 9/22/82 Steve Berg suggested that the meeting for tomorrow be temporarily postponed. He said he would call when the proofs arrived.
- 9/23/82 Did not hear from Steve Berg
- 9/24/82 I phoned Steve Berg to find out what was happening. He was not in at 12:30 p.m. I left a message requesting that he phone me.
- 9/27/82 I phoned I.S.I. re: Yearbook and was told by Marion Mynott that the book had arrived. I arranged a meeting to review the book with Steve Berg, Gale Wright and myself for 9/28/82 at 9:30 a.m. in Redwood City.
- 9/28/82 Gale Wright and I met with Steve Berg and Randy White and reviewed the book. Delivery date of 11/15/82 agreed upon by all parties for the Yearbook. (See letter sent 9/30/82).
- 9/30/82 I (Gerry) sent letter to Mr. Berg reiterating agreement that Yearbook would be delivered to P.O.A. (510-7th St.) by 11/15/82.
- 10/5/82 I (Gerry) drove to I.S.I. in Redwood City and reviewed final (4) four pages for Yearbook. Steve Berg told me that to his knowledge, November 15, 1982 still looked like a realistic deadline for delivery of the book. (Jeff Williams, 558-3815; Bill Muth, Jeff; Mike Gash)
- 10/12/82 I (Gerry) received a phone call from Steve Berg requesting a meeting with me, Gale Wright and Bob Barry on Wednesday, October 13, 1982. He indicated that there was now a "problem" with the 11/15/82 deadline but he would not elaborate.
- 10/19/82 P.O.A. Bulletin published re: Yearbook and solicitation of additional orders for final production costs.
- 10/19/82 P.O.A. Board of Directors votes unanimously to appropriate \$12,000 to get the Yearbook printed and published; money to go directly to Collegiate Press in an escrow account to be paid when the Yearbook is delivered to the P.O.A. and to enter into a "repayment note" with I.S.I. for monies expended. Voting yes were Swall, Linehan, Schmidt, Parenti, Bruce, Tennant, Grant, Wright, Ballentine, Casciato, Huegle, Bell, Hebel, Chignell and Barry.
- 10/21/82 I phoned Lee Batchelder re: Board of Directors action.
- 10/21/82 I received a letter from Steve Berg containing cost breakdown of our Yearbook and a copy of his contract with I.S.I. regarding his production costs.
- 10/28/82 I sent copies of proposed contract between I.S.I. and P.O.A. regarding production of Yearbook to Attorneys Steve Bley and Mike Hebel for their review. Meeting set for Monday, November 1, 1982 with Steve Berg, Gale and myself to discuss the vote.
- 10/29/82 I sent a letter to Lee Batchelder (I.C.P.) articulating agreement pertaining to the final production phase of the Yearbook. Check enclosed in the amount of \$6,300.00.
- 10/29/82 Meeting set for 11/1/82 with Mr. Berg cancelled on the request of Attorney Steve Bley.
- 11/2/82 I called Lee Batchelder asking for a tentative shipping date for Yearbooks.
- 11/3/82 I received a message from Johnny York (I.C.P.) informing me that the shipping date of the books would be 11/10/82 and that they had not yet received a check.
- 11/4/82 I spoke with Johnny York (I.C.P.) and ascertained that they received the check and that shipping is still scheduled for 11/10/82.
- 11/8/82 I spoke to Steven Berg and find out that Marion Mynott is no longer with I.S.I. Steve assured me that the purchase list was compiled (breakdown of who bought the book) and that we would get it this week.
- 11/8/82 I spoke to Lee Batchelder who assured me that 11/10/82 is still a good delivery date.
- 11/9/82 I received a letter from Lee Batchelder re: breakdown of the cost of producing 1,130 yearbooks (\$4.75 each)

- 11/11/82 I received a letter from Steve Berg re: 1) a breakdown of who had bought the Yearbook; 2) a breakdown of rebate due the P.O.A.
- 11/12/82 Received a list of purchasers of the Yearbook from Steve Berg.
- 11/16/82 Published a P.O.A. bulletin re: the arrival of the Yearbooks and "pick-up" instructions.
- 11/16/82 I received a phone call from the President of the Fraternal Order of Police in Tucson, Arizona (P.O. Box 17629, 85731). I advised him accordingly.
- 11/17/82 I received a message from Johnny York (I.C.P.) that 1,230 Yearbooks had been shipped by Yellow Express. (Charge of \$292.91).
- 11/21/82 Phoned Johnny York re: balance due.
- 12/13/82 P.O.A. Bulletin published re: arrival of Yearbooks and "pick-up" instructions.
- 1/6/83 Met with Steve Bley re: proposal of agreement between I.S.I. and P.O.A. I called I.S.I. and left a message with staff to have Mr. Berg call me. He never returned my phone call.
- 1/7/83 I called I.S.I. and left message with staff; no return call.
- 1/10/83 I phoned I.S.I. and left a message with staff to have Mr. Berg call me; he never returned my call.
- 1/11/83 I left a message at I.S.I. for Mr. Berg to call me; he never returned my call.
- 1/12/83 I drove to I.S.I. in Redwood City and spoke to Debbie. I discovered that they were planning on moving soon — possibly to San Francisco. I left a message to have Mr. Berg call me for a meeting this week — no return call.
- 1/13/83 I called N. S. Bankruptcy court re: I.S.I.'s status with them — nothing found to indicate bankruptcy.
- 1/13/83 I phoned I.S.I. and left a message on their answering machine for Mr. Berg to call me this week.
- 1/14/83 I sent a letter, invoice and check (payment in full) to I.C.P. Invoice #10359.
- 1/18/83 I sent another letter to Clerk of the Bankruptcy court asking them to check on Mr. Berg's status.
- 1/27/83 I received a letter and materials from Cheryl Thom, Director/Public Affairs, Queen of Angels Medical Center.
- 2/2/83 Received a response from Clerk of the Bankruptcy Court indicating negative results to 1/18/83 inquiry.
- 2/2/83 I met with Steve Bley re: Yearbook and payment note arrangement.
- 2/2/83 I met with Steve Berg to discuss note agreement.
- 2/3/83 I received a phone call from Mr. Berg — I phoned back but got no response.
- 3/15/83 I met with Steve Bley re: I.S.I. situation.
- 4/29/83 Received a letter from Mr. Berg informing me that I.S.I. had filed for bankruptcy.

