



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 Men



Member of COPS - California Organization of Police & Sheriff's Association

VOLUME 15

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NUI

MEMBERSHIP IN THE DARK

by Dan Linehan

Often times, officers ask me "what's the P.O.A. doing to improve our working conditions?" This question is as common to me as waking in the morning and our members deserve answers. It is for this reason that I advocate a continual flow of information from the POA, but sometimes the information just doesn't flow.

I recently authored an Informational Bulletin, informing the membership about our efforts to better our benefits — namely the success we have had in placing another charter amendment on the November ballot, and in that bulletin, I credited the two people most responsible for placing Proposition "I" on the ballot — Bob Barry and Paul Chignell. However, I am sad to say that President Casciato chose not to issue my bulletin.

This is not the first incident where politics has played a part in the decision about whether or not to issue a bulletin. Vice-President Chignell authored a bulletin in which President Casciato removed his name and placed his own as the author. Casciato claimed credit for killing an Assembly Bill (adverse legislation for police) that Chignell actually defeated as President of C.O.P.S.

I also wrote another bulletin that explained the overtime compensation measure which passed last November which was to be issued under Casciato's signature. It explained to our membership their rights under the new overtime law which were apparently in conflict with the Administration's position. That

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WHAT IS THE FEDERAL LITIGATION COMMITTEE? (and are they really all that dastardly)

by Roy Sullivan, Academy

The Federal Litigation Committee of the P.O.A. consists of concerned Association members appointed by the president. It is their job to monitor the goings on of the Federal court and Consent Decree Unit, in regard to hiring procedures and promotional exams. The active committee is composed of three sergeants and three patrolmen, with the P.O.A. president and P.O.A. attorney attending all hearings and meetings.

Part of the committee's duty is to take direction from the Board of Directors and/or general membership when specific directions are given to them. Another duty is to bring back information from meetings it has attended, with recommendations, so the Board or membership can better understand what is occurring in regards to federal litigation matters. The committee never makes or sets its own policy.

On the weekend of August 27, 1983 the August edition of the San Francisco Policeman hit the stations. In this edition there are at least four articles, including one that appears on the front page, that states that the P.O.A.'s Federal Litigation Committee and P.O.A. president, have endorsed the position that the P.O.A. should accept the passing scores (posted by the city) of 50% - 55% for the Q-50 and Q-35 examinations. AT NO TIME did the P.O.A. president or the Federal Litigation Committee make that recommendation to the Board of Directors, the general membership, the

Consent Decree Unit, or the city.

The committee, after much soul searching, made a recommendation (and only a recommendation) to the general membership meeting of July 6, 1983. That recommendation, which was posted on a chalkboard at that meeting for all to see, was as follows:

1. With the stipulation that Phase I be weighted in the vicinity of 70-80% all candidates move forward. There were two reasons for this.
 - a. To avoid court battles over cut-off scores which would delay test schedule.
 - b. Heavy weighting would reward those applicants who studied hard and did well on this phase.
2. Sanctions against the city shall be pursued.
3. Testing timetables shall be adhered to.
4. To continue to demand weighting of the phases of the exams.

These recommendations also appeared in the July 5, 1983 minutes in the paper located on Page 16.

The 100-120 members who attended that July 6 meeting, turned aside those recommendations and voted that the issue of 70% cut-off should be decided now, not at the end of the test process. (See minutes July 6, page 17, para. 2, same issue).

The Federal Litigation Committee and P.O.A. president have taken that direction from the membership, and are in the process of fighting hard to win a 70% cut-off.

I can understand why these false 50% - 55% articles appeared: the authors, I'm sure, are still bitter over having lost the last P.O.A. president's race and are starting early for the next election. That's politics!

But, what disturbs me, is that they used inaccurate statements and personal attacks on fellow police officers in order to gain political points, and while doing so falsely mislead the P.O.A. membership as a whole.

As a member of the Federal Litigation Committee, I made a recommendation (above) that I thought was the most workable at the time. But the membership disagreed. That is the democratic way and nothing works better.

People have asked me since that July 6th meeting if my recommendation had anything to do with the fact I might have finished below 70% on the tests. It didn't! If my calculations are correct, my Q-50 score is 84.4% and my Q-35 score is 85.7%. I probably could have guaranteed myself a job if 70% was my initial recommendation, but when Al Casciato put me on this committee, he told me, "Roy, you'll be open to attack no matter what position you take on issues. What's important is that you do what you think is right." That is what I and the rest of the Federal Litigation Committee have done and will continue to do.

RETIREMENT REALITIES: PART II

by Mike Hebel
Welfare Officer

In the July 1983 issue of the *Policeman* on page 8 POA's president Al Casciato composed an article entitled "Retirement Realities: July 7, 1983." That article created a great deal of concern and deserves a follow-up since retirement benefit trends in the public sector are clear.

PENSION TASK FORCE

Mayor Feinstein has created a Pension Task Force. The purpose of this Task Force is to evaluate present City employee pension plans and make recommendations for adjustment in view of the fact that the City's pension obligations now consumes 40% of the ad valorem property taxes and will annually continue to consume a larger percentage. No appointments to this Task Force have been made nor has the Board of Supervisors funded this group. Knowledgeable insiders feel that no significant action will be taken by this Task Force until after the July 1984 Democratic Convention. The Task Force will most likely concentrate on: member's rate of contribution, cost of living provisions, disability retirements and may even propose another benefit buy-out/vesting plan. Meanwhile, City employee groups, including the POA, are meeting to make their own retirement system recommendation.

The initiative petition circulated by Mr. J. E. Davis of Studio City titled: "Government Pension Plans" has failed to qualify for the November 1983 ballot for lack of the requisite number of signatures. This proposal backed by the California League of Cities, would have amended the State's constitution so as to abolish pen-

sion plans for all public employees (State, Municipal) hired or elected after January 1, 1985 and place them in the Federal Social Security System. It also would have prohibited property tax increases designed to provide additional funds for existing pension programs. Hopefully, this petition has found a permanent grave.

LOS ANGELES

In the August issue of *The Thin Blue Line*, Los Angeles Police Protective League president Bill Violante noted that within the last several years the Los Angeles city voters have: overhauled the police pension system by dramatically reducing benefits, revoked the salary formula, and recently took away the prevailing wage formula. Mr. Violante stated: "I believe it is becoming more evident that there are going to be further changes to our pension system and before the powers to be are through, we will also see a complete revamping of our Workers' Compensation benefits and eventually a complete change in the hiring and firing practices within the Los Angeles Police Department."

The pension plan in Los Angeles suffered the same indignity as did the plan in Anaheim. Both cities passed Charter amendments purporting to limit cost of living increases for present employees to 3% with this reduced cost of living to apply only to years of police service worked after the amendment passed.

On June 6, 1983 the Los Angeles Superior Court in the case of *Los Angeles Police Protective League v. City of Los Angeles* ruled: "California law does not prohibit a public employer from modifying pension benefits attributable to services not yet rendered." The Protective

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POLICE POST #456 NEWS

September Song

I guess by now all of those members who have children of school age have heard all of the excuses why the offspring do not want to go to school. I would venture a good guess that we have heard them all and have tried them ourselves at one time or another. Vacation is over and it is back to the old grind. To quote from an article that I read "One wonderful thing about a vacation is that it makes you feel good enough to go back to work and poor enough so that you have to".

A new slate of officers is now in place for S.F. Police Post #456 and it is up to us to support them. Get your dues in and get behind your corps of officers. Getting your dues in on time helps us to help the many worthwhile causes that we lend our support to. S.F. Police Post #456 has an excellent reputation in the American Legion as the Post that can be counted on in time of need.

Things are beginning to look up for the Vietnam era veteran. The powers that be are finally acknowledging that the complaints of thousands of them are justified and appropriate steps are now being taken to handle them. Not all of them, but there is finally a start in the right direction. One thing to remember is that whether you volunteered or were drafted, you have the right to have all of your valid complaints taken care of. That's what this country is all about and it certainly is what S.F. Police #456 is all about.

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

Your Scribe,
JOHN A. RUSSELL

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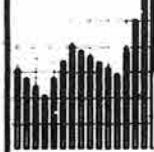
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Widows & Orphans

The regular monthly meeting was called to order by Pres. W. Hardeman at 2:02 P.M., Wednesday, August 17, 1983 in The Traffic Bureau Assembly Room, Hall of Justice. A sufficient number of members, including P. Pres. J. Surken, were present for the conducting of the usual order of business.

Donation was received from Bureau of Investigations in memory of Leslie Frazier, father of Pamela Reed, General Works.

Treasurer Bill Parenti reported the death of BERNARD BECKER — Barney born in San Francisco in 1916, worked as a milk wagon driver before becoming a member of The Department in 1942 at age 26. After working only a short time he was granted Military Leave to serve in the Armed Forces. Returning from such leave in 1946, Barney was assigned to Central Station working there for 9 years, principally in the Tenderloin area. He worked at Richmond, the Bureau of Inspectors and Northern before being assigned to Bureau of Special Services. After a 4 year stay there he went to Potrero where he remained until being transferred to Personnel as Sick Sergeant until his retirement for service in 1973 at age 56.

Barney received the following awards during his time in the Department: in 1961 — a 2nd Grade for arrest of a suspect in an armed robbery, in 1962 two Captain Commendations, one for arrest of two suspects in a purse snatch, the other for the arrest of two suspects, one armed, in a burglary, in 1968 — a 3rd grade for arrest of 3 suspects in commission of an armed robbery of a grocery store, such arrest clearing 12 other cases, in 1969 — a 3rd grade for arrest of suspect with a rifle, who had threatened to kill his wife.

Barney was appointed a Sergeant in 1962 and held the rank of Like Work Like Pay Lieutenant when he retired. During his time in the Department and after retirement, Barney served as Treasurer of The Widows and Orphans for many years and was Junior Past President of that organization at the time of his death which was a young 66.

REPORT OF TRUSTEES: Miss Minuth, Hibernia Bank, had several suggestions as to sales and purchases of Stock and Federal Notes and Bonds. Complete transaction was approved by the unanimous consent of the Trustees. Trustees also set a night meeting with Hibernia Bank, Trust Department for September 16, 1983 at 6:00 P.M. at 290 Sutter Street.

UNFINISHED BUSINESS: Secretary reported that meeting with Hibernia Bank regarding lists of Cash and Payroll members had gone well and that list of delinquents had been made. All delinquents had been notified of amount owed and list of those not paying would be reported at the September meeting.

NEW BUSINESS: Motion Hurley/2nd Jeffery that Art. VI, Sec. 1 of the By-Laws be amended by increasing the death benefit from \$7,000.00 to \$8,000.00 effective January 1, 1984. After much discussion this first reading of a chance in By-Laws was approved by the membership. Next and Final Reading will be at September meeting.

GOOD OF THE ASSOCIATION: The Secretary was instructed by the President to write a letter of condolence to the Becker Family.

President appointed Bro. Jeffery to contact a Retirement System as to the possibility of Payroll Deduction from Retired Members.

THERE being no further business to come before the membership, the meeting was adjourned at 2:45 P.M. in memory of our Junior Past President Barney Becker.

MEMBERS ARE ADVISED * Next regular meeting Wednesday, Sept. 15, 1983, 2:00 P.M. in The Traffic Bureau Assembly Room, Hall of Justice.

Fraternally,

Bob McKee, Secretary.

MEMBERS ARE ADVISED TO CHECK YOUR BENEFICIARY IF YOU HAVE REMARRIED OR MARRIED SINCE BECOMING A MEMBER. CALL BILL PARENTI 681-6133.

ALSO - WHEN YOU ARE ON LEAVE NO DEDUCTIONS ARE MADE HENCE DUES MUST BE PAID IN CASH. SOME MEMBERS HAVE BEEN SENT NOTICES OF THIS AND STILL HAVE NOT PAID.

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P.O.W.A.

A hearty welcome to our newest member, Silvie Tolosa. We are very happy to have her as a friend and member. A late congratulations to Sylvie and Roland on their recent marriage. May you have a beautiful life together.

We received a generous donation from the Olympic Committee, in appreciation for our help in the 1982 Olympics. We are looking forward to working with them again on the 1985 Olympics.

The GARAGE SALE was a wonderful success. Thanks to Anna Lee, Pat Barsetti, Cathy Oberhoffer who spent their time to insure our success. (Thanks again Anna for the refreshments.) A SPECIAL THANKS to Wanda and Gary Manini for letting us clutter up their garage and their time.

Due to the fact that we did so well on the garage sale, and because we have a lot of "stuff" left over, we are planning to hold the sale on a regular basis throughout the year. So those of you who missed out on the fun will have another chance.

We had two enjoyable evenings at Anna Lee's house making Christmas decorations. Even Winchell (Anna's rabbit) got into the festivities. It looks like we'll have a good supply of ornaments to sell at the October Convention in San Diego, but we need to keep working for our own annual Christmas booth. Thank you, Pat, Jan, Anna, Wanda and Cathy.

Let's not forget the POWCA Convention in San Diego in October. Anyone wishing to go, or would like further information, please call Pat, Wanda or Cathy. We need to know who is going before the end of Sept. in order to make reservations.

MESSAGE FROM THE PRESIDENT

Although we greatly appreciate all those wives who send us their dues, we also need your presence at our meetings. We discuss quite a few things at these meetings, and there is not space or time to convey every thought in a newsletter. We have quite a few projects going, and need your support and ideas in person.

All of us have jobs and/or children, problems with babysitters and transportation. But, one night a month or at least one night every two months should not be too much to ask.

We would like to see more wives at the meetings, and maybe we can help with babysitting and rides if you give us a call. Remember, we are a support group, our purpose is to help you, won't you support us?

Our next meeting will be held on OCT. 4th at 7:00 PM, at the Hall of Justice, Commissioners Hearing Room, 5th Floor. Call Pat Barsetti (566-5985) for rides.

the San Francisco

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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.
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VICE PRESIDENT'S COLUMN

by Paul Chignell



'STAN THE MAN'

One of the craziest, zaniest, wild guys of the San Francisco Police Department retired during the month of August of this year. Lieutenant Stanley J. Damas "pulled the pin" but will not be forgotten.

Even though Stan Damas seemed like something out of Steve Martin's comedy hour, he was more often a voice of reason and tranquility in a turbulent San Francisco Police Department.

Many of us aspire to leadership but don't make it. Stan Damas epitomized the qualities that are necessary for a leader to possess: compassion, trust, discipline, intelligence, humor and knowledge.

During my years at the Northern Station and more recently as a subordinate of Stan's at the Auto Detail I observed a police officer who could quell a riot during the morning and resolve a sticky dispute between two patrolmen in the afternoon.

The years of 1958 through 1983 were ones graced by the presence of Stan Damas. It seems trite to say that, "They don't make them like they used to..." but that quote certainly hits the mark with Lieutenant Damas.

Stan will be honored at a testimonial on October 12th, 1983.

SEE YOU THERE

RETIREMENT REALITIES

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League will now take its argument, that the 1982 Charter Amendment change was an unconstitutional infringement on the vested pension rights of its members, to the Court of Appeal where it will join the Anaheim appeal.

FEDERAL RETIREMENT SYSTEMS

In April 1983 President Reagan signed the Social Security Amendments of 1983. This law gradually raises the normal retirement age from 65 to 67; reduces the benefits for those electing an early retirement at 62; modifies the formula for computing the annual cost of living benefits so as to lower this benefit; changes from July to January the date of commencement of the cost of living raise; subjects, for some people with additional sources of income, social security payments to federal income tax; and increases the social security tax to be paid by currently employed persons. For employed persons, the Congress, to save the system from defaulting on its obligations to pay benefits to retired persons, decreased retirement benefits while increasing the tax to be paid for these lower benefits.

In a recent interview with the editorial staff of *U.S. News and World Report*, Donald Devine (director of the U.S. Office of Personnel Management) stated: "One thing we propose is a major reform of the retirement system...We have an unfunded liability of half a trillion dollars: that is, we have a future commitment to pay out \$500 billion with no money now in the bank to do it. The national debt is about a trillion dollars. If you add the unfunded liabilities from this pension system, it would put the national debt at \$1.5 trillion."

ACTION PLAN

The trend is clear and unmistakable. Retirement plans are under attack at the federal, state and city levels. All are now subject to task forces, commissions, managers and voters desiring both to reduce benefits and to increase rates of employee contribution.

Individual retirement accounts (IRA's) now offer a way for workers to turn to the private sector to provide for part of their retirement needs.

The city's Deferred Compensation Plan offer a second opportunity to supplement retirement needs.

As President Casciato aptly stated: "You might not be concerned now but in a few years, it might be too late."

SAN FRANCISCO POLICEMAN

MEMBERSHIP IN THE DARK

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bulletin never saw the light of day.

Perhaps President Casciato wants only to issue Bulletins that appear to favor him or ones that at least do not annoy the police administration.

FEDERAL LITIGATION COMMITTEE BULLETIN #83-52

In the last issue of the Policeman, I wrote an article calling for the firing of the Federal Litigation Committee and I maintain that position now.

My article centered around the fact that the Federal Litigation Committee recommended a deplorable cut-off score for the Sergeant and Asst. Inspectors tests. I did not appreciate what the committee recommended to the Board of Directors and aside from voting against it at the Board, I also chose to express my dismay in our newspaper.

However, it is interesting to note that on September 1, 1983, Roy Sullivan, a member of the litigation committee issued a POA Bulletin that attempts to clarify the committee's recommendation. The Board of Directors rejected the committee's recommendation and in its place, sought a passing score of not less than 70% for the first phase of each exam. I reaffirm my statement that this misguided committee must be disbanded!

However, the Sullivan Bulletin raises additional questions that must be addressed. What criteria is used to determine when bulletins are issued? Will only those members that supported President Casciato's position be allowed access to POA bulletins?

Historically, the Association President has never, I repeat never allowed bulletins to be used to respond to articles in our newspaper. The opinions in our paper are those of the author, and a response in the paper is the appropriate method of reply.

When a bulletin is issued, it has the official stamp of approval of our Association. This bulletin did not have that approval and should not have been published. The opinion of Roy Sullivan in response to my article or any other article should not be at the expense of the POA. What would happen if all our members desired to respond to articles appearing in our publication.

I understand that the philosophy of our membership is quite varied — particularly when "politics" is the subject, but injecting "politics" as a criteria for censoring valuable information to our members or utilizing bulletins for personal responses is wrong. The President should re-evaluate his methods or the Board of Directors will do it for him.

Cleopatra

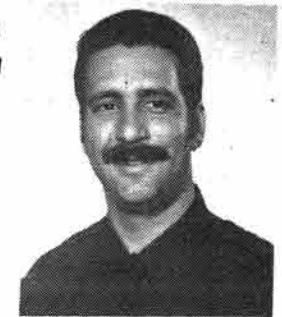
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PRESIDENT'S MESSAGE

by Al Casciato



September 7, 1983: Should I respond to those articles or those accusations? Was the question that I asked myself after reading the last edition of this paper. After much deliberation and thought I have decided not to respond to the attacks waged upon me.

Why? When I ran for the office of the Presidency I had a philosophy and made my campaign staff adhere to the philosophy of "never attacking a fellow officer." In the twelve (12) years I have been in this Police Department I have seen too many officers injured, hurt, and destroyed by the viciousness of their co-workers. It is my intent to minimize such type of behavior by example and leadership. I hope and pray to God that when I retire in the year 2001 that goal will have been accomplished — I ask your help.

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State Court OKs Old Rule On Murder

by William Carlsen

Prosecutors do not have to prove that a defendant felt malice or had the intent to kill in order to win a first-degree murder conviction, the California Supreme Court decided yesterday.

Ruling in a crucial test of the state's controversial 133-year-old felony-murder rule, the court held that, even if a person kills someone by accident during the commission of felony such as rape or robbery, the culprit can be convicted of first-degree murder and sentenced to death.

"First-degree felony murder encompasses a far wider range of individual culpability than deliberate and premeditated murder," wrote Justice Stanley Mosk for the court, which unanimously upheld the legal validity of the rule.

The ruling was a major victory for law-and-order advocates, who argued that the law is essential to deter criminals from carrying guns and engaging in life-threatening conduct during commission of crimes.

It dashed hopes of defense attorneys, who argued that the rule was archaic and unfair.

The long-awaited decision came in the case of Norman Jay Dillon, who was convicted of first-degree murder for killing a man guarding a marijuana field in the Santa Cruz mountains.

Dillon, who was 17 years old at the time, argued that he never intended to kill Dennis Johnson but did so in panic as Johnson approached him with a shotgun.

Noting that neither the judge nor the jury wanted to convict Dillon of first-degree murder but did so only because of the felony-murder rule, a court majority modified Dillon's sentence to murder in the second degree.

The court modified the sentence under the state Constitution's prohibition against cruel and unusual punishment, ruling that first-degree murder and Dillon's life sentence were disproportionate to the crime.

Yesterday's ruling was one of the most complicated ever issued by the court, with each of the seven justices writing a separate opinion.

The felony-murder rule had been challenged on the ground that it disappeared from state law when the penal code was revised in 1872 but continued to be upheld by the courts for the next hundred years. Opponents argued that, because it was court-created, the courts could abolish it.

But Justice Mosk held yesterday that the rule "is a creature of statute. This court does not sit as a super-legislature with the power to judicially abrogate a statute merely because it is unwise or outdated."

All of the justices agreed with Mosk's conclusions that the rule was valid, but at least two justices — Cruz Reynoso and Allen Broussard — had serious reservations about how Mosk reached the result.

"The majority pile 'inference on inference' to reach the conclusion," wrote Broussard in a partial dissent. He also dissented, along with Justice Frank Richardson, from the court's modification of Dillon's conviction to second-degree murder, which means Dillon probably will be transferred from state prison to the California Yough Authority, where he will serve less time.

Yesterday's ruling is expected to have widespread effect because prosecutors routinely file first-degree murder charges under the felony-murder rule as an alternative to the normal murder charges requiring proof of premeditation.

If the prosecutor cannot prove deliberation or premeditation, he or she falls back on the felony-murder rule, which requires no such proof.

But state Deputy Public Defender Ezra Hendon, who argued before the court against the rule, said the decision was so complicated that it would take some time before the true effect is known.

"The court decided for the rule but then took the sting out by modifying the sentence," he said. "What sentence under the rule will they let stand?"

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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!!!

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 — Write letters to elected officials asking their public support.

LOOMING CONTROVERSY CONCERNING BOARD ACTION ON GENERAL ORDERS

by Greg Winters

A question was posed by a member of the Board of Directors in the last issue of this paper. The question put was: "Have you ever wondered why so many General Orders have been rewritten since February?"

Ordinarily I would consider that a good and fair question. I, too have been filling my waste basket, on what seemed a daily basis, with superceded General Orders.

However, the writer of the article after posing his question then drew some dark and sinister inference about our Association President, Al Casciato. Since that writer knew what he wrote was false, when he wrote it, and since a retraction of those falsehoods is too much to hope for; I did some investigation and will supply you with the plain, calmly stated and, unvarnished truth.

General Orders begin in one or more of the fertile brains located on the "Fifth Floor." Before the proposed Order, or a proposed revision of an existing order finds its way to the Police Commission for adoption it is submitted to the President of the POA for review, and discussion with the Administration in a Meet and Confer session.

Our President, Al Casciato, before saying a word to the Administration, passes a copy of the proposed Order to EACH AND EVERY member of the Board of Directors for comment and discussion.

After waiting anywhere from eight to twenty-two days for a response from YOUR elected representatives to make their and YOUR feelings known, our President schedules a meet and confer session with the Administration to iron out any problems found with the proposed Order.

Since March of this year when YOU elected Al Casciato twenty-eight (28) new or revised General Orders have been proposed. The snowstorm was caused, in the main, by the program to replace the old Rules and Procedures, the Patrol Officer's Manual, the Permanent Orders, and several other obscure forms of written directives with one General Order system. Some of the backlog was also due to the Administration waiting until the smoke cleared from our election.

Al, as he was supposed to do, dutifully forwarded a copy of each and every new or revised order to EACH of your elected representatives.

The response from some quarters was, to put it most kindly, UNDERwhelming. The author of the recent article had a one-hundred percent (100%) NO RESPONSE record. He wasn't alone though. Out of twelve (12) representatives from units within Field

Operations SIX (6) (including our infernal author) have a perfect record of silence. The same ratio applies in both Headquarters and Investigations...half of the reps have NEVER responded. While I hate to sound like a broken record the Executive Officers follow the same pattern: two comment and two are missing.

Enough of the bad news:

Despite the apathy of the elected a great deal of progress has been made. The proposed Orders that could have REALLY jeopardized our working conditions have either been altered to the point that they are fair to the "troops" at the "Meet and Confer" stage or; they have been brought to "Impasse" and argued face to face before the Commission (See accompanying article on B-3 and D-4).

Impasse is the way by which we put our case directly to the Commission when the Administration won't listen or won't consider alternatives suggested by us at Meet and Confer. Under Al Casciato's leadership we've "gone to the mat" with the Administration by way of Impasse over four (4) Orders that significantly impacted on the membership. Those four (4) were: Secondary Employment (T-1); Discipline Process (D-); Uniforms and Equipment (B-3); and Alcohol and Drug Abuse (D-4).

Of those four (4) T-1 is waiting hearing by the Commission which means that it isn't in force. The Discipline Process is in its third re-write by the Administration so that the niceties of Due Process and Fairness might be included. B-3 was a POA winner at Impasse and D-4 is to be re-structured by a joint POA-Administration Task Force to bring it in to the 20th Century. Show me where we have lost anything in that record.

Besides the four (4) Impassed Orders, five (5) others have been the subject of multiple Meet and Confer sessions. Among those were: Patrol Officers Duties (D-11); Juvenile Procedures (D-12); Suggestion Panel (0-4); and Uniform and Equipment (B-6).

Show me where we, the members of the POA, have lost any real ground in the General Order Snowstorm under the leadership of Al Casciato and I'll eat my word processor.

We elected a President in Al Casciato who does his damnedest to do the job we gave him. How about repaying his efforts with a little interest and support?



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THE SWEETHEART DEAL IS ON THE WAY

by Reno Rapagnani
Tactical Div.

Last month I told you about the numerous general orders that have been re-written since Croce Casciato became President. All revisions of these orders must meet with Casciato's approval, as State Law requires written notice to employee groups regarding changes in working conditions and benefits.

Some of these orders that have been changed are a serious erosion of our benefits, but nothing is being said to the membership except: "We will just have to take them to court," That is not sufficient.

Our sick leave rules have been changed without our approval or meaningful meet and confer sessions. We are now required to submit a doctor's certificate on the first day if you happen to be sick for a court appearance. It was previously required starting on the fourth day.

These sick leave rules require the Civil Service Commission to adopt these changes and for them to be ratified by the Board of Supervisors. Why hasn't that been done?

Additionally, our comp time (which was accumulated to 160 hrs. maximum) was just changed without any meet and confer to 148 hours. Again, nothing has been said by our President except we will take them to court. There are other ways to stop these changes if we have the will to do so, but it appears that our will isn't very strong.

REASON

It appears that our President is more concerned about retaining his "fulltime police status" as opposed to taking a leave of absence which would give him the independence we need to be an effective, out-spoken leader.

This contractual arrangement between Casciato and the City, which will cost a small fortune to our members, will become a major topic of discussion at our Board of Directors meeting on September 27th. POA Director Ron Parenti, Co. E has made it clear at our last meeting that unless the President resolves this burning question by next meeting, he will immediately ask that the question be put to the entire membership for a vote. Details of the contract in the next issue of the Policeman.

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"GUEST EDITORIAL"

Sergeant Al Casciato, President
Police Officers' Association
510 Seventh Street
San Francisco, California 94103

Dear President Casciato:

Enclosed please find a short statement that I have tentatively labeled a guest editorial.

If you feel it is important enough, I would appreciate it if you would reproduce this in your organization's newsletter. I believe it is important that I convey my thoughts about the Office of Citizen Complaints to as many of the personnel of the San Francisco Police Department as possible. Your newsletter is certainly one way to reach the great numbers of members.

If I can be of any further assistance, please do not hesitate to call upon me.

Very truly yours,
Eugene M. Swann
Director
Office of Citizen Complaints

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Greetings:

My name is Gene Swann and I have been recently appointed to head the Office of Citizen Complaints. I have requested permission from your organization to write a "guest editorial." I welcome the opportunity to address the members of the San Francisco Police Department. I should like to take this opportunity to express some of my thoughts as to the role of the Office of Citizen Complaints, the philosophy that I have with regard to the office and the significant opportunity that we have before us.

I think it is important to recognize that this office came into being as a result of citizen's support and effort. In that regard it is unique from many of the other positions in city government. It is also unique in that it attempts to bring to bear some citizen input into the conduct of members of the Police Department. The citizens of San Francisco are the reason for the existence of the Police Department and all levels of city government. We exist to serve and satisfy their needs and requirements. They have selected this mechanism to help achieve a more responsive governmental agency. The Police Department and its' members occupy a unique and extremely important level of city government services to our neighborhoods. Nothing is more vital to a decent urban environment than the maintenance of security of person and property. The primary responsibility of person and property. The primary responsibility for this task has been given to the members in blue.

That blue uniform and the seven point star is both your strength and limitation. It is your strength in that you, above all other members of society, are given weapons and the authority to use them, you are empowered to make arrests and thereby alter a person's life, maybe forever. Because of your profession, you have "the edge" in dealing with the public, you have their initial support and respect. The society must give you strength because you are called upon almost daily to exert your maximum effort in actually and potentially dangerous situations.

The star is your limitation in that you are required to deal with those situations in a wholly professional and objective manner. Yet, at the same time you are to show decent and humane concern for the people involved. You are expected to exercise more than the common patience, more than the common sense and more than the common civility.

Those to whom great authority has been given are expected to exercise it with even greater restraint — to whom much is given, much will be asked and demanded.

I realize this is not always an easy task. I realize the pressures and emergencies under which quick decisions

must be made. Those decisions and acts which are done in haste and under pressure and which later are determined not to have been the best course of conduct are understandable and part of human nature. Those acts that are motivated by revenge, rage, loss of control of one's emotions, or done with malice are totally unacceptable. Those decisions and acts cannot and should not be absolved from their consequences. To see that they are not is one of the functions of the Office of Citizen Complaints.

One of the arguments most frequently heard in opposition to an office such as this is that only fellow police officers can truly understand the problems of the daily police person. Therefore, it is argued that police officers are best judged by police officers. We have rejected that contention in other areas of life for if followed to its logical conclusion, that would mean that only ex-felons should judge ex-felons. It would mean that only divorced people should make rules for divorced people, that only rich should judge rich people and poor people should only be judged by poor people. The citizens of San Francisco have decided that the judgmental process can and should be exercised by fair-minded, well-balanced, objective inquiries into police activities. I agree with their assessment, to do otherwise would be to allow each person, each group, to be the final judge of their own conduct.

The other thrust of the office will be to make the job of the police officer easier and more rewarding. This will be attempted by gathering support from the public for the needed and legitimate activities of police personnel and to explain and emphasize, when and where appropriate, the benefits and value that competent police work provides. A police department must have the support of the overwhelming numbers of people in a community. If this were not so, they would become an occupational army with an impossible task. By the public knowing that its' wishes are being carried out and knowing that its' police department is truly its' police department, I believe and hope there will arise a sound swell of public support and confidence for police officers. That confidence and support can add immeasurably to your strength.

It is my fervent hope that the Office of Citizen Complaints will be able to encourage the highest level of professional police conduct and inspire the public to have the utmost confidence in its' police officers. To this end, I invite your ideas, suggestions and support. This will not be easily nor quickly accomplished, but I shall devote all of my energies and what talent I may possess to seeing that we can succeed as far as humanly possible to the goal of equal justice and the enforcement of equal justice under law. I shall be an obedient servant to that principle and I ask that you join me.

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A POTENTIAL DISASTER

by Dave Herman
Co. E

There appears to be a definite problem developing with this Association's public profile and projected image. Recent articles and statements made in the pages of this publication are sending people — allies and adversaries alike — certain signals. These signals state very clearly that our Executive Officers and Board members are divided; they are divided as a group and as individuals.

In some cases, individuals are preoccupied with their own futures, using this Association for their own private needs; certain others feel the need to help would-be political types find that elusive next rung on the political ladder. Though their motivation may be private, there is a costly by-product, disruptive in nature, that effects our Association as a whole.

It is also obvious that some individuals are determined to try and keep control of this Association either directly or through Secondary Parties, despite the vote of the membership. It is apparent that the political appetites of some people are never nourished sufficiently to satisfy personal political hunger.

As for the "War of Words" which has developed between various parties and is now being laundered in the pages of this paper, it is most assuredly going to have a profound NEGATIVE effect upon our ability to function as an effective group in any public arena. The name-calling, accusations and rancor directed from one group to another is genuinely hurting this Association, and only tends to negate those positive actions we do take.

Opposing views or opinions are integral parts of our system, and genuine dissent is a most important factor, but, unfortunately for all of us, that is not what is taking place in this instance, and it would be an insult to even make such a comparison. What we are experiencing is a power struggle within the Association that could not come at a more inopportune time in light of the many crucial issues that need to be addressed. The harsh reality of the situation is this: THE MORE DIVIDED OUR LEADERSHIP, THE MORE NEGATIVE THE EFFECT UPON OUR MEMBERSHIP.

If this Association's administrators have legitimate internal differences of opinion, it would be more appropriate for them to discuss those differences in a more private environment, and to use a vehicle other than this publication to cast their political stones at each other. It's not a question of censorship, but one of common sense.

Police officers are not the only readers of this paper, and nothing makes a political adversary gloat more than seeing a potential opponent immersed in an internal conflict. It is paramount that the members of this administration steer a collective, positive course for the benefit of the membership, and that their postures reflect that positive attitude as a leadership BODY! As members, we can ill afford to have our needs and goals compromised by the petty jealousies of a few and the personal gratification of certain others.

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WHAT EVER HAPPENED TO THE LOYAL OPPOSITION???

by Greg Winters

The term "Loyal Opposition" was, I am informed, first used in Great Britain to identify the party then out of power. This "Loyal Opposition" kept its identity, occasionally said dreadful, but true things about the party in power, sought support for its own programs and opposed, within the bounds of fair play and parliamentary procedure, the programs of the party in power.

What the "Loyal Opposition" DID NOT do was bring the operations of government to a halt for its own political gain. Sadly, that philosophy is out of style in our Association.

Our most recent elections produced some losers, as elections tend to do. Some of the losers had held power for a considerable period of time. They were understandably reluctant to give that power up and tried all Constitutional, and some unconstitutional, means to hold on. Sadly, for them, the electorate spoke and put some new faces in office. At that point they should have retired to "Loyal Opposition" status and helped the Association continue in its mission of making our working lives safer, better, and more secure. They didn't.

Since the election, those who lost the election and their political soulmates who were retained in office have by every means, fair or foul, attempted to block the operation of the Association in order to make true their pre-election prophesies of doom.

The President we elected, Al Casciato, has been slandered, libelled, shunned, and stalemated at nearly every crossing.

EXAMPLE: The Screening Committee has, on several occasions been unable to extend help to members in need of representation because half of its members (who just happen to be from the opposition) failed to attend regularly scheduled meetings preventing a quorum and any action.

EXAMPLE: Opposition personalities show up at legislative hearings and espouse positions inconsistent with POA policy solely to further their own ambitions and without regard for the damage done to the organization they falsely claim to represent.

EXAMPLE: Through deliberated falsehood and baseless innuendos the few active members who serve on Committees are hounded to the point of throwing in the towel because they don't agree with the "Opposition."

EXAMPLE: With banner headlines the "Opposition" announces that the Membership has rebuked a position that the President, in fact, never advocated. The falsehood made Page One while the record that contained the truth was buried on Page 16.

EXAMPLE: Our own Family Picnic made Page 14 in a paper that was mysteriously delayed for over two (2) weeks in publication so that the article promoting the picnic made it to the readership only ten (10) days before the event. The Picnic Committee Chairman is known to be independent and therefore his picnic is not deserving of support.

EXAMPLE: The POA was levied an \$11,000 tax because of liberal political contributions made prior to

the election. Of course we're short of money. You would be too if you'd given away more than \$200,000 to various political AND been taxed on top of it for your generosity.

It's time to get on with the business of the Association and stop this partisanship that will soon make us the laughing stock of City Hall, the Federal Building and the Hall of Justice, not to mention organized labor and the people of the City and County of San Francisco.

The San Francisco Police Officers' Association exists for the benefit of the membership and ONLY for the benefit of the membership. It is not a stepping stone nor is it a source of cheap money. I believe that. The President, and most of the Board of Directors believe that. I feel confident that YOU, the membership, share that belief. Let's make it unanimous.

Instead of the politics of paralysis practiced by the few against the interests and will of the many; let's try unity on the fundamental issues and restore the loyalty in "Loyal Opposition."

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Minus Income Tax (24%)	-2.74	\$ -0
Net Dollar Result	\$ 8.66	\$ 15.00
Balance Invested Above	+114.00	+150.00
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A JOKE? DEPENDS ON WHO TELLS IT

Aug. 26, 1983
 Peter Maloney, Editor
 S.F. Policeman
 510-Seventh Street
 San Francisco, 94103

Dear Pete:

The enclosed newspaper article and letters are self-explanatory. I would like your assistance as editor of the S.F. Policeman to have them published in our next edition.

I personally feel the S.F. Examiner article does not do justice to the real intent of implementing humor in crime prevention discussions with the community.

Thanking you in advance for your cooperation.

Cordially,
 Captain Frank M. Jordan
 Community Services Division

The comedians in blue

by Bill Mandel

Did you hear the one about the San Francisco police captain with an unpaid joke-writer on his staff? No? It goes like this:

Capt. Frank Jordan of the Community Services Division goes into a tension-packed neighborhood meeting filled with crime-wary citizens. Why, someone asks, is police response time so slow?