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# "CALIFORNIA DISTRICT ATTORNEY'S ASSOCIATION SELECTS D.A. OF THE YEAR"

by Gerry Schmidt

I recently had the pleasure of attending the Annual California District Attorney's Association Awards Banquet. Assistant District Attorney for the County of San Diego Bernard E. Revak was chosen as 1982's D.A. of the year. In attendance were D.A.'s and prominent figures in the legal profession from across the state.

Reprinted below in its entirety is Mr. Revak's speech which I felt may be of some interest to you.

It is with genuine and deep humility and profound gratitude that I accept this award from the California District Attorneys Association.

This award does not single out any individual prosecutor and hold him out above his colleagues, but instead, selects one lawyer and through him reminds all of us and the public we serve of the dedication and achievement of those attorneys fortunate enough to represent the people in criminal cases.

This award does not honor me any more than it honors each of you and all our colleagues from Crescent City to San Diego.

As prosecutors, at least those of us fortunate enough to enjoy and even revel in courtroom combat, we get to do what we best love and along the way receive a lot of attention and even glory.

I am proud of the unusual caliber of law enforcement officers we have in California and with whom I am fortunate enough to work with in San Diego. I am proud of the people in our office, my colleagues in the bar, the investigators who dedicate themselves to a case at least as hard as we do, the investigative specialists who prepare much of the case and many of the witnesses for trial, the clerical staff who not only carry out their functions ably, but do so with a sense of pride, participation



San Diego District Attorney Ed Miller Jr. (right) presents his assistant Bernard Revak (left) with this year's C.D.A.A. award.

and team work.

There are many problems in the California criminal justice system. One of those problems is not a shortage of skilled and dedicated people working together on the prosecution team. This award tonight simply serves as a reminder of that fact and I am very honored to be the instrument by which we are reminded.

Thank you for your confidence; thank you most profoundly for this honor.

I share this award with each and every one of you.

Bernard E. Revak

## HOUSE OF REPRESENTATIVES KILLS COP KILLER BULLETS

Representative Sala Burton (D-San Francisco) joined more than 150 members of the House and 13 members of the Senate in endorsing federal legislation that would outlaw "cop killer bullets" — armor-piercing handgun ammunition that can penetrate the bullet-proof vests worn by police.

"These lethal bullets pose a grave threat to our nation's 528,000 law enforcement officers and we cannot in good conscience expose them to this danger. California, and nine other states have adopted legislation banning these bullets. However, in the absence of a strong federal law, police lives will continue to be lost."

"Many of the leading police organizations have firmly endorsed this measure. I proudly join with them in calling for a swift enactment of this vital legislation."

"We must act quickly to safeguard the lives of police officers, who, on a daily basis, risk their lives to protect our communities," Rep. Burton stated.

HON. JOHN L. BURTON  
FORMER MEMBER, HOUSE OF REPRESENTATIVES

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## COME JOIN THE FUN

by Gerry Schmidt

The International Footprinter's Association (I.F.A.) devotes itself to generating good will and understanding between law enforcement and all other professions through fun filled social activities.

The Marin County Chapter (I.F.A. #15) recently held its annual Summer Picnic in a rustic and beautiful recreational setting near Guerneville, California. Over three-hundred fifty (350) men, women, and children from all walks enjoyed the sun, fun, food and games.

I.F.A. has scheduled two (2) more exciting fun filled events in the near future!