"It's true we haven't been responding as quickly as we'd like to," Jordan retorts. "But we're improving." Pause for comic effect. "Since daylight-saving time, we've been arriving everywhere an hour earlier."

Rim shot!

At another point in the meeting, someone might ask Jordan why the 911 emergency phone number is always busy.

"You're right, the 911 number has been getting a greater volume of calls than we anticipated," says Jordan. "In fact, we're thinking of changing the number to 7-11 because they're open 24 hours a day."

Kaboom!

These jokes (and others still listed by the police as "classified") are now part of Jordan's community service repertoire courtesy of Malcolm Kushner, a former lawyer who runs Golden Gate Writers. For a fee, GGW also supplies snappy comments and clever repartee to trial lawyers who need some zip in their opening

statements, summations and cross-examinations.

The revelation of a professional jokester behind our criminal justice system is disillusioning, to say the least. Americans have always savored the knock-'em-dead humor of police captains, lawyers and judges as a natural vein of chuckle-rich native ore. Next we'll learn there's a staff of 100 people sequestered in Cleveland turning out those killer lines dentists utter after filling your mouth with cotton, instruments and novocaine.

Fade in on a room filled with desks and madly clicking manual typewriters: "Hey! I've got it! Eureka!" exults dentist-line writer No. 87. "Try this one — he stuffs the patient's mouth chock full and says, 'So. How's the family?'"

Fade out as 87's colleagues hoist him to their shoulders and parade around the room.

Mr. Bill Mandel
 Box Populi
 Box 7260
 San Francisco, California 94120

Dear Mr. Mandel:

I read your recent column regarding the use of humor by the San Francisco Police Department as a response to hostile questions at community meetings. Please be advised of the following:

Many police officers have the innate or natural ability to diffuse hostile situations through the use of humor. Some of us, however, need all the help we can muster and work very hard to obtain the same results.

Police officers discussing crime issues in the community can unintentionally frighten people due to the serious nature of the subject matter. I have learned through experience in hundreds of neighborhood meetings during the past seven years that humor presented in the right way can reduce the obvious fear factor, tension, and misdirected hostility; just as important, it opens up closer lines of communication between police officers and the citizens we serve. Please be advised, a humorous acknowledgement is always followed by a serious explanation directed at the specific question.

As a guide, we attempt to use humorous stories that actually happened, third party stories, or comedy where the last laugh is on the police officer. Yes, the ability to laugh at oneself. Firm rules insist the humor must be related to the issues under discussion and not just off the wall. We must never talk to an audience in a flip-pant way nor make them the object of a joke. No off color or sick humor is tolerated e.g. offensive stereotypes, sexual overtones, ethnic jokes, etc.

I have learned through twenty-five years of experience that in order to be a successful police officer, four essential qualities or tools are necessary; good common sense, a sense of humor compassion, and the ability to communicate. I personally believe these tools are even more important than the handgun, nightstick, chemical mace, and handcuffs. As is proper, the citizens of San Francisco will be the final judges in relation to our actions and our results.

I trust this information will give you a more realistic idea of why the Community Services Division is attempting to pursue humor as a positive avenue of approach in disseminating information to the community.

Sincerely,

CORNELIUS P. MURPHY
 Chief of Police
 By: Frank M. Jordan
 Capt. Frank M. Jordan
 Commanding Officer
 Community Services Division

August 16, 1983

Mr. Bill Mandel
 Box Populi
 Box 7260
 SF, CA 94120

Dear Mr. Mandel:

Your column detailing how police use humor to defuse hostile questions during crime prevention meetings was accurate, but incomplete. It left the impression that police are laughing off serious questions. This is not the case. Police are using humor to respond to certain hostile questions in order to relieve tension and create rapport. You failed to report that every humorous response by the police is immediately followed by a serious answer to the particular question.

The process of relieving tension through humor allows police to have a meaningful dialogue in a non-confrontational way. It also helps break down the stereotype that police are robots without a sense of humor. Unfortunately, your satiric remarks help perpetuate that myth.

Victor Borge has said that "laughter is the shortest distance between two people." If the police can use humor to build bridges in the community and thwart crime, then their efforts should be applauded.

Yours truly,
 Malcolm Kushner
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COP TAKES YOUNGSTERS FISHING

submitted by Henry Friedlander

by Dan Borsuk

Big smiles on the faces of Lisa Carver and Granville Miller said it all.

Both youngsters had hauled in prize salmon. Carver pulled in a nice 12-pounder and Miller a big 18-pounder.

"It's so neat being out here," said Miller, who along with 12 other teenagers from the Portola Recreation Center, was aboard captain Joey Morini's New Holiday III charter fishing boat about 12 miles out from Golden Gate Bridge.

For the 13 youngsters, it was a full day of fishing, a day when all of them would bring home at least one fish and a day to have some fun and to get to know a San Francisco cop.

Police officer Jim Jean, along with hardworking deckhand Mike Aughney, helped the youths throw their anchovy-laden hooks overboard in hopes of hooking onto a salmon, and they would rush to a youngster calling out, "fish on," when a salmon was hooked.

Normally assigned to Park District Station, for the past four years, the 17-year police department veteran has volunteered his days off to take City kids on boats for a day of ocean fishing in the popular Police Youth Fishing Program.

Besides the deep-sea fishing, the police also have a Lake Merced fishing program where officers help inner-City youth to learn that cops can be helpful and, yes, fun too.

"There's many City kids who don't know what's available to them as far as recreation," said Jean. "They have a big fishing hole, the Pacific Ocean, nearby."

During the summer months when the Police Youth Fishing Program is in full swing, as many as 90 youngsters a week participate in the no-cost deep-sea fishing trips and as many as 270 kids a week fish for trout at Lake Merced.

Deckhand Aughney, who has worked on the New Holiday III for over a year, concurs the program offers an opportunity for urban youths who might not otherwise have the financial resources to "enjoy the outdoors."

"It's just a great program because many of these kids can't afford to do something like this by themselves," said John Gallagher, Portola Recreation Center director.

"Recreation is what it's all about," added Gallagher. "This provides an activity that keeps the kids off the streets."

The youths, 11 boys and two girls, signed up at the recreation center to try their fishing luck.

It costs \$33 a person to fish on the New Holiday III, and that includes the use of fishing equipment and tackle furnished by the charter boat.

But in the Police Youth Fishing Program, the program itself supplies the rod, reel and heavy round lead weights.

"I come out about even after expenses," said Captain Morini, "but I enjoy taking these kids out for a day of fishing."

During the 7.5 hour fishing trip, Aron Wise and Miller each hooked onto four salmon, although they were only allowed to keep two apiece.

It took Tom Skover, 16, nearly all day of patient waiting to haul in a beautiful 8-pound salmon.

And when he hooked onto the fish, it gave him a big fight and a thrill.

"It was fun and hard work," he said, with a big smile after landing the fish onto the boat's deck.

While off the San Francisco coast, the fishing party got an extra surprise when it spotted a huge sea turtle swimming not far from the boat. Sea turtles are a rare sight in these waters, said Morini.

The police fishing program is still lining up dates for officers to take out kids, usually affiliated with organizations, for a day of fishing. The program ended Aug. 26. The phone number is 777-FISH.

(Reprinted from the S.F. Progress
Fri., August 5, 1983)

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"UNITED WE STAND DIVIDED WE FALL"

by Mickey Griffin, Academy

As corny as the above phrase may sound, I have been continually reminded of it since my reading of the last few issues of The Assn. Newspaper *The Policeman*. Frankly, I am tired of reading articles from officers who have been writing about fellow officers, based not on facts but inferences, unjustified accusations including petty name calling and unresolved childish personality conflicts. Some would defend their articles by saying that they are political watchdogs on Assn. matters. However, watchdog reporting demands that certain responsibilities be met; first, accurate, factual information should be reported. Secondly, childish name calling, which serves only to weaken the impact of a report, must be avoided. I am reminded that there is only a small group of Assn. Members actively working for the good of the entire membership. They are a valuable asset and their time is even more valuable to us, it should not be wasted on unwarranted hours fighting which clearly does not serve the interest of the Association.

I believe that all Association Members agree on the Basic Goals of the P.O.A., such as: the protection of members' rights and working conditions; the attainment of better wages and benefits and to sustain a strong united membership to protect us from outside, Anti-Police, Politics whether local or statewide. What we tend to disagree on is the methodology of how these goals are to be attained.

An association divided on petty personality conflicts will find it impossible to accomplish much of anything that benefits us as a group. A divided Assn. only exposes us to further erosion of our strength through outside pressure groups manipulating one group of members against another.

The greatest fear the opponents of the P.O.A. have is that all of the strength and abilities in the P.O.A. would unite to present a powerful group of professionals who are to be dealt with carefully and with

respect.

Just imagine the joy our opponents must feel when they read articles in the *Policeman* written by Police Officer against other Police Officers!

And don't think for one minute that our paper is not read by anyone but other officers, it is widely read by community groups, local and state officers and attorneys representing present litigation matters involving the P.O.A.

So what can we do? Simply let the system work. Contact your representative and ask that he or she direct the editor and the publications committee to closely review articles, prior to publication, for accuracy of information. Also, request that a higher professional standard of journalism be implemented to maintain a more mature image of our Assn.

If an officer wants to write articles which include childish name calling of other officers, they should print and distribute their writing on their own. I for one do not wish my dues to be used for such purposes.

I would ask for those who pay for advertisement space in our newspaper to contact the editor and make the same demands.

A healthy Assn. paper includes accurate informative journalism. Interesting stories, tasteful humor and a vehicle to express members' opinions. Not a tool for backstabbing each other.

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AROUND THE DEPARTMENT

by Don Carlson

E. ZIMBALIST: 1, F. FALZON: 0 In last month's annual FBI-Bureau of Inspectors softball game held at the Presidio, the Fee-Bees prevailed for the first time in seven years over the Bureau. The score is unimportant; the reasons for the victory are not. The Bureau team, formidable though it was, lacked at least two key elements: Gary Lemos and Bruce Lorin both had prior commitments. Additionally, complaints were raised that the J. Edgars had imported "ringers" under 30 years of age! This alone allowed FBI'er Ben Tissa to sit in the stands, plying all the females with wine prior to the post-game dinner. Finally, various Bureau team members have voiced their concern, anonymously, over the attire worn by Manager Falzon. These players said they couldn't keep their eyes off Frank's tush and their minds on the game.

RON JACKSON ACCLAIMED NEW PABLO PICASSO Though his job description doesn't list "painter," Academy Lieut. Jackson has done an outstanding job on the walls of the building's main office (waiting for the School Dept. to make a decision to paint was beginning to reach infinity!). Where will this new "Master" next turn his talent with the brush?

STRANGE SHOES IN PACIFICA To help reduce their stress levels (how's that for a "current" term?), Jim Strange and Al Casciato entered as a doubles team in Pacifica's recent 5-week Horseshoe Tournament. Records show that the horses have nothing to worry about: Al's last toss disappeared somewhere into the fog.

HERB CAEN IS ON VACATION That's what usually appears at the bottom of the page when Caen's column doesn't. That's also the reason why MY column is so short this month (I was on vacation, not Caen). And rather than bore you with a column crying over how great things were in the old days when I had coffee at Jack's with Dashiell Hammett, I'll simply end by again asking you to send me whatever you think might be of interest to other members of the Department. Remember, this is YOUR column.

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POA PRESIDENT IN LANDMARK VICTORIES BEFORE POLICE COMMISSION

by Greg Winters

President Al Casciato achieved two (2) major victories before the Police Commission in an "Impasse" meeting held August 31, 1983.

The subjects of the meeting were General Orders "B-3" and "D-4" dealing with, respectively, Uniforms and Alcohol/Drug Abuse.

President Casciato, with the assistance of our Attorney Ralph Saltsman, convinced the Commission to over-rule the Administration and approve the wearing of dark blue T-shirts under the uniform shirt. Deputy Chief of Administration James Shannon had refused in three (3) previous Meet and Confer sessions to abandon the "white only" requirements for under-garments visible when wearing the uniform shirt with an open collar. This refusal was maintained in the face of compelling safety arguments put forward by President Casciato.

The Commission, upon reviewing two (2) fine examples (in the persons of Duane Collins and Ed St. Andre) found that the dark blue shirt looked better than the White.

Chief Shannon continued to maintain that uniformity must be maintained at all costs and that if officers felt the white T-shirt was a safety hazard they should either wear a tie or button up their collars before they entered a hazardous situation.

The debate was put to an end when President Casciato reminded the Commission that the Department specifically purchased blue body armor for the patrol force to eliminate the hazard presented by a white target on a blue field. Our Chaplain, Father John Heany, added a special icing all his own by informing the Commission that he covered or removed his Roman collar when responding to Unusual Occurrences.

Thanks to the Commission's resolution of this issue General Order B-3 can go into effect and its most important provision — the "Plus P" ammunition can now be issued to members as they qualify at the Range.

In a far-reaching decision the Commission at the same meeting sent proposed General Order D-4 to a combined POA-Administration Task Force for revision.

General Order D-4, entitled "Alcohol and Drug Abuse," was essentially an update and reissuance of the infamous "Drunk Order" promulgated by former Police Chief Charles Gain in 1976. D-4, as proposed, would have been entirely punitive in nature and would have completely ignored education, treatment, and rehabilitation in the handling of our brother and sister officers who suffered from the disease of chemical dependency.

The STRESS Unit, with the assistance of John Reilly and Dr. Gil Ayott, both experienced professionals in the field of rehabilitation of the chemically dependent,

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presented a strong case for giving assistance to the officer in trouble. Joe Engler, currently the senior officer in the STRESS Unit, presented both humanitarian and compelling economic arguments for incorporating rehabilitation into the discipline process.

The statistics presented to the Commission were sadly startling. Projections based on National percentage applied to the Department indicate that more than 300 of our members have had some significant alcohol related problems in their lives. Additionally, another 270 plus members have been effected by another's use of alcohol.

The "bottom line" cost to the Department of alcohol abuse (based on national rates which are actually lower than Bay Area rates) is \$786,780.55 per year in lost and non-productive time.

The human costs are even more staggering: Thirty-nine percent (39%) of all discipline cases pending trial before the Commission on August 31, 1983 were alcohol related. In the preceding seventeen (17) months four (4) of our fellows were terminated for alcohol related offenses and, in that same time period seventy-three percent (73%) of the discipline cases were rooted in alcohol.

All of these cases arose long after the 1976 "Drunk Order" came into effect. Recognizing their duty to the City and County to conserve the invaluable personnel resources entrusted to them, the Police Commission directed the Administration to formulate a program that would incorporate the duty of the Chief of Police to impose discipline and to recommend appropriate punishment for violations of Department Rules with a means of preserving the personal and professional lives of the individual suffering from a dependency disease.

President Casciato successfully argued against an Administration recommendation that the Alternative to Punishment Program, proposed by the STRESS Unit, be put forth as a policy statement. The Commission was reminded by Casciato that policy statements, historically, have been quickly forgotten and rarely carried out. Casciato joined with the STRESS Unit in convincing the Commission that the only means by which a program of education and rehabilitation could succeed was through a clear and mandatory procedure, combined with the disciplinary powers of the Chief of Police, and enforced through a General Order.

The Commission ordered the STRESS Unit to complete formulation of their program in cooperation with both the Administration and the Police Officers' Association and to report back within thirty (30) days.

It was only due to the close cooperation already in effect between STRESS and the POA that an opportunity to present the case for an Alternative to Punishment was available through President Casciato's invocation of the Impasse Procedure At the critical moment.

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SF DA INVESTIGATORS JOIN COPS

by Vice-President Paul Chignell

The San Francisco Police District Attorney's Investigators have recently joined the CALIFORNIA ORGANIZATION OF POLICE AND SHERIFFS. The forty-five (45) member organization voted to join COPS effective September 1, 1983 and is one of many organizations around the State of California that are currently voting to affiliate with COPS.

Bruce Austin, President of the DA Investigators, stated the main reason his organization voted to join COPS was the assistance in local issues that COPS could provide.

Austin was also re-elected as President of the S.F.D.A.A. with Joe Long selected as Vice-President, Karen Hibbit elevated to Secretary-Treasurer, with Mike Koppel and Larry Griffin honored to be members of the Executive Committee.

COPS has pledged total support to the Investigators' Charter amendment on the San Francisco ballot for conversion to the 'Public Employees Retirement System' and will work closely with the S.F.D.A.A. on matters of mutual concern.

All S.F.P.O.A. members are urged to congratulate the DA Investigators on joining the CALIFORNIA ORGANIZATION OF POLICE & SHERIFFS.

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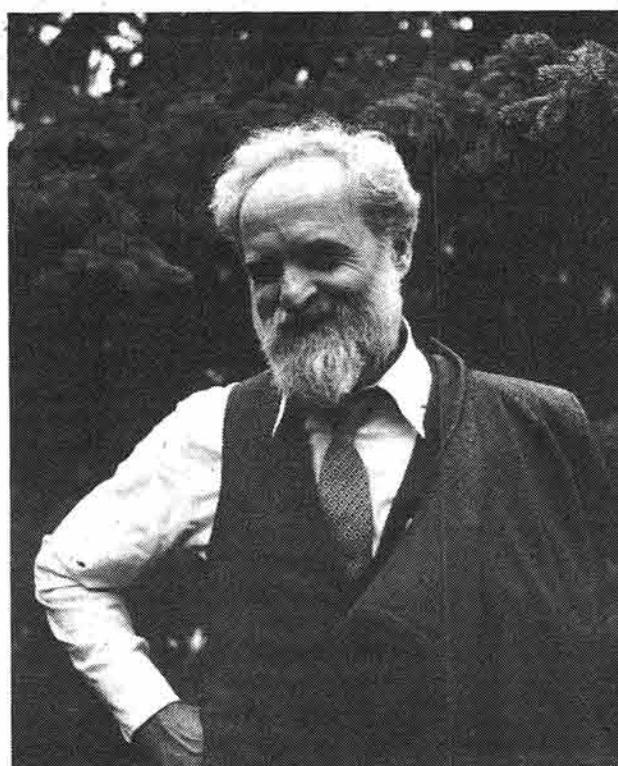
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PEP ANNOUNCES FIRST PROGRAM FOR 10/13/83

by Sgt. Tony Ribera
Southern Station

The SFPD Personal Enrichment Program (PEP) is pleased to present a series of three lectures by Clayton C. Barbeau. Mr. Barbeau is an internationally recognized expert on personal growth and development. Not only is Mr. Barbeau a renowned lecturer, but he has authored several books, tapes and training films. We feel most fortunate that Mr. Barbeau is willing and available to share his valuable insights with us.

The first program will ask, "WHO AM I? WHO ARE YOU?" It will take place at the Collins Center, 630 Vicente Street (between 17th and 18th Ave.) at 8 PM, Thursday, October 13. The program will last for two hours, and refreshments will be served. There is no charge, and plenty of free parking is available in the adjacent school yard.

All members of the department and their friends are invited to attend. We look forward to seeing you there.