Saturday, September 10, 1983  
Winery Tour and Picnic  
\$10/each  
Hacienda Winery  
Sonoma County

Tuesday, October 18, 1983  
"Sports Night"  
Enjoy Dinner and  
Super-Bowl XVI Highlights  
Italian Athletic Club  
Larkspur, California

For tickets to these events and information on how to become a footprinter, please contact:

Gerry Schmidt  
Member, Board of Directors  
I.F.A. Chapter #15  
or Paul Chignell



Marin County Undersheriff Roger Sciutto, Captain Dick Douglas and Chief Hank Ingwersen of the San Rafael Police Department get together over refreshments. (L to R)



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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Director of Activities



## PAL FOOTBALL TRYOUTS

Tryouts for PAL Tackle Football continues for boys between the ages of 11 through 14 weighing between 95 and 130 lbs. at the following locations:

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

Practices are scheduled Monday through Fridays from 9 to 7 p.m. The season will begin in September.

## PAL BOXING AND JUDO SIGNUPS

The San Francisco Police Activities League (PAL) will begin its Judo and Boxing Programs at the PAL Armory Recreation Center located at 14th & Mission Streets. The Center will be open to the Boxing Program Monday through Fridays from 8:30 p.m. to 7 p.m. Any interested youths between the ages of 10 and 21 are to sign up in person. The PAL Boxing Program is now under the direction of new PAL Boxing Director Angel Rodriguez. In addition to the Boxing Program, the PAL will offer Judo Classes at the Recreation Center. The classes are held every Monday, Wednesday and Friday, from 10 a.m., and again at 2 p.m. under the direction of Officer Joe Mollo. All interested boys between the ages of 6 and 21 are eligible for the classes. For more information, call 552-7495.

## PAL GOLF TOURNAMENT

The PAL Invitational Golf Tournament will have been played on August 5th, 1983 at the Meadow Club, Fairfax, CA. Unfortunately too late for this month's deadline. A complete wrapup including pictures will be published next issue. Last year's winner Darol Smith promises to repeat. Other police entries are: Vick Rykoff, Francis Otterstedt, Mike Doherty, Bob McKee, Ray White, Perry Morris, H.F. Lang, Jr., Tim Hettrich, Nick Eterovich Jr. & Sr., Roy Sullivan, Don Carlson, Jim Meyer, Ed Garcia, Jim Bisio, Andy O'Mahoney, Ray West, Virgil Vandevort, Howie Whitman, Earl T. O'Brien, John Troche, George Gamble, Bill Grosward, Alan Sonada, Al Blasi, Al Pedrino, Sol Weiner, Joe Daly, Keith Calden (fomer Fire Chief), Jerry Cassidy, Jim Curran, William O'Brien, Walt Guibbini (former Chief Asst. D.A.), Maurice Tresmontan Al Alves, Bob O'Connor, Don Scott, Rudy Milon, DickMcKevitt, Ted Slettedt, E.B. Cummins, Jr., John McClelland, Jay Parashis, Jr., Ray Seyden, Otto Elvander, Emmet Cooney, Charles Barca, Dan Mahoney, Jack Daly, Ken Davis, Tom O'Connor, Tom Gordon, Tom Ryan, Dave Kranci, and Ed Tecinously. Good luck to everyone. And thanks to one and all for your support. All proceeds to fund and aid the PAL Law Enforcement Summer Inservice Training at the Hall of Justice. I might add, also, that 26 PAL Cadets have been deployed at the Hall, including Co. B for the summer.



Meyers Safety Switch Team, winners of the Cal-Pal Intermediate League for third straight year. Undefeated in 13 games. All players 13 & 14 years. Thelma Williams, manager. Coaches Kevin Henley, Scotty Richardson and Randy Chavez. Will play in Pinole-El Cerrito Tournament 15-18. Sponsored by Connie Grieder, President of PAL Boosters.

## BASEBALL

by Mrs. Thelma Williams

Pete Franceschi, PAL Director of Baseball, gives the rundown on all the leagues.

PAL baseball leagues are finished for the 1983 season. Twenty-six Pee Wee teams of 7 through 10 years old; twelve Bantam (11 & 12's) teams, 12 Intermediate (13-14), 6 CAL-PAL, (15-16's) and 7 Joe DiMaggio teams played from April through July. San Francisco hosted the CAL-PAL tournament at Balboa Park. Winners in the league for San Francisco PAL were Marina Lions and the Senators, second. The Lions were defeated by the Millbrae Merchants, and Senators lost to Foster City, but bounced back to win the second game. The San Jose Pirates then defeated the Senators, and went on to play 6 games in 4 days, losing in the finals to the San Jose Dodgers. The Pirates, playing with only 9, because of summer school, won the hearts of many with their high spirit and good sportsmanship throughout the tournament.

The Joe DiMaggio League wound up with the Tournament in Yountville, Veterans Home, with Lera Electric representing San Francisco. Coach, Steve Franceschi selected three pitchers from other teams, namely Joe Gresham of Rothschild & Raffin, along with Reuben Herrera, and Kevin Schneider of Riordan High, on the Valente, Marini, Perata team.

Meyers Safety Switch team of Intermediate Cal-Pal, won the league undefeated, and will go to a tournament in El Cerrito and Pinole in mid-August. Jason Drake, Benito Razo, Chuck Brady, along with Pat Fulgham in relief, handled the pitching. Aaron Pino boasted a 447 average, with Chuck Brady, .427, at bat. Jason Drake scored 12 runs in 11 games.

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# POLICE ACTIVITIES LEAGUE

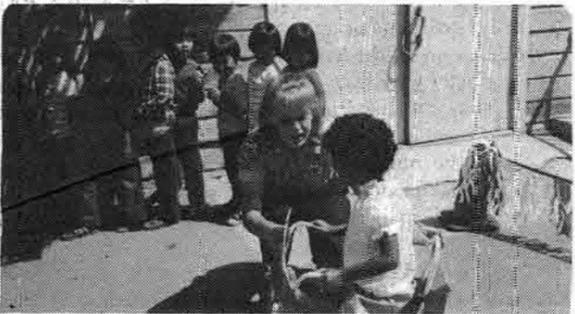
by Herbert P. Lee  
Director of Activities



Officer Dave Tambara watching the driving of 3 year old Michiko.



Officer Eddie Dare, Community Relations (right), posing at the beginning of the SFPD PAL sponsored Tricycle Rides in Chinatown. Officer Dare made the arrangements to provide free rides for the children.



PAL Cadet Kathy Seekamp giving instructions to a group of youngsters at the Chinatown YMCA before the rides began.



Officer Eddie Dare directing traffic.



Volunteer PAL Cadet Kathy Seekamp and Cadet Lt. Jose Pubill helping out at the tricycle rides. The Cadets volunteer their own time to help the children.



Officer Dave Tambara (left), Community Relations Unit, and Sgt. Herb Lee, PAL give instructions on the use of the popular motorized tricycles used in the PAL SFPD sponsored program. The Program, began one month ago, has visited over 1,000 children between the ages of 2 and 6 and provided free rides. The program is much sought after by nurseries throughout the City. Any group interested in these free rides is asked to contact Officer Rachel Karp, Community Relations.



## SFPD PAL MOTORIZED POLICE TRICYCLE RIDES ARE POPULAR

Since its inception in late June, the children of San Francisco between the ages of 2 and 6 are enjoying their summer through riding the motorized tricycles sponsored by the Police Activities League and the SFPD Community Relations Unit. Here are some letters received: "Dear Sergeant Lee: I want to express my appreciation for your exuberance in providing a memorable experience for the children of Wu Yee. Thank you. Nancy Gunan, Education Coordinator, Wu Yee Childcare Center." Dear Sergeant Lee: Thank you for giving us the opportunity to participate in the San Francisco Police Activities League. All of the daycampers, not to mention the counselors, had a wonderful time with the Electric Go-carts. The experience was as educational and skill-building as it was fun. I would like to express our gratitude to all of the officers who made this activity possible. Special thanks to Officer Dave Tambara whose assistance was deeply appreciated. We are all looking forward to August 9, the date we have reserved for another PAL Go-Cart visit. Very truly yours, Emily Murase, Japanese Community Youth Council Coordinator." From some of the children came these letters "Dear Sergeant Lee: I like the motorcycle. Please come back. Love, Bunny." "Dear Sergeant Lee: Thank you for motorcycle. And, I love you. Love, Melaine." "Dear Sergeant Lee: Thank you and I like you. Love, Lucy." "Dear Sergeant Lee: I like you and I thank you for bringing the motorcycle. Love, Kim." "Dear Sergeant Lee: I like motorcycles, and I like policemen. Love, Johnny."



Officer Sandy Gallant with two children who won a deep sea fishing trip with the PAL for their winning posters sponsored by the SFPD.



Inspector Earl T. O'Brien (Juvenile, Retired), is shown with his 3 year old Grandson Patrick right after catching the first fish of his life. "Poppa" promises many more bigger fish for young Patrick. The occasion was a post fishing trip in which Earl volunteers his time with the PAL Fishing Program. Young Patrick seems to take it all in stride, judging by his reaction.



Striped Bass fishing is in full swing in San Francisco Bay, judging by these PAL Cadets with their catch. The Cadets were given instructions in the art of deep sea trolling with wire line to catch the bass recently.



PAL Cadet Sean Keighren and PAL Law Enforcement Assistant Director Lorraine Perez with their catch.



The PAL Cruises are again being offered on Friday Nights. Above is shown at PAL GAL Softball Team out for a cruise in San Francisco Bay.



PAL GAL Softball Director Con Keighren with members of the PAL GAL Salesian Girls Softball Team. The team recently came in second in their league.



PAL Cadet Jose Pubill with the very first striped bass he has ever caught. Congrats, Jose.

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# SPORTS

## SAN FRANCISCO POLICE PISTOL TEAM FIRST ANNUAL CCA PISTOL MATCH

by G. Pamfiloff

August 4, 5, 6 & 7.

Location: Chabot Gun Club, Castro Valley  
A dual match jointly sponsored by Twin Cities Police Team. Prizes include: pins, patches, trophies, merchandise and services.

We appreciate and wish to thank the following firms who have shown support for our match by their generous donations.