IMPORTANT HEALTH BENEFIT REMINDER

Now is an excellent time to make appointments for your family's dental checkups, since many of you have children home on vacation. The Union Health Services Center, located at 8105 Edgewater Drive, Oakland (just off the Nimitz Freeway at Hegenberger Road, near the airport) and the Peninsula Union Dental Center, located at 283 Lake Merced Boulevard in Westlake, Daly City, accept most insurance plans as full payment, which means no cost to you for all covered care in most cases. Special discount fees for those without dental benefits are also provided.

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July 19, 1983

Board Of Directors Meeting

The meeting was called to order with the pledge of allegiance at 4:21 p.m. Present were Lum, Linehan, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, McKee, Schmidt, D. Collins, Chignell and Casciato. Excused were Connolly, Ballantine, Huegle and Flippin.

Attorney Ralph Saltsman gave a status report on the Q-35/Q-50 examinations and indicated that a formal appeal had been filed with the Civil Service Commission urging a cut-off score of 70% correct answer on both tests. A hearing on the matter has been scheduled for August 1, 1983.

A discussion then ensued pertaining to President Casciato's article in the most recent "Policeman" newspaper regarding retirement systems. It was then M/Rapagnani S/Schmidt that the P.O.A. would fight any/all infringements on members' retirement benefits. The motion passed unanimously.

Vice President Chignell then gave a brief report regarding the status of current grievances and Skelly hearings.

Secretary Schmidt then informed the Board of requests for funding of the San Francisco Police Department demolition derby team from Brothers Pryal, LaPrevotte, Corrales and McPheeters totaling four hundred dollars. It was then M/Schmidt S/Chignell to fund these requests. The motion passed unanimously.

Secretary Schmidt then requested authorization for the Board to negotiate an agreement between the P.O.A. and Gregoires Flowers (located at 360 Bayshore Blvd., S.F.) wherein P.O.A. members and/or department floral funds could purchase flowers at a discount rate, using a convenient department mail order system with a percentage of the proceeds to be retained by the P.O.A. for use as it saw fit. The agreement would be brought to the full Board for its ratification. It was then M/Rapagnani S/T. Collins to authorize Brother Schmidt to investigate the agreement. The motion passed unanimously on a voice vote.

A discussion then took place regarding the reflection of how various Board members vote on motions in minutes as they appear in the monthly "Policeman" newspaper. It was then M/Maloney S/Schmidt to adopt a policy that henceforth the voting records of Board members would be reflected in the minutes. The motion passed unanimously on a voice vote.

It was then M/Doherty S/Rapagnani to approve the June 6, 1983 minutes as printed in the "Policeman" newspaper. The motion passed with Lum, Keys, Dempsey, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, McKee, Schmidt, D. Collins, and Casciato voting yes. Voting no were Linehan, Parenti and Chignell.

Treasurer Collins then distributed copies of the June, 1983 S.F.P.O.A. monthly statement to Board members. It was then M/Chignell S/T. Collins to approve the treasurer's report. The motion passed unanimously on a voice vote.

Brother Henry Friedlander then made a presentation in behalf of the San Francisco Police Youth Fishing Program. It was then M/Chignell S/Linehan to donate \$1,500.00 to the fishing program. After a brief discussion on the motion it was withdrawn and the request was re-directed to the Community Services Committee.

Brother Friedlander then gave a Constitution and By-laws Committee report and indicated that his committee was seeking input from Board members as it went about its task of revamping and prioritizing changes in the P.O.A. by-laws.

Brother Glenn Pennebaker made a presentation in behalf of the rifle team requesting authorization for the purchase of two (2) M-1 Garand rifles in .30-50 caliber for the use of members of the rifle team in approved high power rifle competition exclusively. Ownership of the rifles is to be retained by the S.F.P.O.A. and is not transferable. It was then M/Chignell S/Parenti to approve the expenditure. The motion was amended by Linehan to stipulate that the rifles would be used in approved competition only. The motion passed with Lum, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, Rapagnani, Hebel, Dito, McKee, Schmidt, Chignell and Casciato voting yes. Voting no were Doherty,

McAlister and D. Collins. The cost of the rifles, \$383.29 would be absorbed by the Sports Committee budget already allocated.

Brother Frank Machi then made a request in behalf of the S.F.P.D. Soccer Club to have the P.O.A. subsidize a portion of their expenses incurred by attending and participating in the North American Police Soccer Tournament conducted in Vancouver, B.C. with the stipulation that only P.O.A. members would be subsidized and furthermore that any beneficial currency exchange would be reverted back to the P.O.A. It was M/Parenti S/Schmidt to approve an expenditure of \$4,000.00 (\$200.00 per 20 member club). The motion passed with Lum, Linehan, Keys, Dempsey, Parenti, Novello, Maloney, Doherty, McAlister, Rapagnani, Hebel, Schmidt, D. Collins, Chignell and Casciato voting yes. Abstaining on the vote were Dito and McKee.

It was then M/Hebel S/Parenti to conduct an urban conference here in San Francisco to be attended potentially by statewide P.O.A.'s with funding to be derived from C.O.P.S. The motion passed unanimously on a voice vote.

The special item regarding the International Union of Police Associations (I.U.P.A.) was then deferred to a later time.

Brother Hebel then gave a Health Services Committee report wherein he indicated that the families of Brothers Macauley and Bragg has received \$50,000.000 death benefits.

It was then M/Rapagnani S/Schmidt to submit the question of re-affiliation with the I.U.P.A. to a vote of the entire membership in September subsequent to the Board of Directors being addressed personally by the current leadership of the I.U.P.A. at the August Board meeting. The motion passed. Voting yes where Linehan, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, Schmidt, D. Collins, Chignell, and Casciato. Voting no was Lum.

Brother Linehan then gave a Legislative Committee report wherein he requested that the Board adopt a position against the department's proposed charter amendment extending the probationary periods of new officers. It was so moved by Linehan S/Chignell. After discussion the motion passed with Linehan, Dempsey, Parenti, Novello, Maloney, Doherty, McAlister, Dito, Schmidt, D. Collins, Chignell and Casciato voting yes. Voting no were Lum, Keys, T. Collins and Hebel.

A staff proposal regarding new salaries as presented by Treasurer Collins was then deferred to the next Board meeting.

It was then M/Chignell S/McAlister to reimburse President Casciato for sixteen (16) days vacation time in the amount of \$2,000.00. The motion passed with Casciato abstaining.

It was then moved by Maloney S/Chignell to purchase a one-eighth page ad in an upcoming Labor Day publication for \$310.00 to be accompanied by an article. The motion passed. Voting yes were Keys, Maloney, T. Collins, Doherty, McAlister, Hebel, Schmidt, D. Collins, Chignell and Casciato. Voting no were Lum, Dempsey, Parenti, Novello and Dito.

It was then M/Hebel S/Schmidt for Board members to take note of an abide by Article III, Section 6 of the S.F.P.O.A. Constitution and By-Laws pertaining to member presentation. The motion passed unanimously on a voice vote.

It was then M/Chignell S/D. Collins to litigate against the City and County of San Francisco in pursuit of holiday compensation in compliance with the charter section pertaining to the time and one half for overtime. The motion passed unanimously.

There being no further business the meeting was adjourned at 8:45 p.m.

Gerald J. Schmidt
Secretary

August 16, 1983

Board Of Directors Meeting

The regular Board meeting for August was cancelled on August 16, 1983 at 4:30 p.m. due to lack of a quorum.

Present were: Linehan
Keys
Dempsey
Novello
Maloney
Dito
Schmidt
D. Collins
Chignell

Excused were: Connolly
Casciato
Ballantine

Absent were: Lum McAlister Huegle
Parenti Rapagnani McKee
T. Collins Hebel Doherty

Submitted by:
Gerald J. Schmidt
Secretary

ARTICLE I FINANCES

The following are proposed Constitution & By-Laws amendments submitted to me in the form of a petition which I have deemed to be in compliance with Article VIII, Section 1 of the By-Laws:

Gerry Schmidt
Secretary

8. Political Contributions

- a. All requests for political contributions, whether in the form of the purchase of fund-raising event tickets, direct contributions, or otherwise, and whether to be used by an individual or group, shall first be submitted to the Board, in writing, by the candidate, individual, or group seeking said contribution.
- b. Said requests shall be submitted at least thirty (30) days prior to the need for the contribution to be made; no retroactive contributions may be made by the Board of Directors.
- c. Said requests may be considered by the Board ONLY if a direct, positive impact upon this Association and/or its members can be shown this must be stated as part of the written request which is submitted to the Board of Directors. A vote of the majority of said Board shall determine if this specific condition has been met.
- d. All requests shall then be prominently published in the Association's official publication in some form other than within the regularly published Board minutes to allow all members the opportunity to voice their concerns to their elected representatives on the Board of Directors.
- e. All of the above conditions (i.e. 8a, 8c, 8d) must exist before the Board of Directors may further consider any such request. Any further consideration must be conducted at the next regularly scheduled Board meeting.
- f. Before any SFPOA monies are disbursed as political contributions, a concurrence of two-thirds ($\frac{2}{3}$) of the members of the Board of Directors present and voting at that regularly scheduled Board meeting shall be obtained.

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Blam, blam, blam. "I'm hit! I'm hit!" As if by instinct I started firing the shotgun into the rear window of the vehicle where I stood at the right rear fender. Pete, my partner, had fallen backward to the dirt embankment below the passenger door. When the shotgun was empty, I threw it down and pulled my revolver. I moved to the passenger door, stepping over my fallen partner, and threw it open. I couldn't believe my eyes! The guy was lying there on the front seat looking up at me, gun in hand. I quickly raised my revolver and put all six in the "10" ring.

From a technical aspect it was done all wrong. The guy had just stuck up a liquor store and we knew it, but we let our impatience do our thinking for us. We approached thinking the guy would give up when we reached the car. It didn't work that way. He merely capped one off through the door into Pete. Now the guy was dead, and Pete seriously injured with a stiff left arm that was continually in excruciating pain.

There was a lot of back slapping, "at-a-boys" and "well done"; but down deep I had real doubts that I had done the right thing and wondered if I could do it again if the situation arose. I continually questioned myself as to whether or not I had the right to take a person's life. No matter how I tried to rationalize my actions, the feeling of wrongness persisted. "Thou shalt not kill" kept ringing in my mind.

Much to my surprise, relief to my dilemma came from the very source which had created it, the Bible.

Now don't do it. Don't stop reading this like I would have a few years ago, just because you think I'm getting too religious. I don't care how macho you are, there may be a time in your life when this just might help.

About three years later during one of those 3 a.m. to 6 a.m. keep awake conversations, another cop and I discussed the right of an officer to take a life. I quickly expressed my doubts, but he just as quickly responded to the contrary and asked what I based my argument on.

I told him that when I was a kid, a long time ago, I attended Sunday school and memorized the commandment, "Thou shall not kill."

"Well, that's funny," he replied. "My Bible doesn't say that."

I began to think that the early morning shift was taking its toll on his mind.

"Here, read it for yourself," he said, throwing a small pocket Bible into my lap.

After a few minutes of my fumbling through it, he took it from me, turned to the right page, and underlined what he wanted me to read. "You will not murder." "Murder?" I questioned.

He laughed and explained that it was a modern language Bible and that the true interpretation of the Hebrew language actually meant specifically "to murder" and not the broad older interpretation "to kill." Accidental death and manslaughter are discussed in other areas.

"Are you sure?" I asked.

"You read it yourself," he said.

"Here, let me show you something else," and he turned the page to the book of Romans, again

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Dear Pete:

I am submitting this article for this month's Cops For Christ unless you already have one. The author of the article is Deputy Richard Dixon of the Kern County Sheriff's Dept. I called him and received his permission to use his article in the POA paper. He has been in law enforcement for 12 yrs. This incident occurred while he was in the L.A.P.D.

Thanks
Jim Crowley

underlining for me at Chapter 13.

"The authorities (police) have been established by God...They are not there to terrorize those who do right but those who do wrong...But if wrong, be afraid (of the police) for he does not bear the sword for nothing...He is God's servant, an agent of justice, to bring punishment on the wrongdoer."

He then added, "And those swords come in all sizes, .38 cal., 9mm, .45 cal., etc."

I was a bit skeptical, but after that shift I decided to check it out.

First I hit on some of the other "Christian cops" at the substation. They gave me the same answers.

Finally, I secretly bought my own modern language Bible and began my own study.

I discovered that in my mind I harbored some misconceptions of God. He is not some grandfatherly old codger who considers all of humanity His children. He is not a pacifist non-combatant who abhors death. He is not some old man with a flowing white beard who sits on His throne wagging His head complaining about the ills of the world. He does not forgive evilness (sin) in exchange for five bucks in the offering plate or any other form of penitence.

God is holy and just. He hates transgression and has destroyed individuals as well as nations in reward for their failure to obey His instructions. He promises to do the same in the future.

God could care less what your position in life is or how moral you are by society's standards. If you are not for Him, with a truly repentent soul, you are against Him and subject to His wrath.

My reading also revealed that to accomplish His acts of justice God used various methods and persons, many of whom were themselves non-God fearing.

Would it be possible, I theorized, that God would use some ungodly street cop to achieve His goal by blowing away some sucker who just stuck up a liquor store.

I concluded that I had a decision to make. Should I rely upon the capricious decisions of a few appointed officials who for the time being allow me to use deadly force? The alternative being that I should depend upon the absoluteness of a few thousand-year-old document which claims to be the actual word of God.

Only the latter of the two gave comfort to my guilt ridden conscience and, therefore, was my choice. Since making that decision, I have continued my study and have become a Christian. I now find myself better prepared to perform my duties as a cop, a husband and a father.

Surely as good cops you will not rely solely upon the words I have written to make any conclusions, but will seek other witnesses and evidence to make your case. I do, however, feel that you should not delay in initiating the investigation, for there is no way of knowing when you might be called upon to use that piece of steel you carry on your hip. By having prepared yourself beforehand, the resulting mental and emotional anguish will be alleviated.

Richard Dixon
Shafter, CA

Reprinted from Police Product News
August 1983

ODE TO A FATHER

He was but three when he was taken from his father. His mother put this big country of ours, 2,000 miles, between them coast to coast.

She told him he didn't want either of them. But the little boy of three didn't remember.

He remembered only boat rides on a lake, hot dogs and cowboy pictures, pony rides, water slides, dancing in his daddy's arms and a mustache that tickled when he kissed him.

Fifteen years went by before he saw his father again.

But the little boy remembered and sent him a little card every Father's day as soon as he learned to write, cause one day when his mother was busy he rummaged through a box and found a picture of his father and kept it always, he wasn't sure it was his father but he had a mustache.

A war came along, he was pretty young yet and having no dad around to tell him he didn't have to go, he enlisted.

He was young and in a hurry to become a man, he thought that if he was a hero he would be a man, his mom cried but she let him go, she had another man anyway.

Just before he was to board ship to cross an ocean, the equator, sail 5,000 miles away.

The little boy now a man though a very young one of seventeen thought he might never be able to send his dad another card for Father's day, he even wondered if he would come back to say good-by in case he wouldn't have a chance to send one Father's day, cause it was winter now.

2,000 men were lined up on a dock one foggy cold wintry day with their seabags and their gear, they would sail before first light of dawn.

A sergeant called down the line and called his name.

Boy, the sergeant said there's a man at the end of the dock he said he came 2,000 miles to say good-by to his son.

The boy of seventeen who thought he was a man walked quickly to this man who said he was his father.

As the distance closed between them he began to feel like a man for the first time, for he recognized the picture he'd carried all those years.

The man with the mustache that tickled, was his DAD.

There were no more miles and no more years between them now, fifteen years was squeezed into fifteen minutes as the order went down the line to board ship.

Somehow he knew then he'd come back, maybe see his father again.

So he didn't think about the war anymore, he knew also someday he would be a father, just because he felt good climbing that gangway knowing he had a Dad that cared.

Next Father's Day is June the 17th Just in case you forgot this last one.

You see he was right about coming back, and he was right about becoming a dad himself, but he was mistaken about being able to see his Dad again.

Cause when the war was almost over he came back alright but he no longer had a Father to send a card to.

Carl L. Decker
Father's Day 1983

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For Death Certificate. This needed as proof in most of the foregoing checklist.
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The last Social Security check must be returned. It is not pro-rated as is the case of the Retirement check.

OTHER RECORDS AND INFORMATION:

Birth and marriage certificates, and divorce decrees:
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return, Social Security benefits application and other administrative matters.

Insurance policies: Most life insurance companies require the policy to be surrendered to the company at time of payment. (Home and auto policies, or specific data on how to contact companies or agent, should also be available so there will be complete coverage during the administration of the estate).

Record of Social Security, veterans, Workmen's Compensation and pension benefits: Heirs need to know what benefits they may be entitled to from various government and private plans.

Record of bank, savings and loan and credit union accounts: With joint ownership, the account belongs to the survivor upon the death of the co-owner.

Location of safe-deposit box and key to the box: Originals of valuable documents and papers and items of value should be kept in a safe-deposit box.

Record of stocks, bonds, debentures and money market fund accounts: Certificates and debentures can be kept in safe-deposit box, however, securities can be retained by the brokerage firm at the customer's request.

Record of real estate ownership: Land should be sufficiently identified so that it can easily be located. Copies of deeds may be helpful.

Income tax records: Needed to prepare survivor's tax returns.

Final wishes: To make sure your preferences are known, document such things as your funeral wishes, whether you want to donate body parts and any other details you want taken care of after you die. In some states, this is commonly included in the will.

We have members living in various cities, states and counties, so, no addresses or telephones are listed. Hal Roche the Irish comedian says, "Write It Down."

It's CCCold, But Pay is Good

From the Law Enforcement News

Taken from Bars & Stripes of Detroit Police Lieutenant & Sergeants Association. August edition.

Roy Sullivan

Under a new contract reached between the Anchorage, Alaska Police Employees Association and the city, a patrol officer with five years' experience will earn a base salary of \$44,200 in 1983 and \$50,357 in 1985 — a wage scale that may be the highest base salary for a uniformed police officer in the world.

As attractive as the salary scale may appear — even in a city where the cost of living is approximately 25 percent higher than the national average — it is overshadowed by the fringe benefit package agreed to by the city and the union.

Under the terms of the new contract, the city will assign each sworn member of the department a police car and encourage officers to use their vehicles at city expense for all off-duty personal business and pleasure.

Uniformed officers, who have the option of working four 10-hour days followed by three consecutive days off or five 8-hour days with two days off, can receive up to a total of 38 days paid vacation and holidays yearly. Additional paid leave time is given for voting, serving on a jury, donating blood, and — after an officer reaches age 40 — obtaining an annual city-funded physical exam.

Each police employee is also entitled to two weeks' military leave with full pay, and up to four working days with pay for a death in the family. Any officer who completes 20 years of service can receive a lifetime pension equal to about 50 percent of the officer's highest annual earnings.

Officers' base pay is supplemented by a wide range of "add-ons." Each receives a \$5 per day food allowance, a guarantee of either a lunch break of one hour in the middle of the shift or overtime pay for the period, and a complete uniform plus replacement of unserviceable items and \$200 each year for miscellaneous clothing. The city also pays for uniform dry cleaning.

In addition, the new contract gives six percent extra to officers who work the 7 P.M. to 5 A.M. shift and another eight percent for officers with a bachelor's degree, plus one percent longevity pay for each year of employment up to 10 years. Officers who enroll in college courses or a job-related degree program are reimbursed by the city for tuition and books.

All together, the add-ons could provide an officer with a 1983 gross salary of approximately \$56,000 before overtime. Overtime pay begins with a guaranteed four hours at a minimum of one and a half times the base pay for court appearances on off-duty time, to a high of two and a half times the base rate for time worked on what is normally the third day off following the regular work week. Officers being investigated by the department who are interviewed during their off-duty time are compensated at one and a half times their base pay rate.

Lieut. Tom Ricketts, commander of police personnel in Anchorage, declined to provide Law Enforcement News with examples of the total compensation paid to Anchorage police officers in 1982.

"It wouldn't be fair because the total payment of a patrol officer received for a year does not provide an accurate picture of what the officer earned as salary," Ricketts said. "There are many things which would cause an officer's salary to be artificially high."

Ricketts indicated, however, that some officers probably received more than \$70,000 in total compensation for 1982.

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GOVERNOR SIGNS PRESLEY BILL EXTENDING CONFIDENTIALITY OF POLICE OFFICER'S ADDRESS, PHONE NUMBER TO THAT OF SPOUSE, FAMILY MEMBERS OF OFFICERS

A bill aimed at preventing parolees or others from harming or taking revenge on police officers and their families, and authored by Senator Robert Presley (D-Riverside), was signed into law this week by the governor.

Senate Bill 241 extends the confidentiality of a peace officer's address or telephone number to his/her immediate family, whether living with the officer or not.

It would make it a misdemeanor to maliciously disclose the address or phone number of immediate family members of a peace officer, if done with the intent to obstruct justice. This would include publishing or disclosure by other means without the police agency's authorization.

"There have been instances in the past few years in which prison inmates who planned the assault or actually have assaulted the wife or children of police officers," explained Presley, a former Undersheriff of Riverside County. "Because of such dangers, my bill extends current confidentiality statutes on peace officers' addresses and phone numbers, to members of

their immediate families." He pointed out the bill covers only deliberate instances aimed at harming family members. "It wouldn't cover such things as announcement or a news story on a man who was also a policeman, being elected president of the PTA or Lions Club."

The bill also extends such protections to DMV records and would bar prison or CYA inmates from having access to prison officers' files.

The Governor this week signed a bill by Senator Robert Presley (D-Riverside) that will in effect prevent juveniles who use a firearm in committing a crime, from petitioning to have their weapons returned after release from CYA or juvenile detention centers.

Presley's Senate Bill 93 closes a loophole in existing law. Firearms seized from adults in the commission or attempted commission of criminal acts, can be destroyed or disposed of by law enforcement authorities. This extends that provision to juvenile offenders' firearms. It will forestall such situations as occurred in Riverside several months ago in which a

juvenile sought to regain possession from the Police Dept. of a gun he had in his possession when arrested for a criminal act.

This instance was the spur that led Presley to introduce his legislation.

The original version of SB 93 would have prohibited a juvenile using a gun in commission of a crime, from ever being able to own a handgun again — as is the provision of law that applies to adult felons.

This provision was amended out after constitutional questions were raised because of the fact that juvenile offenders are sent to CYA or found guilty by juvenile court where normal constitutional protections of trial by jury are not present. "But the bill as passed is still a major step forward," Presley said. The bill was backed by law enforcement groups, the State PTA, and opposed until amended by state and local public defenders associations, the Friends Committee on Legislation (Quakers) and California Attorneys for Criminal Justice.

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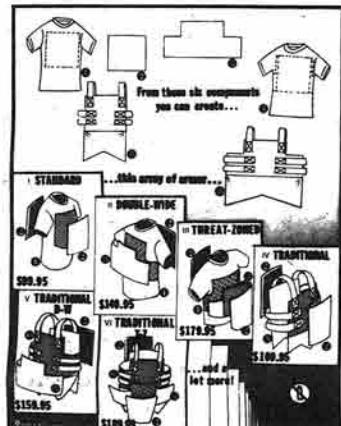
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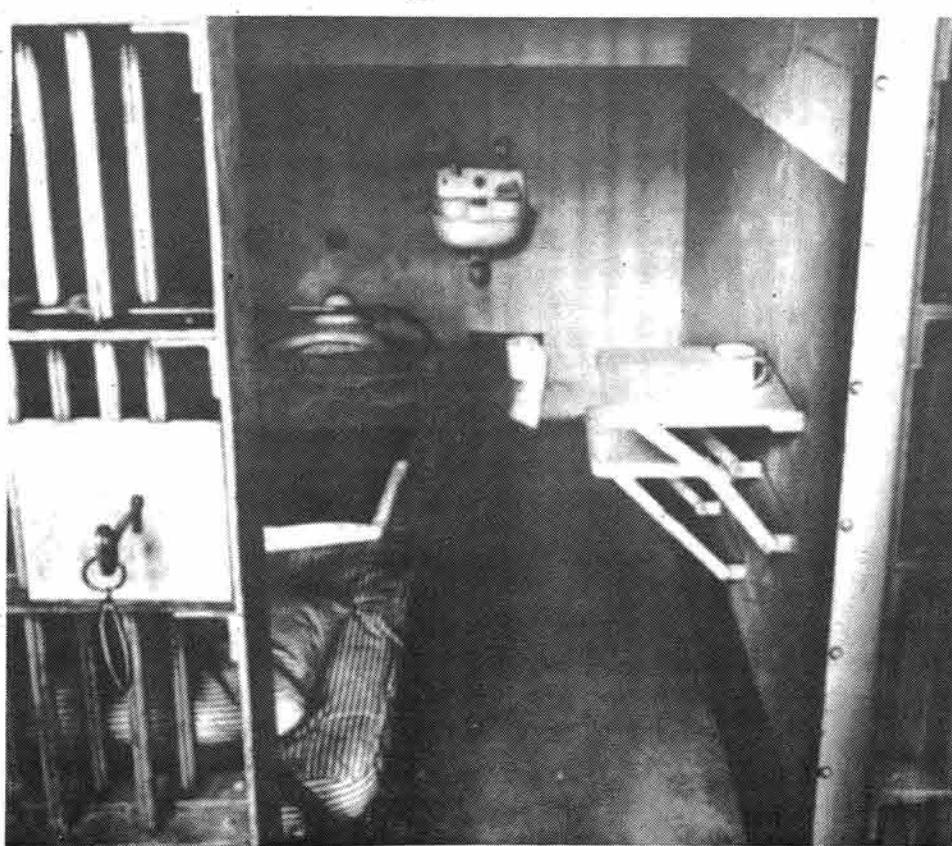
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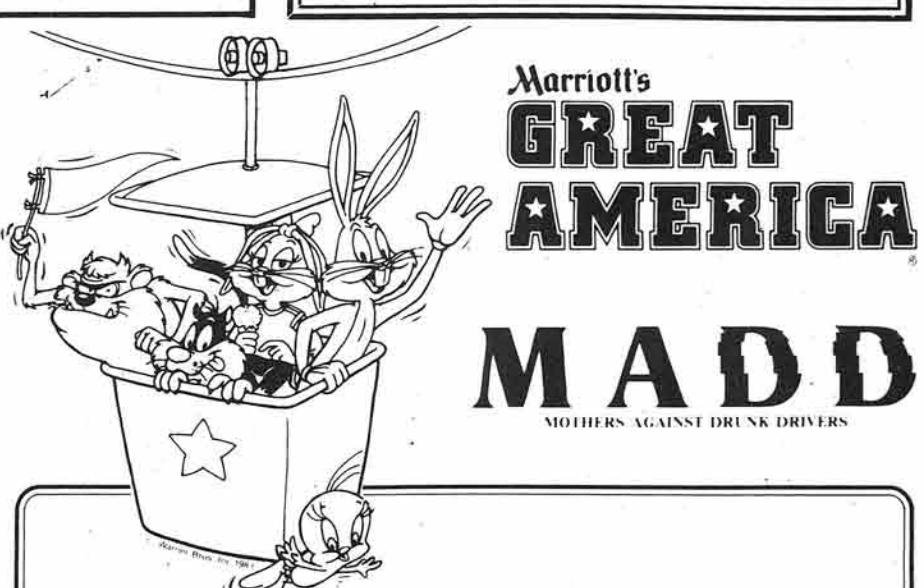
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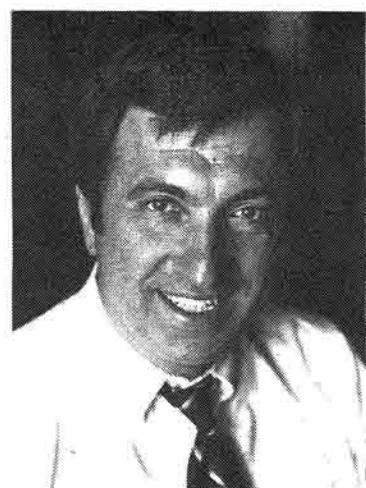
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As members of the San Francisco Police Commission, we have the awesome responsibility to oversee the actions of our police officers. As Commissioners, we demand fairness, compassion and a responsible attitude from our police officers. In return they have a right to ask from us the same. That's why we support Proposition I.

This measure corrects a flaw in the city charter that fails to compensate our police officers fairly for the often dangerous job they perform daily. This flaw has been in existence for nine years and it has failed seven times. Police officers do not have the luxury of failure in their job. As citizens of San Francisco, we cannot let our police officers down and allow this weak law to continue to fail them. Join with us and support Proposition I. Vote Yes

Commissioner David Sanchez
President

Commissioner Jo Daly

Commissioner Jane McKaskle Murphy
Vice-President

Commissioner Al Nelder

Commissioner Burl Toler

As President of the Board of Supervisors, I have always fought for fairness both for you and for the people who serve you — our city employees.

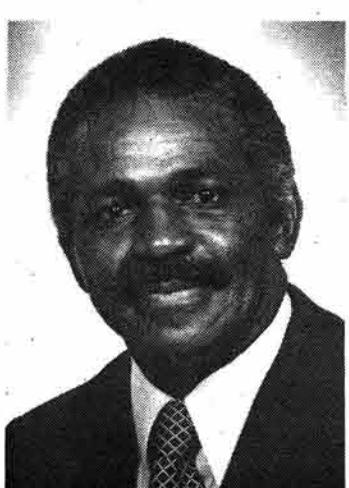
Eight years ago, the voters adopted a formula to set the wages of police officers and firefighters. The authors of that measure told the voters, "This will provide a fair average wage to our uniform services." However, because of an unforeseen flaw in the law the "fair average wage" has often not been given.

Proposition "I" will not change the formula but only correct the law to allow the city to carry out the intentions you stated eight years ago.

Proposition "I" is fair. Please join with me and support fairness for our uniform services.

Vote Yes on Proposition "I".

Wendy Nelder
President, Board of Supervisors



BURL A. TOLER
Police Commissioner

In 1975, we co-authored a charter amendment, drafted by then Supervisor John J. Barbagelata, which set salaries of our police officers and firefighters at the average of police and fire salaries in all California cities of 350,000 or more.

VOTE YES ON "I"

By charter, the Board of Supervisors must pass the law for police officers and firefighters annual salary by August 25th. However, in some years since 1975, one or more of the California cities of over 350,000 population which are used to calculate the average pay of police officers and firefighters have not settled on their salaries before San Francisco's deadline of August 25th. Therefore, Proposition I, which allows the salaries of police officers and firefighters to be adjusted after August 25th to reflect any new figures from a city which is late in setting its police/fire salaries, is absolutely consistent with the intent of our 1975 Charter amendment. It corrects an unfair deadline technicality which cheats our police officers and firefighters, and no matter whether there are additional costs, it redeems a moral, if not legal, obligation of all San Franciscans to such police officers and firefighters.

As co-author of the original law, we urge you to vote "Yes" on Proposition I.

Supervisor Quentin L. Kopp
John J. Barbagelata



JANE MCKASKLE MURPHY
Vice President, Police Commission



JOHN BARBAGELATA
Former Supervisor



CORNELIUS O'BRIEN
Chief of Police

BARRY'S SALARY RECEIVES MAJOR VICTORY

VOTE YES ON PROPOSITION I

The P.O.A. recently achieved a major victory by gaining the support of nine super

Amendment Prop. "I", on the November 8th election.

The amendment, conceived by former Supervisor Bob Barry, was designed to rectify the salary formula.

Proposition "I" will close a loophole in the formula which allows the City to compensate Police Officers and Firefighters with an average salary increase of the four cities.

Our formula has failed to work properly since 1975. We now have an opportunity to correct this problem by voting "Yes" on Proposition "I".

CREDITS

Although Bob Barry narrowly lost the election, he has never the less remained quite popular for our amendment. It's nice to know that his support has remained a strong one.

And although there are negatives in the amendment, the positive ones were certainly evident. The City Commissioners and our State Legislators can be proud of the success we have had. Paul Chignoli, Supervisor, deserves credit for the lobbying efforts of the Supervisors.

Subsequent to the Supervisors' action, Pete Maloney of Co. H and Bob Barragelata secured the unconditional support of the Assembly Willie Brown, Assemblywoman Carol Moseley-Brown, and City Attorney George Agnost. Senator John Foran also supported the amendment.

We must now begin the difficult task of getting the amendment passed by the Board of Supervisors.

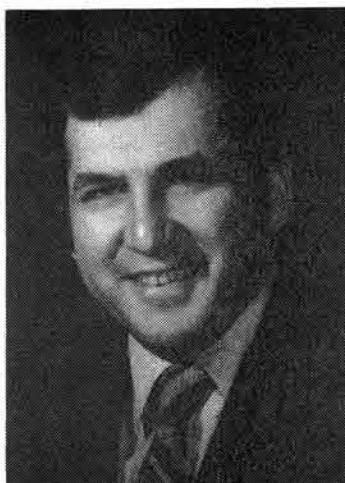
We did with our time and one half over.

We will see you at the lineups very soon.

ARTS FOR A FAIR SALARY



WILLIE L. BROWN, JR.
Speaker of the Assembly



LOUIS J. PAPAN
Assemblyman



JOHN F. FORAN
State Senator



WENDY NELDER
President, Board of Supervisors

MURPHY
5th District

RY PROPOSAL OR SUPPORT

ITION 'I' November 8th

victory at the Board of Supervisors
sors to place a Police-Fire Charter
er City ballot.

P.O.A. President Bob Barry, is
blems we have had for several years.
in the City's Charter that presently
cificers and Firefighters less than the
n our wage formula.

ly seven times since its enactment in
rect this injustice by voting YES on

DUE

bid for re-election as our president,
e in the garnering of major support
that his commitment to securing

nvolvement in the political process,
hen nearly the entire Board of Super-
ut front to support our measure. I
ar to Bob Barry and Vice President
ffort they put forth at the Board of

I then went to Sacramento with
ain with Barry's guidance, were able
. Governor Leo McCarthy, Speaker
man Art Agnos, not to be confused
semblyman Lou Papan and State

of putting our campaign together as
e measure last year.
asking for your assistance.

Dan Linehan
Chairman, Legislative Committee

Proposition "I" will end the unfairness in the way that the city sets the wages for police officers and firefighters.

I am often times critical of these departments, as I demand that they serve the interests of all the people of San Francisco. I am also aware that they have one of the most difficult and often times dangerous jobs in society. They need our guidance and our support. If we ask fairness from them, they have a right to demand the same from us. That is why I support Proposition "I".

Please join with me and my friends and vote Yes on Proposition "I".

Carol Ruth Silver
Member, Board of Supervisors

The nature of police work means there are few clear-cut decisions and in my role as chief, they are all hard ones. Prop. I is a rare, clear choice for me. It only asks for what is fair, what the voter truly intended when Prop. "P" passed in 1975. Not an increase but an adjustment that will produce a fair average for police compensation. The men and women of the S.F. Police Department are there when you need them. Be there for them at the polls. Vote Yes on Prop. I.

Cornelius P. Murphy
Chief of Police
S.F. Police Department

As your elected representatives from San Francisco, we are critically aware of the peoples' need for justice and equity under the law. Proposition "I" will give firefighters and police officers the fair and equitable salary formula that the voters intended when they approved the wage formula in 1975.

We believe that it was the voters intent, in 1975, to pay our police officers and firefighters the "true" average of other California cities, but the fact is the true average is not being paid.

We must correct this injustice that has existed for the past eight years. Proposition "I" will accomplish this. Proposition "I" is an equity measure, not an increase in benefits.

Those who protect our lives and property deserve our support. We are strongly urging you to vote yes on Proposition "I".

Honorable Willie L. Brown, Jr.
Speaker of the Assembly

Honorable Art Agnos
Member of the Assembly

Honorable Lou Papan
Member of the Assembly

Honorable John Foran
Member of the Senate

As member of the Board of Supervisors, we are aware of the functions of our local government. We know when government works and more importantly, we know when it fails.

Proposition I corrects a failure in setting the average wage for San Francisco firefighters and police officers. This plan will allow the Board of Supervisors to correct a system that has failed seven out of nine years.

Proposition I is not asking for more than the true average wage provided for public safety officers in cities like Los Angeles, San Diego, Long Beach and San Jose.

Join with us to support a fair level of compensation for our public safety officers.

Vote Yes on Proposition I.

Submitted by the
Board of Supervisors



RICHARD HONGISTO
Supervisor



DORIS WARD
Supervisor



DR. DAVID J. SANCHEZ, JR.
President, Police Commission



CAROL RUTH SILVER
Supervisor



AL NELDER
Police Commissioner



JO DALY
Police Commissioner

MURPHY
Police

LETTERS

Community Services

August 8, 1983

S.F. Police Officers Assn.
510 - 7th Street
San Francisco, CA. 94103

Dear Friend:

You can't prescribe an aspirin to the lonely and have their pain go away. No miracle drug will cure the desolation of an elderly person without hope.

The Salvation Army treats people problems such as these. And cures them with compassion and companionship.

But without your help, we cannot provide that aid.

Your association membership gift will buy food for a hungry runaway... provide clothing and shelter for the elderly and homeless... provide emergency care for you and your neighbors in times of natural disaster.

Please give what you can. Join us in finding answers to the people problems facing your community. Your dollars do make a difference.

God bless you,
Ray Robinson, Lt. Colonel
Divisional Commander

Gale W. Wright,
Chairman
Community Services Committee
S.F. Police Officer's Association
510 Seventh Street
San Francisco, CA. 94103

Dear Gale:

Many thanks to you and the Community Services Committee of the S.F. Police Officer's Association for your \$200.00 check on behalf of the Sgt. Jack Young Memorial Scholarship Fund.

This is our way of remembering a dedicated police officer and personal friend of many displaced, troubled youth prior to his untimely death at the hands of vicious extremists in 1971.