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Kyoto Inn	1800 Sutter
Peninsula Shooters Supply	7801 Mission, Colma
San Francisco Gun Exchange	124 Second Street
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San Francisco Giants	Candlestick Park
San Francisco 49ers	Candlestick Park
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Ripley's Believe It Or Not	Fisherman's Wharf
Wax Museum	Fisherman's Wharf
Gold Mirror Restaurant	800 Taraval
Greek Taverna	256 Columbus
San Franciscan Hotel-Beppino's	1231 Market
Golden Dragon Restaurant	833 Washington
Cliff House	1090 Pt. Lobos
St. Francis Hotel	Union Square
Joe's of Westlake	John Daly & Lake Merced Bl.
Holiday Inn-Charley's Coupe	Fisherman's Wharf
Di Maggio's Restaurant	Fisherman's Wharf
Blue Fox Restaurant	659 Merchant
Capp's Corner	1600 Powell

(Editor Note: This was submitted for the August issue and the event will be past at the time of printing. It is included to recognize and appreciate our loyal supporters.

We will try to follow up the event with an account of the match; watch the Sept. issue.)

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## LOS ANGELES POLICE REVOLVER & ATHLETIC CLUB AND MILLER HIGH LIFE PRESENTS THE SECOND ANNUAL STATE "TCA" CHAMPIONSHIP

DATE: Saturday and Sunday, October 22 and 23, 1983

TIME: 0700 hours (sharp)

LOCATION: La Canada High School, 4463 Oak Grove Dr., La Canada, CA 91011; and The Los Angeles Police Academy, 1880 N. Academy Dr., Los Angeles, CA 90053

ENTRY FEE: \$20.00 per individual...\$5.00 additional for late entries

ENTRY FEE DUE: Monday, October 3, 1983...No entry fee accepted after Tuesday, October 11, 1983

### General Rules

1. Entries limited to 150.
2. All 8 events will take place on one day. Categories 29 & under, 40 & over will be held on Saturday, October 22. Categories 30-39, 200 lbs. & over, and women will be held on Sunday, October 23 (subject to change—if so, all entries will be notified).
3. All events are mandatory.
4. Sport scoring formula will be used and points will be counted for all events entered.
5. Total point accumulation will determine the winner in each category.
6. Women will compete in an Open Category.
7. Order of competition will be determined by receipt of application in category, i.e.: first application received will always go last; last application received will always go first.
8. Top three finishers from one police agency will automatically score in the team category, i.e. if more than three participants from the same agency enter the "TCA," only the top three will count as a team entry. All entries will score in individual category.
9. Every entry will receive a set of rules and scoring formula for each event.

Categories: Individual Category - 29 and under; 30 to 39 years; 40 & over; 200 lbs. & over; Women (open) Team Category - Teams may be of the same category or mixed categories for scoring team points.

Note: 200 lbs. & over category - Weigh in will be conducted following the mandatory meeting on Friday, October 21 at the Host Hotel (see last page).

Awards: All entries receive a "TCA" State Championship tank top, running shorts and hat. "TCA" RECORD SETTERS WILL RECEIVE ADDITIONAL PRIZE.

Drawing: For jackets, bar mirrors, watches, belt buckles and more.

Trophies: 1st through 5th in each individual category.

1st through 5th in each team group. (One trophy with room for team names and total points to be added at winner's expense.)

### EVENTS

#### La Canada High School

1. 3 mile run; 2. Shot put; 3. 100 yard dash; 4. 100 yard swim.

#### Los Angeles Police Academy

5. Rope climb; 6. Bench press; 7. Pullups; 8. Obstacle course.

Event #1: 3 mile run - 1982 record, 16:55; Rich Dyer - LAPD, 915 points scored (30-39 category).

- A. All age groups start en masse.
- B. Cross country course.
- C. Scoring scale - 1000 points (max) - 15:30; 0 points - 32:10

Event #2: Shot put - 1982 record, 42'; Gregory Howard - UCPD, Livermore, 840 points scored (21-29 category).

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- A. Men 16-pound shot - Women 8-pound shot.
- B. 2 puts only.
- C. Each foot rounded off to nearest 6 inches.
- D. 20 points per foot - 1000 points maximum.

Event #3: 100 yard dash - 1982 record, 10.7; Robert Rattleman - FBI, 895 points scored (21-29 category).

- A. Any running shoe allowed.
- B. Scoring - 10.0 - 1000 points; 16.6 - 10 points scored.

Event #4: 100 yard swim (freestyle) - 1982 record, 57.2; Robert Dove - LASD, 980 points scored (21-29 category).

Event #5: Rope climb - 1982 record, 3.7 sec.; Jim Jennings - LASD, 965 points scored (30-39 category).

A. 20-foot rope (2 climbs only—may wave one climb).

- B. Start from seated position.
- C. Hands only; no feet or legs.
- D. Scoring - 3.0 seconds - 1000 points.

Event #6: Bench press - 1982 record, 400 lbs.; Dan O'Neil - VERNON P.D., 1000 points scored (21-29 category).

- A. 2 lifts only.
- B. Best lift counted.
- C. Scoring - 2.5 points for each round lifted.

Event #7: Pullups - 1982 record, 33; Eugene Arreola - LAPD, 825 points scored (21-29 category).

- A. Overhand grip.
- B. Chin must clear bar.
- C. No kipping or swinging.
- D. Full arm extension between pullups.
- E. Scoring - 25 points per pullup.