Funds collected will be sent to the Criminology Department, S.F. City College, and to the Hanna Boys Center, Sonoma, Calif., in Jack's memory.

Again, thanks for participating and caring.

Cordially
Capt. Frank M. Jordan
Community Services Division

Dear Mr. Friedlander,

Since the philosophy of the Parent Support Group is one of families helping families through the U.C. Medical Center Intensive Care Nursery experience, our goal in our Reunion is for families and friends to help each other organize, fund and staff the Annual Reunion. Therefore as a friend of the Reunion we look forward to your help in funding our Reunion. Please send your donations c/o the Parent Support Group, A-203 UCSF, San Francisco, California 94143. Thanks for your support.

Sincerely,
William Wilson
Reunion Funding Committee

August 1, 1983

San Francisco Police Officers' Association
510 Seventh Street
San Francisco, CA 94103
Attn: Gale W. Wright

Dear Officer Wright:

On behalf of the Free Wheelers Association, I am so very grateful for

your committee's recent generous contribution to our project. It will provide the support for "A Day on the Town" for 12 wheelchair-bound residents of San Francisco.

Our riders have been confined to their institution because of their disability. Our FreeWheelers bus means an opportunity to get out and enjoy the city and to return to the life and activity to be found there. If your members would like to accompany an outing, please let us know. I think they'd get as much of a 'lift' out of it as the riders!

Thank you again for your kindness.

Sincerely,
Michael C. Woulfe
Executive Director
Laguna Honda Hospital

Mr. Gale W. Wright
Chairman
Community Services Committee
San Francisco Police Officers' Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Wright:

On behalf of the Board of Directors, the staff and all the boy members of Columbia Park Boys' Club, I wish to thank the San Francisco Police Officers' Association Community Services Fund for the \$250.00 contribution they so kindly donated to the Club.

Your thoughtfulness and continued interest in our organization helps us provide the best possible boys club programs for our boys.

Sincerely,
Charles D. Conley
Executive Director

August 15, 1983

Dear Croce Casciato:

On behalf of TACT, I would like to express its sincere appreciation to you for your donation to the scholarship fund this year. Contributions like yours enabled us to award three \$500 scholarships to deserving students on June 3, 1983. The awards went to Anthony Chan of Lowell, who plans a pre-med major, Leo Hsieh of Washington, who will be an educational major, and Shirley Lowe of Galileo, who majors in social

science. The high level of achievement and service of all those who applied made the selection very difficult. We realize that without the support and cooperation of generous individuals like you that our awards program could not exist. Again, we thank you.

Sincerely yours,
Margaret K. Lee
Chairperson
Fund Raising Committee

August 9, 1983

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

Attention: Community Services Committee

Dear Sir:

On behalf of myself and all the staff at the Haight-Ashbury Psychological Clinic I would like to thank you and the Community Services Committee for your generous contribution to the clinic.

As you probably know, it is becoming increasingly difficult to function as a "free" clinic with the recent cutbacks in Federal, State and private funding. With this help we will continue to provide a very important service to a population of this city which could not otherwise afford appropriate consideration.

Thanks again for your support!

Sincerely,
Peter D. Rogers Ph.D.
Clinical Director
Haight-Ashbury Free Medical Clinics
Psychological Services

Lt. W. Frazier
San Francisco Police Officers' Association
510 Seventh Street
San Francisco, CA 94103

Dear Lt. Frazier:

Thank you for your generous contribution to support the programs of the Stonestown YMCA's 1983 current Support Campaign.

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

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

Sincerely,
Edward G. Munster, Jr.
Executive Director

Canadian Constable

Dear Sir:
I have recently had an opportunity to read the

San Francisco Policeman's Newsletter and found it to be very informative. It is quite similar in many respects to the Newsletter our Association distributes to its members.

I collect shoulder flashes from the various Departments from Canada and the United States and was wondering if your magazine allots space for this hobby. If there is no space allotted for this hobby would it be possible to obtain the addresses of the various Police Departments who belong to the California Organization of Police and Sheriffs? Your assistance in this matter would be appreciated and if I can be of any assistance to you in the future please do not hesitate to contact me.

Sincerely,
Constable
James Morvay #3765
Metropolitan Toronto Police
31 Division
1900 Sheppard Ave.
West Downsview, Ontario, Canada
M3L 1Y7

my appreciation for the very complimentary article that appeared in this month's *Policeman* newspaper. Even attorneys need a pat on the back from time to time.

I too am pleased that the Commission showed the ability to look at this case objectively and fairly. I think we share the same view that the Commission has not always been completely objective when police officers are brought before them.

Once again, thank you for writing the article.

Very truly yours,
Stephen Bruce Bley, Inc.
John F. Prentice

Thanks

We would like to extend our grateful appreciation to those officers of Park and Central Stations who donated blood on behalf of our daughter Kerry. She is doing very well and along with her sister Allison, is keeping the Porto household quite busy!

Mark Porto and Family

August 25, 1983

Paul Chignell, President
California Organization of Police and Sheriffs
510 7th Street
San Francisco, CA 94103

Dear Paul:

I just wanted to take this opportunity to let you know how gratifying it is to serve a COPS' president like yourself. Considering the turmoil we were involved in at convention at Lake Tahoe and the days following our change in leadership, you have had the ability to keep us together and now, see to it that we again embark on the road to progress that we have the ability to achieve.

With leaders such as yourself, COPS will continue to grow and make our voices heard around the State.

I am honored to call you a friend.

Sincerely and fraternally,
Al Angele,
General Manager
California Organization of Police and Sheriffs

August 25, 1983

Mr. Pete Maloney
San Francisco POA
510 7th Street
San Francisco, CA 94103

Dear Pete:

I would like to take this opportunity to thank you for your efforts, on behalf of COPS, in aiding us in our recruitment activities.

It is members like yourself who make my job easier and who will continue to make COPS successful in its endeavors.

I am honored to call you a friend.

Sincerely and fraternally,
Al Angele,
General Manager
California Organization of Police and Sheriffs

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Sincerely,
Gerald J. Schmidt
Secretary

Thanks For Appreciating Us

Gray & Harbor v.P.D.

Inspector Paul Chignell
Auto Detail
San Francisco Police
Department

850 Bryant Street
San Francisco, CA 94103

Dear Paul:

I just wanted to express

LETTERS

Fishing Program

Mr. Al Casciato, President
San Francisco Police
Officers' Association
510 7th Street
San Francisco,
California 94103

Dear Mr. Casciato:

Thank you so much for the continued support of the San Francisco Police Fishing Program. The receipt of donations such as yours enables the program to continue with great success.

This year we are again able to provide thousands of youths with the opportunity to enjoy both fresh water fishing, at Douglas Gibbs Memorial Pier, and deep sea fishing in the San Francisco bay.

Your thoughtfulness is appreciated by all of those involved with the program.

Sincerely,

James P. Shannon
Deputy Chief of Police
Ex-Officio Chairman

Prop I&J Endorsement

Al Casciato, Pres.
Police Officers Association
510-7th Street
San Francisco, Cal. 94103

Dear Al:

Our Executive Board, at its meeting of Aug. 18th, voted unanimously to endorse and support both of the following charter amendments submitted by your organization:

1. Charter Amendment amending Section 8.405, thereof, to allow Police Officer/Firefighters rates of compensation to be fixed by the Board of Supervisors annually on Aug. 25th, and to allow the Board to further raise annual rates of compensation if any city in Calif. with a population of 350,000 or more sets a higher rate after August 25th. File No. 284-83.

2. Charter Amendment amending Section 8.405 to provide that sworn police personnel on duty between the hours of 6pm and 6am shall be compensated at an hourly rate 6½% above the established hourly rate for such personnel. File No. 283-83.

Please feel free to use our name on any ballot argument that you may submit, or literature that you may distribute during your campaign.

You are also invited to have a representative at our October 5th meeting (Irish Cultural Center) to speak on behalf of these ballot proposals.

Sincerely,

John Z. Thompson, Pres.
John J. Simpson, Chrm.
Retirement Committee

Excellence Acknowledged

The Honorable
Dianne Feinstein
Mayor, City and
County of San Francisco
City Hall
San Francisco, California
94102

Re: Sgt. Art Gerrans
and Off. Susan Pavloff
Vice Crimes Detail
Greetings,
Mayor Feinstein:

Since 1981 I have had the privilege of working with Sgt. Gerrans and Officer Pavloff in prosecuting San Francisco's thriving pimp population. As a model police team since 1977, they combine rational intelligence with "street smarts," patience, commitment, and keen investigative methods.

Perhaps unexpectedly in the context of Vice Crimes, they both maintain a magnetic warmth that inspires trust, honesty, and renewed hope for the future so essential for the derelict juvenile prostitutes who turn to them for help.

These two officers are so thoroughly and quietly absorbed in their work, I feel impelled to bring some of their accomplishments to your attention with a request that they be considered as a team for the highest honors our City can bestow on its finest officers.

Their public service is still misunderstood and unappreciated by the public, despite tireless efforts addressing the vast human tragedy of runaway juveniles and prostitution in San Francisco.

As you know, according to federal records some 5,000 unidentified teenagers end up in unmarked graves each year in this country, and another 50,000 simply disappear. About 80% of the runaways use sex to survive. By conservative estimates, 500,000 kids younger than seventeen are involved in prostitution nationwide. In San Francisco, 78% of our prostitutes started when they were juveniles, 68% were 16 or younger, and 96% of our local juvenile prostitutes were runaways when they got into "the life."

About two thirds came from educated, average and higher income families, but the pimps got them out on the streets selling their bodies for a nightly quote to "survive." Too young for welfare or jobs, frustrated with school, and unhappy at home, they are easy prey.

Virtually alone, these two officers are assigned to prosecute all the pimps apprehended in San Francisco. They are the outreach which intervenes between the young prostitutes and the pimps' street life of drugs and sex for sale. They are the last hope of salvaging these young victims of an unstable modern society in flux. They are the ones who pick up the psychological pieces fragmented by pimps and "tricks," and try to put them together again, hopefully into healthy young people with some prospects for happiness.

Breaking the psychological domination of the pimp requires perspective, finesse, commitment, energy, and skills without parallel in any other aspect of police work. At least enough emotional stability is sought to allow the victim to recognize objectively what he or she has been through so the testimony will be lucid and truthful at the preliminary hearings and trials. Every pimp who has gone to trial with this team has been convicted.

Gary Rindak nearly destroyed a policeman's young daughter until Officers Gerrans and Pavloff, working with the night crew, were able to turn her around. Rindak went to state prison and his victim returned home. She is now in law school.

Wesley Howell, the jockey pimp, took a church going, cheer leader high school student away from her family and into the Tenderloin to whore and steal for him. Vice officers recognized her as new on the streets, questioned her in a friendly manner to get her story, and with further investigation were able to arrest the pimp. He later got her to drop the charges, but Sue and Art had made a connection with her. Six months later when things got just too rough, she came back as another 16 year old going on thirty. The following year involved multiple hearings, threats on the victim's life, vacillations in sentiment and testimony, and the combined talents of five defense attorneys to break the witness and the case.

Defendant's older brother, also a pimp, was tried and convicted of threatening this victim and got four years state prison. He had a long rifle and a scope when he was arrested. Every civilian witness was threatened not to testify in that trial, except a surprise witness Sgt. Gerrans was able to find and fly in from Seattle. Two other prostitute victims were unavailable to testify in that case, but after a year and a half of patient work by this team, state prison walls now separate both Howells from future victims for a long time, 11 years for the jockey pimp. The two prostitutes who didn't testify are still on the streets, but this young victim escaped thanks to Sue and Art and is now studying to become a nurse.

Frank Green was a CETA guard in a San Francisco junior high school furnishing drugs and hustling young girls into prostitution. Sue and Art found a place for him in state prison, far from pubescent juveniles.

Larry Walker used marijuana, wine, and sex with practiced skill in just a few hours to turn out a pretty blond fourteen year old Mission high school student. He's off the streets now thanks to Sue and Art.

After their pimping arrest, the Perry brothers kidnapped their prostitute victims, locked them up out of town, and got the charges dismissed, but tenacity and fine police work paid off again with refiled charges, a trial, and conviction.

Robert Benny liked very young boys for sex, photography, and sale. Runaways fourteen and under were his specialty, which conflicted with Sue and Art's specialty, pimps. Prison lodgings with psychiatric help were arranged.

Edward Evans liked them young too. Twelve year old Tenderloin girls for sex and photography earned him a place in a state penitentiary, but his scrap books and film archives told a sad tale.

Dutch D'Amico was a successful middle aged San Francisco pimp, allegedly with substantial organized crime connections. Sue and Art had

their victim/witness in that case under twenty four hour guard for her protection. He's in state prison now, but without his pretty blond seventeen year old girlfriend.

Brandy Baldwin was another aggressive recruiter into "the life," making a career out of skimming 60% from her prostitutes' revenues. She even got her hairdresser to start hooking for her. A second conviction for pimping and pandering only got her some time in a convent, but Sue and Art were not the judge. A third felony conviction while she was still on probation only got her county jail time, despite her claim of having over 40 women working for her at the time, five of whom were simultaneously arrested on "dates" she arranged quite inadvertently with San Francisco police officers one evening.

More typical is Kenneth Miller, helped to prison by a judge and jury for pimping and pandering a runaway juvenile and beating her so savagely that she lost nearly a third of her blood into muscle tissue when he thought she had withheld some money from him.

Among the countless other pimp cases was classic, smooth talking Sherman Richards who slipped by many pimping incidents, until he hit on a young woman looking like a Hastings Law School student just out of the library waiting for a bus. In fact, she was plainclothes police, giving pimps and "tricks" plenty of time to talk into her tape recorder. Sue and Art presented authentic tape recorded "pimp charm" to the judge, and San Francisco streets became a little safer for young women as a result.

Tragically, some young boys and young women don't pull through this process successfully, despite Gerrans and Pavloff's best efforts. Some disappear before preliminary hearings, some afterwards, some just go back to the streets no

wiser. Some have been killed without ever having contacted the police, only because they wanted to leave "the life." Just this morning, a pretty 16 year old blond came in, badly beaten, her eardrum broken, and in terror that a judge would let the pimp out to carry out his threats to kill her and her family. How well she remembers his gun in her face and his words, "I'd rather see you dead than leave me." Sue and Art deal with these individual human tragedies behind those statistics. They checked his rap sheet and found F.B.I. records of pimping arrests all over the country, followed with curious notations.

"Dismissed—Victim Unavailable."

As family life in America continues to disintegrate, as the schools fail to challenge or constructively interest youngsters, as sex and drug culture permeates ever younger age groups, the need to be ready as a city to deal effectively and humanely with runaway juveniles will become increasingly evident.

Droves of pimps graciously offer shelter, "friendship," and training in survival techniques for street living. Sue and Art and a few other Vice officers have been San Francisco's only answer so far to this growing tragedy. It's too little, too late. Summertime especially, the number of kids on the streets falling victims to pimps is staggering and would break smaller spirits.

Sgt. Art Gerrans and Officer Susan Pavloff have worked as a team for years, possessing both the humanitarian concern for the runaways and the alert toughness needed to deal with cunning pimps. They deserve enormous credit and the gratitude of the entire City.

Respectfully,
Bernard David Walter
Assistant District Attorney
Vice Crimes Prosecution

cc: Chief Cornelius
P. Murphy

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RETURN THOSE NEWSLETTERS TO THE SENDER

submitted by Gale Wright

Dear Congressman Hornblower: I am the person named Resident whom you write to so often. It was just reported in the news that the cost of the "free" congressional mailing privilege has now risen past \$100 million a year. Inasmuch as the federal government is running almost \$200 billion in the red, I would like you to remove my name from your mailing list so the printing and postage bill can be reduced.

The law says you are only supposed to use your mailing privilege for "official business." I have been reading your newsletters for some years now, and I find it hard to distinguish them from the kind of campaign brochures that are circulated at election time.

If you insist on writing again, please include an explanation of why you are able to mail out newsletters about yourself at the expense of the taxpayers, while candidates running against you have to pay for mailing the same kind of publicity material about themselves. Is that fair?

(Reprinted from San Francisco Today)

Sincerely,
A Resident

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by Ray Ibay

EVERY DRIVER in California should know that there is no law against driving while drunk. Shocked? Really, there is no law which states that you cannot drive while you are drunk. Drunk driving laws are actually misnamed and have an unfortunate connotations which may be misleading.

The laws in relation to drinking and then driving are quite specific and they, in fact, state that you cannot drive while you are intoxicated. This level of intoxication, or being under the influence of alcohol, is measured chemically, but, the intoxication occurs long before you become drunk.

Alcohol levels are measured by the percentage of alcohol in the blood. The level of legal intoxication is 0.10, or one-tenth of one percent of the fluid in the bloodstream is alcohol. Chemical testing (of the blood, breath or urine) can accurately detect the percentage of alcohol in the blood. The actual concentration of alcohol in a person's body after the consumption of alcohol will vary depending on the person's body weight and the type and amount of food consumed, as well as the amount of time either between the drinks or after the last drink was consumed. A basic rule, that seems to work quite well, for most people is a "one for one" rule. This rule simply means that either you only drink one drink on each hour or allow one hour after drinking one drink before getting behind the wheel of an automobile.

Some people believe that they become less intoxicated if they don't mix drinks, or that beer is less intoxicating than mixed drinks or that a strong cup of coffee or a cold shower will help to sober them up. These beliefs are false. Alcohol is intoxicating no matter how it is consumed. A cup of coffee or a cold shower will make them a wide awake drunk, but they will still be just as impaired as before the shower or the cup of coffee.

What does alcohol do to your ability to drive a vehicle and why it was determined that you should not be allowed to drive while intoxicated? My partner, Officer Harry Soulette, and I learned that in many of the traffic collisions on the highways and city streets, they could have been avoided if there was only 10-15 feet more distance between the vehicles in the crash.

The ability to avoid accidents is contingent on one's reaction ability, the time in which it takes to react and the speed and condition of the vehicle. Be advised that a vehicle travels approximately 80 feet per second at

DRUNK DRIVING

freeway speed (55 miles per hour) and 36 feet per second on city streets speed (25 MPH). Remember that if your reactions are slowed down, even just a little, you can readily see why you are prone to become involved in an accident.

Alcohol affects several areas of the reaction process (such as the ability to see and recognize a danger is reduced, the ability to make a decision on what to do is impaired and slowed down, the motor muscle response time is affected and slowed down, etc.). Thus, you will take more time to react and you will go farther and get closer to the danger before you begin to avoid the danger and your odds of being involved in a traffic collision are dramatically increased.

Above and beyond the possibility of becoming involved in a traffic collision, the real costs of being arrested for driving while under the influence should be considered. Due to the overwhelming community support and concerns, the penalties and jail punishments are more severe than ever before. The fee for the lawyer — alone — to handle the case runs an average of \$3000.00 whether you win or lose. If convicted, the fine is about \$400.00

The car insurance rates could also climb to over \$2000.00 with real ease, with a single exception, every conviction will result in a mandatory minimum jail sentence, ranging from 48 hours in the county jail to four years in the state penitentiary.