Event #8: Obstacle course - 1982 record, 1:00.0; Eugene Arreola, - LAPD, 1000 points scored (21-29 category).

A. 5-second penalty points for each foul will be added to final time.

\*Obstacle course chart enclosed.

HOST INN: "HOLIDAY INN", 450 West Pioneer, Glendale, CA 91203; Phone: (213) 841-4770; Rate: \$30.00/night. (Close to fine restaurants and event locations)

### TCA - STATE CHAMPIONSHIP CONTEST RULES AND SCORING FORMULA

1. All participants must attend a mandatory meeting at the Holiday Inn (450 W. Pioneer Drive, Glendale) on Friday, October 21, 1983, at 7:00 p.m. FAILURE TO ATTEND THIS MEETING WILL RESULT IN YOUR FORFEITURE FROM THE "TCA"—NO EXCEPTIONS! At that time you will check in for the "TCA" and receive your tank top, shorts, and hat (included in the entry fee), and any up-to-date rule changes and further information. You will also receive area maps to/from Host Hotel - La Canada High School - L.A. Police Academy.

2. The order in which you compete will be determined by the date and time the TCA Athletic Director (Larry Moore, (213) 222-4601) receives your entry in accordance with your category (i.e. the last entry received will always go first. The first entry received will always go last).

3. If you miss your call for the event, you miss the event and will score zero (0) points. NO EXCEPTIONS!

4. Alcoholic beverage consumption will not be allowed by any competitor before or during the contest! This rule will be enforced and will cause the competitor to forfeit the entire contest. This is a safety rule and must be observed. Soft drinks will be provided all days.

This will be a long day of competing and watching others compete, so bring a small lunch. Free soft drinks will be provided to the competitors after 10:00 a.m. on Saturday and Sunday. Free beer, soft drinks, and food will be provided for all competitors at the end of Sunday's competition, while final scores are totaled.

NOTE: Showers are available, but there are not towels or lockers available. You will be responsible for the security of your items.

FURTHER NOTE: Even though you are not scheduled to compete until Sunday, October 23, you will be required to attend the mandatory meeting on Friday, October 21, 1983. If you are unable to attend this meeting, don't bother to sign up for the "TCA". Also, failure to attend will result in forfeiture for the "TCA" and of your entry fee. No refunds. This meeting is necessary and will assure a smooth-running "TCA". If you are competing on Sunday, October 23, plan to attend the "TCA" on Saturday, October 22, 1983, so you can see the entire operation.

Bus transportation will be provided for the athletes (only) during the contest from the Host Hotel to La Canada High School and to the Los Angeles Police Academy. All competitors shall take the bus from La Canada High School to the Academy.

# SPORTS

## RUNNING THROUGH MY MIND

by Walt Garry

The ash gray waters of the River Liffey, with but slight contrast, blends into the textures of the buildings in Central Dublin. On St. Patrick's Day, this year, the starkness of the morning was broken only by the large green, white and orange flags fluttering from poles along the river's edge. I had tried to sleep at my hotel, having arrived from New York three hours earlier, but the excitement of arriving in Ireland put sleep out of the question.

It's with no shame I write, that a tear or so may have blurred my sight momentarily, when the cabin attendant, aboard our Aer Lingus flight, welcomed us, in the Irish language, upon our arrival in Dublin. My first time in a land that had been so much a part of my upbringing, a place I'd been raised with, but had never seen.

The parade was ending as I turned the corner and walked along O'Connell Street. I found it amusing that most of the young Dublin new wave types I saw gathered in front of record shops and the local McDonalds had green hair, no doubt in honor of the great day.

When I saw the banner it covered half the width of the street, announcing the Puna, Streets of Dublin 10K...the adrenalin started flowing, the jet lag was gone — I was going to run this race. I located an official who advised me that the entries were closed. When I explained that I had come all the way from California just to run in this event, he smiled, as only the Irish can, and gave me a look, as much as to say, "that's a grand story Yank, but I'm not believing your blarney." Some more conversation ensued and it seemed he had a sister in San Diego married to a policeman — I was registered and given a number.

O'Connell Street may be the widest street in Europe, but when 3,000 runners cover the pavement from curb to curb, it makes for a most impressive sight. It could be the damp weather, or the fair skin common to the Irish people that required almost every runner in the field to have applied linament to their legs. I was almost overcome by the fumes that drifted up from the hundreds of tubes of Ben Gay that must have been used that morning.

The start was slow, but I was in no hurry. I was on a sighting tour of Dublin, I couldn't be happier. We circled Parnell Square, returned across the O'Connell Bridge and moved on towards Trinity College and St. Stephen's Green and continued back to the river. The course traveled over century old streets (Quays) named Usher, Victoria and Arran. I got my only glimpse at the Guinness Brewery as we crossed the river a second time and moved onto the finish line. I was able to sample a pint or two of this famous brew after the race and during the rest of the trip through Ireland. We called it Irish ice cream, but that's another story.

As I ran along I checked out the young Garda (police), Probationaries, no doubt, assigned to this race detail. I saw the face of a young officer, assigned to Northern and for sure, the brother or cousin of a Sgt. I worked for long since retired from Park — maybe not.

As I jogged back to my hotel, I thought about the past couple of hours and how fortunate I was to be able to be doing one of the activities I enjoy the most, in a place that holds a special meaning for me, and most important, the opportunity to share it with others. I'm very thankful.

\* \* \*

Last month's San Francisco Marathon brought out several department members who put months of training to the test in this year's 26 mile event. In his first marathon, JOHN PAYNE Co. E. recorded the best SFPD time, 3:16. He said he felt great after. Congratulations to the department's newest marathoner. TOM O'CONNELL Co K/ solo, had some problems in the latter miles, bad ERG, but still turned in a strong 3:19. BILL COOKE Co. A ran his first marathon thirteen years ago in high school, this was his second. He finished in 3:35. All that triathlon training paid off. This was JEFF BROSCHE's thirtieth marathon in two and a half years. His finishing time of 3:46 came very easy to this marathon man. Crossing the line with Jeff was MIKE MAHONEY Co. C. Coming back from injuries this very fierce competitor will be racking up some excellent times in the future. ART GERRANS, Vice, hadn't run the big distance since we did Honolulu in 1979. He entered at the last minute and finished in 3:47. JOEL HARMS, Co. K/solo and his wife Patty put in many training miles and it paid off, on this, their second marathon, with a 3:49. ALEX FAGAN, Narcotics, broke four hours with a 3:58. BOB DAVIS, Support Services, also broke the four hour barrier with a time in the 3:50's.

This was MORGAN PETERSON's, Juvenile, second marathon since we ran Tahiti in 1981, also coming back from injuries, he finished in 4:05. Despite blisters and the use of my number, JERRY EVANS, Burglary, finished in 4:25. When it was over he asked "When's the next one?" JIM RYAN, Service Station, and his son

Joe (his 21st birthday) crossed the line together in 4:29. This was Jim's twelfth classic distance. RICH CARNS, Narcotics, was running in pleasant company but stomach cramps slowed him down, he still turned in a PR at 4:50.

Congratulations to all who finished. If I missed anyone, let me know. I'm always looking for running information.

## MATCH POINT

by Jim Farrell



SAN FRANCISCO POLICE TENNIS TEAM

Back: Larry Pedrodalasol, Rich Leon, Brad Nicholson, Bill Vince, Jim Farrell, Front: Loni Ramlin, Rich Quesada, Morgan Peterson, Stan Buscovich.

The San Francisco Police Tennis Team traveled to San Diego during the last week in June to participate in the 1983 California Police Olympics. Tennis, unlike many of the other sports in the Olympics, is not a one day affair, but a gruelling five day ordeal played in the morning on into the evening hours of each day. This year we fielded one of our strongest teams ever and returned with seven medals.

**OPEN DIVISION:** Rich Quesada, Loni Ramlin and Jim Farrell played open singles. Quesada lost to a top seed in the round of 16. Ramlin lost in a tough three set match in the round of 32. Farrell lost a hard fought match to the eventual finalist in the round of 16.

Ramlin and Quesada played open doubles losing in the quarter finals to the number two seed.

**SENIOR DIVISION:** Larry Pedrodalasol, Bill Vince and Stan Buscovich played senior singles. Pedrodalasol played outstanding tennis during the entire tournament finally losing in the championship match and taking home a silver medal. Vince lost in the first round, but advanced to the semi-finals of the consolation before losing. Stan Buscovich lost a hard fought match in the round of 16.

In the doubles, it was an all San Francisco Police final with Rich Leon and Larry Pedrodalasol teaming together to win the gold medal defeating Stan Buscovich and Jim Farrell (silver medal) in the championship match. Brad Nicholson and Bill Vince won the fourth place medal.

**MASTER DIVISION:** Our only entry in the master division was Morgan Peterson who, after losing in the opening round of singles, played numerous matches in the consolation round before losing a hard three set battle in the semifinals.

Any officers, (male or female) who wish to try out for next year's team and who were not on this year's team, please contact Jim Farrell at Planning & Research, Ext. 1113.

The entire tennis team wishes to thank the Police Officer's Association for its financial support this past year. We plan to represent the department at the Olympics in Sacramento next year, as well as we did this year.

## San Francisco Police Fishing Program

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Dear Member:

As you probably know, the San Francisco Police Youth Fishing Program (like many Charities) has had some difficult periods in its fifteen year history. Through the efforts of many generous friends of the program we have been able to fund operations at a minimum level. Now we are obliged to ask for your help again.

We do have the total support of the Chief of Police and the members of the San Francisco Police Department, and as a result we are looking forward to a brighter future. To continue this successful youth program, we need your tax-deductible contribution. Your help enables us to send an average of 5000 youngsters fishing each season, and the program is entirely privately funded.

The cost to send a youngster fishing on a boat is \$15 per child, with all equipment provided. Your contribution of \$10, \$15, \$25 or more will continue to make this program a success.