The sole exception is in the case of a "misdemeanor" first offense where a judge may, at his discretion, substitute at a fine, require attendance to a Drinking Driver School and levy a 90-day license suspension (granting the offender permission to drive only to and from work, a treatment program and within the scope of employment). Therefore, if you are jailed, we should also count the loss of work time.

As you can see, drinking and driving does not make a lot of sense. So when you drink, please don't drive — take a cab or bus or have a friend drive instead.

(**The preceding article was written with the guidance, assistance and information provided by Sergeant James Hughes of the Mission Police Station of the San Francisco Police Department. Sergeant Hughes is one of the Police Department's expert and instructor on Drunk Driving laws.)

(Reprinted from Los Gatos Weekly
August 3, 1983)

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COURT OKs POLICE USE OF PATROL CAR TAPING

SACRAMENTO — Police can tape-record a conversation between suspects in the back seat of a patrol car and use the tape as evidence, a state Court of Appeal ruled yesterday.

A three-member panel ruled unanimously on a privacy question that was left unresolved by a divided state Supreme Court in March.

With six justices taking part in the case of People vs. Crowson, the high court split 3 to 3 on whether the use of a tape made of a patrol car conversation violated the defendant's state constitutional right of privacy.

The Court of Appeal affirmed the Placer County conviction of Curtis Seaton for receiving stolen property, grand theft and conspiracy.

The court said Seaton and another man were arrested in September of 1981 and put in the back of a patrol car, where unknown to the two men, a tape recorder was activated. The recording provided the basis for search warrants that produced evidence against Seaton, the court said.

(Reprinted from S.F. Chronicle
August 18, 1983)

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Babble power

by Dick Nolan

In the course of a somewhat longer than usual vacation I did something pretty remarkable for an inkstain. I went on a news fast. Opened no newspaper. Read none of the news magazines. Ignored TV's talking heads. Whenever anybody used the news as a conversational gambit I went bland and blank. Astonishingly enough, the word kept spinning, just as though I had stayed on duty in the wheelhouse. The insight comes dreadfully late, but I have begun to suspect that events operate on full automobile.

It is another tardy observation that those individuals are most content and most prosperous who mind their own business. This can call for some rather puzzling adjustments if your business — this business — consists largely of urging others to action of one sort or another in the manner of Wimpy's exhortation to Popeye: "Let's you and him fight!"

It wasn't especially comfortable to return to the ink business in the midst of uproar over the calculated destruction of a Korean airliner shot down by a Soviet

fighter. In confronting this tragedy it is splendid grasp of the obvious to conclude that destroying an unarmed jumbo jet and all aboard was a rotten thing to do. But beyond that exercise of judgment, what do the street demonstrators want of you and me that's accomplished by running over some hapless cops and waving placards at the Russians?

It may not possibly be vacation hangover, but I confess to a certain weariness with anger in the streets, staged now as media events for the TV cameras, mostly. Our politicians may not always be the wisest among us, but it is their trade to deal with such matters as international tensions, and in this case can surely be trusted to manage a proper show of indignation. They really don't need to be stimulated by rioters under the

windows.

I know it has nothing to do with residual vacation inertia that I have a fear and distrust of mobs. "Civil disobedience" sounds neat, almost noble, but in fact it is just a fashionable way of describing calculated anarchy. As a tactic it works only when exercised against a basically benevolent government such as our own. It is a device which, if used at all, ought to be reserved in last resort to resolve the most shattering of conflicts. But increasingly, it seems, there are those who in pursuit of power are prepared to take to the streets on any pretext.

It has required much time, much struggle, and more than a dash of political genius to construct our system of representative democracy. The enormously complex machinery — executive, legislative, judicial — may function ponderously and not altogether perfectly but by and large it works. Its very weight is a safeguard against foolish and precipitate actions. Having it, we are unwise indeed to encourage mobs, or even sympathize with mobs, which choose to exert their own kind of leverage.

In these shows of force I find myself sympathizing heartily with the cops who are doing our work for us, keeping the peace or restoring same. It seems nobody weeps at all when a policeman gets mobbed and trampled and winds up in the emergency room, yet indignation flares when a rioter gets injured in the course of his rioting. Observe, if you will, where the TV cameras focus.

Quite possibly we're the worse for the so-called information explosion, that flood of news and pseudo-news from which I insulated myself while vacationing. So much of it — depending on where the cameras aim — is entirely misleading, true in small detail but without larger truth, that our judgment can be dangerously distorted.

I didn't feel any great sense of loss when I closed down the shutters. Getting back to the babble is not without a certain sense of unease.

(Reprinted from S.F. Examiner
Wednesday, September 7, 1983)

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CONCEALED WEAPONS: THE RETIRED POLICE OFFICER

by Mike Hebel, Welfare Officer

California Penal Code Section 12027 (a) allows honorably retired peace officers to carry concealed firearms without necessitating a license upon their obtaining an identification certificate from their employing agency endorsing the privilege to carry a concealed weapon.

A peace officer who retired after January 1, 1981 must petition the issuing agency for renewal of this privilege to carry a concealed firearm every five (5) years.

GOOD CAUSE DENIAL/REVOCATION

This penal code section further provides that the agency from which a peace officer is honorably retired may, upon initial retirement of the peace officer, or at any time subsequent thereto, deny or revoke, for good cause, the retired peace officer's privilege to carry a weapon.

The California Court of Appeal recently concluded in the *Monzingo v. City of Garden Grove* case that a retired peace officer may not be denied the right to carry a concealed weapon without the opportunity for a hearing to determine if there is good cause for denial.

This Court held that the retired officer had a statutory privilege which is entitled to procedural safeguards, namely, notice, a hearing, and the right to present evidence. The Court further held that, in this case, a full and fair hearing must be held, not by the Chief of Police, but by the City Council of the City of Garden Grove.

The legislature has given a privilege to honorably retired peace officers which may not be denied by a City or County without procedural due process; the City or County must create a record, after a full and fair hearing, which does support good cause for denial of the privilege to carry a concealed firearm if it desires to deny this statutory privilege.



Rich Baptista, Director of the Silver Tree Day Camp at Glen Park presents a Proclamation of Thanks to Community Services. (L to R) ar: Mary Petri, Willie Frazier, Rich, Ray Canepa and Gale Wright.

(photo by Clarence Towers, Park & Rec.)

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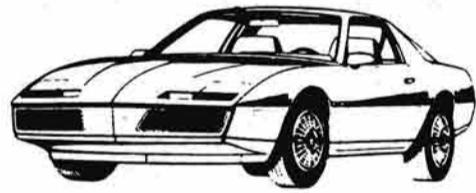
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ST. BUR. DET:
Investigations-Robbery

DAY & DATE:
Thursday, August 4, 1983

TO: Joseph Lordan
Captain of Police
Commanding Investigations
Bureau

SUBJECT:
REQUEST FOR RECOGNITION OF CITIZEN
MERITORIOUS CONDUCT

Sir,

It is with great pleasure that I bring to the attention of the police administration the public minded spirit and bravery displayed by the victim and witnesses in the attached police report.

On Thursday, May 19, 1983 a lone gunman ap-

proached the cashier at the ARCO Station at 1200 Geneva Avenue. The cashier, Mr. Steven Cuadro (son of retired Police Sergeant Elmer Cuadro #1253) was ordered at gun point to produce all the money in the cash register. He complied but while doing so noted all the physical characteristics of the perpetrator that were visible. The perpetrator was wearing a dark knit cap, scarf over his mouth and displayed a chrome handgun contained within a nylon stocking which also covered his hand. While making his escape, Mr. Cuadro yelled to a fellow worker, Mr. Thomas "Tim" Bolton, who was working in the garage section of the station. Mr. Bolton pursued the suspect who was running from the scene discarding his hat, scarf, stocking and handgun. He also removed the brown leather jacket that he was wearing in an attempt to change his clothing description. Mr. Bolton noted his physical appearance (height, weight, color of hair and hair style) before losing sight of him.

Mr. Howard Smith and his wife Dolores (the parents of Officer Jeffery M. Smith #1342 of Central Station) were parked on the corner of Naples and Rolph Streets

and observed the suspect removing and discarding his clothing while being chased by Mr. Bolton (whom they knew worked at the ARCO Service Station). They observed the suspect get into a 1968 Cadillac (WKK768) and make his escape. They followed him in their personal vehicle as he attempted to lose them in traffic, sometimes reaching speeds of 50 MPH on Geneva Avenue. The Smith's observed 3H/3 with Officers Michael Niland #553 and Mary Dunnigan #1182 effecting a traffic stop, stopped and explained the situation to them. Mrs. Smith gave these officers a piece of paper with the suspect vehicle license number on it. 3H/3 found the suspect vehicle parked at the intersection of Blythdale and Santos Streets. The area was searched but the suspect was not found. The vehicle was towed as per department order and the officers returned to the ARCO Service Station, where they were given the hat, scarf, nylon stocking and gun (it turned out to be a cap gun) by Mr. Cuadro. This property was booked at the Property Control Section.

During my investigation the suspect was identified as being Wesley C. Howell SF/380161. He was on bail on another case at the time of the robbery.

The Jury Trial commenced on July 28, 1983 in Superior Court, Dept. 21 with Judge Jack Berman. The aforementioned victim and witnesses testified and the defendant was subsequently found guilty after only one hour of deliberation by the jury. Judge Berman (as part of the court record) personally praised Mr. and Mrs. Smith as well as the victim and witnesses in this case for "getting involved."

Mr. Howell is scheduled to appear for sentencing in Superior Court, Dept. 25 on August 8, 1983 at 0900 hours. The Deputy District Attorney prosecuting this case (Mr. Gernard Walter) stated that it is his belief that the defendant will be sentenced to approximately 11 years in state prison.

For their service to the community, I think these persons are deserving of merit.

Respectfully submitted,
Gino Marionetti
Lieutenant #1771

David J. Bowman
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SPORTS

TOUR DE TAHOE '83

By Bill Cooke

CO. A.

On Tuesday, August 2nd, 11 brave souls left Central Station towing a trailer of bicycles enroute to the Sierras for the first annual Co. A Tour de Tahoe. This event entailed cycling completely around Lake Tahoe on Wednesday, August 3rd, a distance of 71.5 miles. We were being led by Eric Neff, our only veteran of this feat. The day before the ride was spent surveying maps and discussing plans with our "sag wagon," George Malim and Rip Van Winkle, whose assignment it would be to supply needed fluids, assist in mechanical breakdowns, administer first aid, as well as take photographs of this adventure.

The threat of heat exhaustion loomed greatly due to the high Sierra altitude combined with temperature forecasts between 85-90 degrees. The decided plan was to start from stateline southshore and ride clockwise, thereby attacking a steep two mile grade at Emerald Bay about ten miles into the trip. After that, the trip appeared to be a challenge of pedaling over moderate terrain.

WEDNESDAY MORNING 7 A.M.

After a breakfast of carbohydrates and final cycle checks of tire pressure, gearing, and braking operation, nine cycles in a row took off on Hwy 50 to Hwy 89, ready to challenge Emerald Bay, bringing up the rear was the sag wagon full of ice cold Gatorade, water and beer. Upon approaching the mountain, six of us blasted away, aggressively pedaling attempting to maintain high cadence as well as using team drafting techniques. Within minutes, the thin air began taking toll, creating a stinging burn in your throat and lungs. One by one, someone would drop out of the pack and eventually slow down to a crawl. Sweat began dripping into eyes as the sun's glare seemed to melt bikers like ice cubes. The roadway kept twisting and rising, alternately offering a view of tall pine trees or the deep blue water of the lake. After a mile, the pack completely separated, victims of their ability or lack thereof.

Fortunately for me, at the point where it seemed I was in jeopardy, I reached the summit moments after Terry Hart, a hill climbing specialist. It had been agreed earlier that the summit would be the first pit stop where all members could reunite. The sag wagon then appeared bringing an update of fellow cyclists. One lone figure after another would then wheel their way in, exclaiming cries of frustration and pain. George Malim repeatedly played his cassette of "Rocky" generating encouragement and strength to some of the more exhausted bodies. After the last biker arrived, the assessment was that it had been an ass-kicker, but we're all ready to continue. Two local women team cyclists met up with us at this point and advised us of what to expect as we continued. Something was mentioned of a grade called Spooner but nothing else significant.

The next 2 mile stretch was a fantastic weaving downhill that matched the prior ascent in steepness. We reached speeds of 45-55 mph by simply clinging to handle bars. At this speed, you begin hearing a high pitch whirr from your 1" tires furiously rotating over the roadway pavement. I felt more like I was riding my motorcycle than a 10-speed. Looking down at the blurred pavement it crossed my mind momentarily of the disaster which could occur if one of us fell due to a blowout or whatever. It wouldn't be pretty! As I reached level ground, I caught up to a Cherokee Chief Wagonner and began drafting, allowing the vehicle to pull me along at a steady 50 mph. (Gave the rear passengers a thrill!) As I gained on Terry, I broke out from behind the vehicle and went screaming past him. Took him two miles to catch me. We finally stopped at the 22 mile mark to gather our group together again. Everyone was ecstatic about the downhill slalom ride — white knuckled but excited. The next 20 miles was

moderate terrain which we cruised through, alternately led by Heinz Hofmann, Don Hensic and Rod Lee, while traveling through Meeks Bay, Tahoe City and Kings Beach, until we reached Stateline Northshore. The heat was wearing us down as our speed had dropped considerably. Neville Gittens in particular, was struggling with leg cramps for the last 12 miles. We decided to have lunch and drinks in hope of recovering some strength. It didn't work. Our legs felt heavy and rusty as we again mounted our bikes knowing we had 30 miles still to go. Unfortunately, Neville's quadriceps has seized up and instead of risking further muscle tear, it was decided he should assist the sag wagon crew. We again pedaled off in a group riding smoothly through Crystal Bay. We then met Spooner's Grade. This was the grade the female cyclist had mentioned back at Emerald Bay. The grade began twisting and climbing inland. The grade CONTINUED twisting and climbing...more and more! As the roadway ascended we all became separated; unable to see anymore fore or after. With each turn I felt it had to be the top, but no, it would just turn and rise again. Even though pedalling in my easiest gear, I could only creep up the mountain. I began watching my tire threat revolve, round and round. A feeling of isolation came over. All I could see was a canyon of tall pine trees with a road in the middle split by two yellow lines which continued to curl and rise. The pain in my quads was ever-increasing. My mouth was dry and dusty not allowing me to swallow. When would it end? The sag wagon crew passed me and stopped with Neville jumping out and handing me some Gatorade. I guzzled some while continuing to ride. As I approached George up the road for the bottle handoff, he yelled the group had dropped back and that Nelson (Lum) was in real trouble far behind. They were going to go back and check on him. All I could do was nod and keep pedalling. As it turned out, Nelson was creeping along about 20 minutes behind. When Rip asked him if he was okay, they didn't get any response. The crew decided to pull him in. When stopping him they had to literally pull him off the bike. Nelson just slumped and stumbled when trying to walk to the truck. His quads began fibrillating violently and had to be assisted. He was having trouble focusing or speaking. Clear symptoms of someone suffering through heat exhaustion and on their way to heat stroke if not treated. The sag wagon gave him a ride to the summit where Nelson again mounted his bike after a good rest and plenty of fluids. The entire climb was about six miles continually upward and took the group anywhere from 45-60 minutes. From Spooner's Summit we were able to coast downhill until about Zephyr Cove where we again regathered ourselves. The last stretch had covered over 20 miles. Eric Neff and Heinz Hofmann were the first two to meet Terry and I. Heinz's brother Anton, then rolled in questioning "How much more?" Don Hensic pedaled up but was in so much pain, he refused to stop for fear of not being to start again. Rod Lee wheeled in white faced, eyes glazed, and looking drained. Not too far back Nelson rode up, stopped for a moment to take fluids and then continued on. We subsequently all started off again for the last leg. After one moderate hill, the entire group melded again in order to cross Stateline together. Everyone let loose with a yell. I'm sure we looked like a circus of madmen cyclists to the gamblers and vacationers looking on nearby. After celebrating with a few beers in the jacuzzi and pool, most of us passed out from exhaustion but feeling full of satisfaction and pride for our team accomplishment, promising to do it again next year...maybe!!

1983 CYCLISTS: Neville Gittens, Terry Hart, Don Hensic, Heinz Hofmann, Anton Hofmann, Rod Lee, Nelson Lum, Eric Neff, Bill Cooke.

SAG WAGON: George Malim and Rip Van Winkle.

GOLF CLUB NEWS

It has been as the old movie title said "A LONG HOT SUMMER". I even forgot to submit a golf news article for the August edition of The Policeman.

Since Tilden Park in June there have been many golfing activities to report. Seven people went to San Diego in late June to compete in the Police Olympics, but came home empty handed.

On July 18, 1983 we had our annual bar-be-cue tournament at Richmond Country Club against the Oakland Police. Everyone had a good time but I'm sorry to report that once again we lost the competition to Oakland.

The weekend of July 29, 1983 we had forty-eight couples go to Reno for a golf weekend. We played Wildcreek on Saturday and Lakeridge on Sunday. We stayed at the Peppermill and the accommodations and food were excellent. Tom Gordon was the low gross winner for two days and Homer Hudelson was the low net winner.

On August 5, 1983 The PAL Tournament was held at the Meadow Club in Fairfax. There were one-hundred and thirty-nine players which was the largest turnout since the tournament was re-initiated since the departure of you know who as chief. Hopefully this trend will continue and the tournament will grow as large as it once was.

After the PAL Tournament I had a two week rest before our next regularly scheduled tournament at the Tomy Lema Course in San Leandro on August 19, 1983.

Tom Gordon once again was the low gross winner with a seventy-four. The low net winner was Wally Jackson who shot a seventy-nine and with his 'former' twenty handicap had a net fifty nine.

The flight winners were: first, Jerry Cassidy, Luis Castaneda, George Gamble and Paul McGoran; second, Bill O'Connor, Don Scott, Emmet Cooney and Mike Mahoney; third, Dick Sanden, Ray Seyden, Harvey Harrison and Ray Posnekoff; fourth, John Newlin, Mickey Sullivan, Joe Allegro Sr. and Jack Ahern.

The guest flight was won by Ron Guglielmino followed by Ray Gomez, Ed St. Germaine and Augie Rosasco.

The hole-in-one winners were Ed St. Germaine at the 4th hole with a shot 13'11" from the hole and Ray Gomez at 10 when he hit one 5'9" away.

I have over a month until the September Tournament which will be held Friday, September 30, 1983 at Sonoma National.

The year is winding down — it's hard to believe this is the end of the clubs tenth year of existence.

Following September we play Sunnyvale in October, Bennett Valley in November, and Las Positas in December.

I have a plea to all you active policeman who play golf. For the first time since the beginning of the club in 1974, retired members out-number the active members. I have nothing against retired policeman, I not only like many of them but hope to be one of them in only a few (6) years. The club is open to all active and retired members of the San Francisco Police Department. Lets keep the membership in balance and get some more active policeman involved.