Sincerely yours,

Victor Macia  
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# THE LAST WORD

by Pete Maloney  
Editor

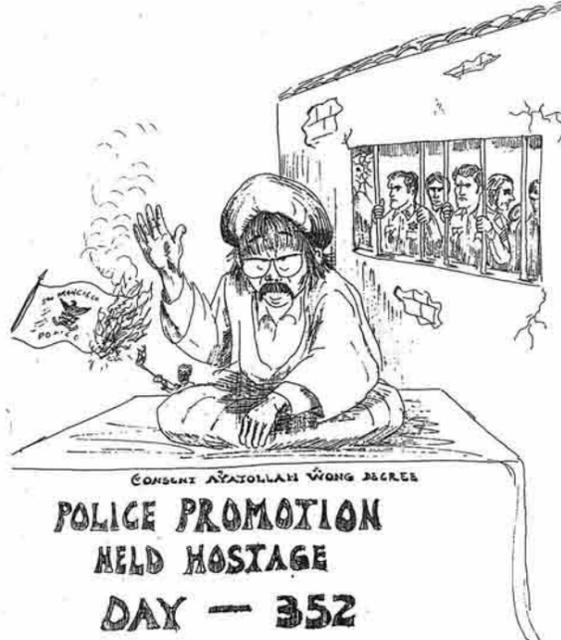


The Chief is to be congratulated for his position on the cutoff scores on the Q-35, Q-50 exams but it raises a question. Who is responsible for directing Ray Wong? Or is he the unguided missile carrying the fate of hundreds of our police careers in regards to promotion to certain ruin?

And, while we're at it who is responsible for our Federal Litigation Committee? The chair of that committee who is on vacation while the Civil Service Board is struggling with cutoff score controversy or President Casciato, who is active on that committee, which shocked the membership by recommending an even lower cutoff than that of the Consent Decree Unit. It would seem that the resoundingly clear statement found in the confidence vote just taken would equally taint our own committee.

On another subject, I recently met with Mr. Eugene Swan, Director of the O.C.C.; you will find his 'guest editorial' in this issue. Mr. Swan has agreed to the suggestion that his investigative staff meet with the P.O.A.'s O.C.C. Committee in order to establish a working relationship and an understanding of direction his office will take. At this point before the transfer of responsibility is the right time to start conversation and iron out any problems. I am looking forward to working with a man who has such a professional attitude.

In order to insure that this paper is printed on time I must insist that the submission date of the first Wednesday of the month be observed by all contributors. Most of the regular contributors already and regularly have their articles in one time. In the future it will be final for everyone. There has been a recommendation that the submission date be made the final Wednesday of the month and move printing up in order to bring the Board's minutes and actions to the membership more quickly. The idea has merit and under discussion by the Publications Committee now. If you have an opinion or alternate proposal please let us know.



J. Sterling



J. Sterling



This bum says...uh...says he...um...knows you.



J. Sterling

## SFPD/P.E.P.

continued from page 1

with no other unit or organization of this department. P.E.P. is not a religious organization. It is merely a vehicle within the police department to provide programs geared to help those interested in personal growth and enrichment.

We invite and encourage all members to add their voices and comments to what is now an idea and soon a reality. P.E.P. is meant to instill in each of us a desire and opportunity to Stop, to Look, to Listen. You will be hearing from San Francisco Police Department's P.E.P. soon.

The Steering Committee:

- |                 |                  |
|-----------------|------------------|
| Raymond Canepa  | Edward Dullea    |
| Alan Benner     | Kenneth Esposito |
| James Dachauer  | John Goldberg    |
| Anthony Ribera  | Nelson Lum       |
| Michael Nevin   | Tom Parisi       |
| Darlene Ayala   | Wendy Parisi     |
| Samuel Craig    | Farrell Suslow   |
| Maureen D'Amico |                  |

## Save the Twenty-four

continued from page 1

ment. History is not kind to idlers."

This Commission called for a return to excellence by endorsing specific areas for educational change: stiffer state and local high school requirements, higher achievement standards/tougher college admission standards, more time devoted to learning basics, and better teacher pay and training.

Also in May 1983 the eminent National Task Force on education for economic growth (composed of 41 state governors and corporate executives) issued its report calling for the need to improve education and training in the United States, to improve the teaching of mathematics and sciences, and emphasizing the importance of attracting and retaining teachers in public schools. This task force exhorted merit.

The Consent Decree Unit's 50% cut-off recommendation erodes the professional foundations of the Police Department and urges the pursuit of mediocrity.

## THE HEROIC DIMENSION

On July 6, 1983 at the Association's General Membership Meeting a small army of dedicated champions said no to the rising tide of police occupational debasement and insisted upon a quest for excellence.

The General Membership following a recommendation of the Board of Directors "threw down the gauntlet" and challenged the Consent Decree Unit. The position of the POA on the cut-off score for advancement into subsequent phases of the Q-50 Sergeant's Exam was the attainment of a score of 130 or better (70%). The POA's position would advance 273 individuals (39% of the candidate pool) into the subsequent phases of this promotional examination.

The City and County, which spent thousands of dollars for test construction experts, has repeatedly stated that Phase I of the Q-50 exam is both valid and job-related and can be successfully defended. The POA urges the City to actively and aggressively defend the exam at a 70% score cut-off.

"Excellence costs but in the long run mediocrity costs far more."

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