For any further information give me a call as below or send me a check (yearly dues - \$10) and I'll send you a schedule and all pertinent information.

Jerry Cassidy, Secretary
San Francisco Police Golf Club
Co K E & I Solo M/C (553-1245)
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SPORTS

SAN FRANCISCO POLICE PISTOL TEAM

by George Pamfiloff

The San Francisco Police Pistol Team's First Annual CCA Pistol Match is now history, having been held August 4th through 7th at Chabot Range, Castro Valley, in conjunction with the Twin Cities Police Pistol Match. Everything went well and all the feedback from the participants indicates that the match was a great success. We had 192 shooters representing over 60 Federal, State, County and Municipal agencies. We learned a lot and will attempt to make future matches even more successful.

Duane Otis called most of the hourly relays for 3 and one-half days, which takes a unique combination of timing, calm judgment, total awareness and humor. With his expertise we had all the shooters finishing their matches on time and happy. When Duane took his breaks, Tony Camilleri filled in, doing a good job and gaining invaluable experience for next year.

Bob Fitzer arranged all of our trophies, patches and pins, doing most of the design work and turning out some really beautiful awards.

Glen Pamfiloff worked on the overall co-ordination of the match, including the excellent prize fund which showed the great support we really do get from the business community of San Francisco.

All of our team members put in many hours of work, some even recruiting their wives and children, to put together a well co-ordinated team effort and a most successful match.

Our SFPD teams shot great, winning our own match in the Master and Expert Categories, with a 2nd Place Expert finish for our team three. In the Twin Cities Match we won both Master and Expert Categories.

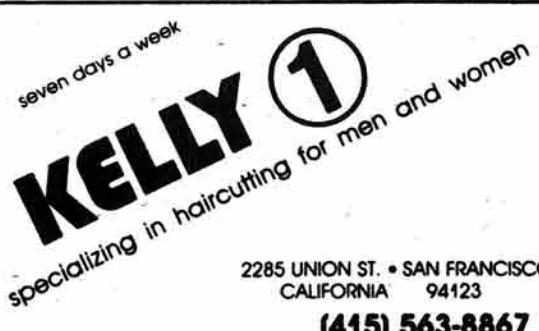
Individually our shooters shot some of their best ever scores. At Twin Cities Match Bob Fitzer took 1st Expert, winning a S&W Revolver, Tony Camilleri won 2nd Master, winning a Walkman Stereo. At our SFPD Match, Don Sloan took 2nd Expert, winning a Ruger 10-22 Rifle; Armond Pelissetti took 4th Expert, winning shooting glasses; Bob Fitzer took 5th Expert, winning dinner for two; Roger Farrell took 8th Expert, winning two Oakland 'A's tickets; Bob Link took 3rd Open, winning 500 rounds of ammo. SF Sheriff Hennessey took 2nd Sharpshooter and won a Ruger 10-22 Rifle. Congratulations to all winners and thanks to all workers, participants and a special thanks to all our generous contributors. They showed their support of our efforts by creating this great prize fund, so please show your support of these fine organizations.

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MATCH WINNERS

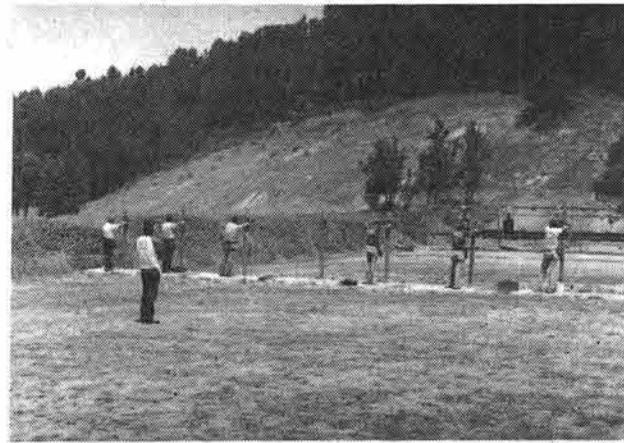
Overall Match Winner EASON, J.-Grass Valley PD	1491X107	\$200.00 Certificate Dinner for 2 2 Box Seats	Peninsula Shooters Supply The Blue Fox SF Giants
Grand Master			
1. LANDRETH, R.-CHP	1490X110	Weekend & Dinner for 2	Holiday Inn-Golden Gateway
2. NELSON, JP.-LAPD	1490X107	Ruger 10-22 Rifle	Davis Co.-Berkeley
3. HURST, J.-LAPD	1489X106	Bushnell Binoculars	SF Gun Exchange
4. VAN HORN, D.-LASO	1489X102	Shooting Glasses	Beppino's
5. GRECZYN, T.-UC Police	1489X102	Dinner for 2	Capp's Corner
6. WHITMARSH, JW.-LASO	1489X90	Dinner for 2	
Distinguished Master			
1. LEE, J.-Orange Co SO	1481X87	3 Nights for 2	Grosvenor Inn
2. CORY, S.-Sacramento SO	1479X90	Ruger 10-22 Rifle	Bob Chow Gunsmith
3. FEAUTO, G.-LAPD	1478X82	Shooting Glasses	Charley's Coupe
4. TIRITILLI, L. LASO	1477X92	Dinner for 2	Joe's of Westlake
5. DELOSREYES, A.-Oakland	1477X85	Dinner for 2	Capp's Corner
6. BIRDSDALL, R.-LASO	1473X81	Dinner for 2	
Master			
1. SCHMALZ, K.-Sacramento	1466X75	2 Nights for 2	Victoria Motel
2. GORDY, D.-Concord PD	1462X69	Ruger 10-22 Rifle	Greek Taverna
3. RADCLIFFE, C.-Fed Prot	1460X72	Dinner for 2	DiMaggio's
4. JOSEPH, D.-Placer SO	1460X67	Dinner for 2	Upstairs at Cliff House
5. BURKHOLDER, CJ.-LASO	1458X71	Dinner for 2	Oakland Invaders
6. ROSS, B.-Stockton PO	1457X63	2 Tickets	
Expert			
1. CROSTHWAIT, B.-Concord	1455X71	2 Nights for 2	Kyoto Inn
2. SLOAN, D.-SFPD	1453X59	Ruger 10-22 Rifle	
3. CERIDONO, D.-Sunnyvale	1452X73	Champagne Brunch for 2	St Francis Hotel
4. PELISSETTI, A.-SFPD	1452X66	Shooting Glasses	SF Gun Exchange
5. FITZER, R.-SFPD	1452X64	Dinner for 2	Jovanelo's
6. REARDON, P.-LASO	1451X65	Dinner for 2	Capp's Corner
7. DORGONE, K.-San Luis Obispo	1451X57	2 Tickets	Marriott's Grt America
8. FARRELL, R.-SFPD	1447X63	2 Tickets	Oakland A's
Sharpshooter			
1. WALLACE, L.-Long Beach	1433X49	2 Nights for 2	The Rafael Hotel
2. HENNESSEY, M.-SFSO	1427X54	Ruger 10-22 Rifle	Cliff House
3. DIX, L.-Stockton	1420X48	Dinner for 2	Gold Mirror
4. JONES, C.-UCPD	1411X43	Dinner for 2	Golden Dragon
5. TAKAOKA, A.-Berkeley	1403X44	Dinner for 2	Wax Museum
6. GRAHAM, G.-Sunnyvale	1399X46	2 Tickets	
Marksman			
1. FLEMING, J.-Antioch	1403X44	2 Nights for 2	Hotel Savoy
2. TORRISE, J.-Chico State	1358X37	Ruger 10-22 Rifle	Monterey Bay Munitions
3. KUTSCH, J.-FAA	1338X36	500 Rounds Ammo	Monterey Bay Munitions
4. VENTURINO, N.-Concord	1335X46	500 Rounds Ammo	Golden Dragon
5. SKELDON, J.-IRS	1326X26	Dinner for 2	Wax Museum
6. CARD, D.-Yosemite	1311X32	2 Tickets	
Open			
1. MOORE, B.-Wells Fargo	1374X52	\$50.00 Certificate	Markell Inc.
2. HARTZOG, G.-Marin Co.	1202X16	500 Rounds Ammo	Monterey Bay Munitions
3. LINK, R.-SFPD	1152X20	500 Rounds Ammo	Monterey Bay Munitions
TEAM RESULTS			
Match Winner Los Angeles PD-Blue	2381X170	Trophy and 4 Calculators	
Grandmaster			
1. Los Angeles SO	2377X163	Trophy and 4 Calculators	
2. Los Angeles PD-Gold	2359X147	Trophy and 4 Calculators	
2man-1. Grass Valley PD	1189X82	Trophy and 2 Calculators	
Distinguished Master			
1. CHP-Blue	2358X143	Trophy and 4 Calculators	
2. Sacramento SO	2351X135	Trophy and 4 Calculators	
1man-1. Los Angeles PD-Silver	1168X61	Trophy and 2 Calculators	
Master			
1. San Francisco PD #1	2344X110	Trophy and 4 Calculators	
2. Los Angeles SO #3	2318X117	Trophy and 4 Calculators	
2man-1. Los Angeles SO #4	1162X59	Trophy and 2 Calculators	
Expert			
1. San Francisco PD #2	2297X102	Trophy and 4 Calculators	
2. San Francisco PD #3	2270X85	Trophy and 4 Calculators	
2man-1. Stockton PD Res.	1139X40	Trophy and 2 Calculators	
Sharpshooter			
1. Concord PD Res. #1	2155X62	Trophy and 4 Calculators	
2. Mountain View PD	2109X61	Trophy and 4 Calculators	
2man-1. Yosemite Rangers	1112X37	Trophy and 2 Calculators	
Marksman			
2man-1. Concord PD Res. #2	723X20	Trophy and 2 Calculators	
Open			
2man-1. Marin Co. SO	736X12	Trophy and 2 Calculators	

SPORTS

SAN FRANCISCO POLICE PISTOL TEAM



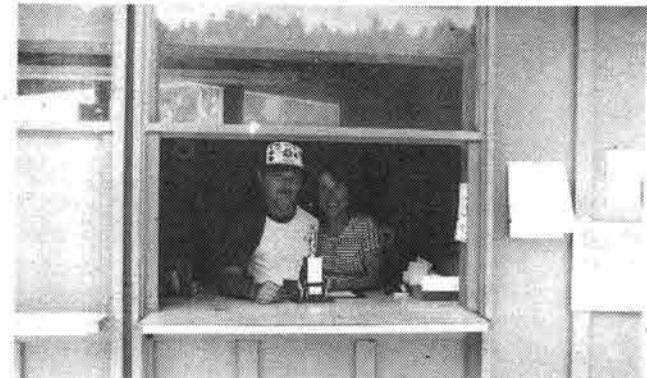
DUANE OTIS — It can be fun calling a match.



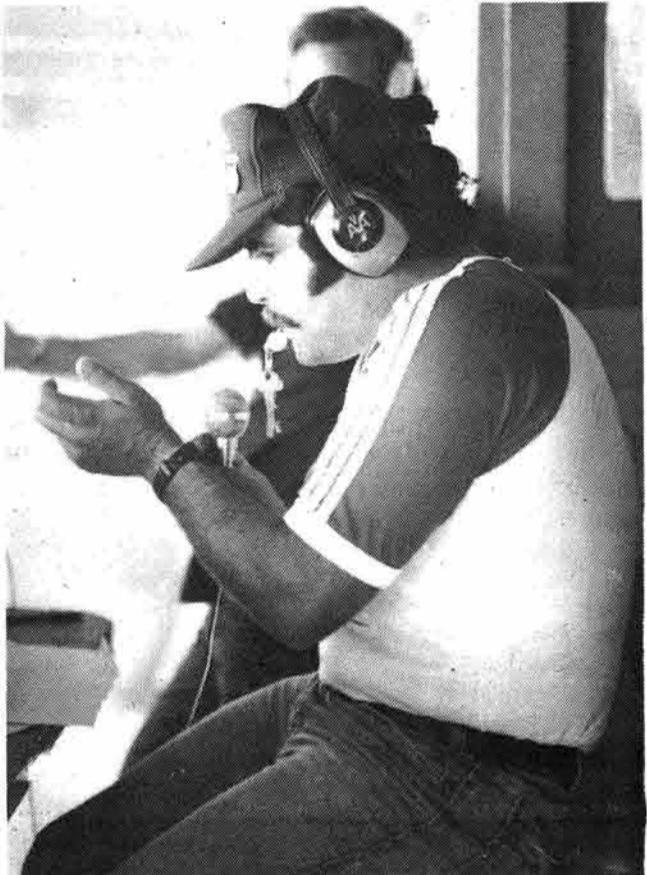
ROGER FARRELL — Line Judge is easy, you start thinking about your own shooting.



BOB FITZER — If you want to win a gun you have to concentrate, concentrate, concentrate.



GLENN AND SHEILA PAMFILOFF — Running the Office, Registration, Scoring Etc. Fun-Fun-Fun.



TONY CAILLERI — It can be fun once you get the hand, wrist, eyes and lips co-ordinated.

"Update British Isles Tour

RUGBY CLUB NEWS

by Dale Allen

Back in Feb. several people got together and set in motion an ambitious plan, the forming of a S.F. Police Rugby Club. The last several years has witnessed a boom in sports participation by members of the department. The Centurions, basketball teams, soccer teams, a tennis club, golf and running clubs. A common factor runs through these clubs though, active participation in the sport as a criteria for joining. This is understandable when you view these sports as strictly athletic endeavors. If you don't know how to play, why be involved. We got together, myself Bill McFarland, Jerry D'Arcy and Greg Sur and saw the possibility for a Rugby Club. Rugby is a sport that includes the active player and the social member and combines them into an organization. This organization, the club, then hosts as well as competes against other clubs. Our motivation was twofold; one, we've all been active ruggers for years and wished to expand the sport among police officers, and two, we had heard that the Royal Hong Kong Police Rugby Club would be playing a series of matches in the Bay Area in April, and had unsuccessfully been seeking an American Police Side to play. We formed the club, we hosted our guests and we played the match, all with a great deal of goodwill.

The match itself was lost 7-21, but we impressed our opposition with our jarring tackles and crashing runs. We weren't very skilled at rugby but we brought our football ability. They won't soon forget Steve Balma and Brian Delahunt and the two and three tacklers it took to bring them down. Nor will they be in much of a hurry to return and learn first-hand again from Jerry D'Arcy, Matt Gardner and Dan May how effective our college football programs are when it comes to teaching the art of tackling. And even our ancients, Mike Conway and Mike Travis showed the Brits we were not to be taken lightly, a couple are still hearing bells. We did well, but two weeks of practice can't beat growing up with a sport.

So we took it to them another way, we partied them into the ground. With Capt. Ken Foss coordinating, and Charlie Keohane and Dan Gardner assisting we showed that the San Francisco Police know how when it comes to hospitality.

From a fancy affair in Pacific Heights attended by Police Commission President David Sanchez and Commander Gerald D'Arcy and special honored guest Lt. Governor Geo. T. McCarthy, to a rollicking bus ride through the Napa Valley courtesy of Nick and Steve Leonadakis of the Airporter Bus Service and several beer bashes at the P.O.A., (Thanks Al), we sent the lads back to Hong Kong with many a tale to tell. (Just ask Matt Gardner about his car).

We like to say a belated thanks to Chief Con Murphy, Deputy Chief George Emil and Commanders Gerald D'Arcy and Ray Canepa for their assistance and

support. And a special thanks goes out to Capt. Ken Foss who was always available when we needed advice on how to properly host.

With this experience behind us, the club has taken on an even more ambitious goal, a tour of the British Isles. At the time of this article, the first meeting will already have been held to set up steering committees. The club is in correspondence with police officers of the London Met. Police who have offered the services of their club to assist in any of the arrangements within the British Isles. The club will meet members of the Dublin Police Force next month and hope to establish liaison with them. With several other avenues to explore and a not as yet defined tour agenda, we have tentatively scheduled the trip for the spring of 1985. At first look this may seem too far away to think about, but its just the time frame we want. It is our hope that with a strong social organization, we as a club can raise funds to defray the costs of all who go, not just the players. For within the structure of the club, those who work hardest at fund-raising, will see the highest return in cost reduction, regardless of whether a player or a supporter.

We offer this tour as an opportunity to anyone in the Dept. who has lacked the means or motivation to visit the British Isles. It will be an opportunity to travel with friends & co-workers and meet & establish friendships with foreign police officers, and also to cheer on our club players when they take the field against the foreign ruggers.

There is a great deal of work to be done but the foundation to be successful is now in place.

We now offer any of you who watched us in our initial game or heard about our festivities to join us, all are welcome, family and friends. Our only requirement is that to be a player you must be a sworn member of the Dept.

There's a lot of possibilities ahead of us. We would like to put rugby in the Police Olympics, and definitely want to be available should a foreign police side again travel through. We would also like to offer our services to the city to play friendly matches against foreign military ships that make S.F. a port of call. There's even been talk of challenging those pencil-necks from the fire dept. to put together a team for a match.

So stay tuned, we will have a monthly column to keep everyone apprised, If anyone has questions feel free to call any of us for more information.

Cheers

Dale Allen

Dave Finegood Co. A
Greg Sur Co. A
Brian Delahunt Co. B
Bill McFarland Co. D
Jerry D'Arcy Co. E
Matt Gardner Co. F

SFPD Soccer Goes International

by Marcel Burton
Coach

After taking the gold medal in San Diego this summer at the California Police Olympics, the SFPD Soccer team decided to try its skills on foreign soil and entered the Fourth Annual North American Police Soccer Tournament. The event, held in Vancouver, B.C. on August 27th through the 29th, included four United States teams and eleven Canadian entries. Many of the Canadian players were imports from England and Scotland so the level of competition was far above our previous competitions. The host teams were big, strong and rough, but very friendly and they know how to have a "jolly good" time and still play well the morning after. S.F. was the only U.S. team to reach the semi-finals and took third place after a tough rain-soaked 1-0 loss to the eventual winner Vancouver PD. The highlight of the weekend was the tournament banquet which featured a battle of the ballads between the SFPD Glee Club and the Vancouver Rugby Club Chorus. The crowd of 300 also enjoyed Bill Dyer's (Co. K) initiation into the Royal Canadian Monties via the famous "3 man lift."

The team would like to thank the POA for its help in letting us represent "The City" in our first international competition.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Last year's PAL football action.

PAL FOOTBALL

Shades of the 49ers Wendell Tyler, Roger Craig, Russ Francis, Joe Montana, etc. The PAL Youth Tackel Football League kicks off on Saturday, September 25, 1983 in a double header featuring the Chargers vs the Hawks at 11 a.m., and the Raiders vs the Trojans in the 1 p.m. game at Washington High Field. The teams in the midget division (95 lbs. to 130 lbs.) will play a double round robin with the first place finisher playing the second place finisher for the city championship in the Sgt. Joe Lacey Bowl. The teams have been practicing since July 31, and will be playing for all the marbles on the 25th. The Chargers of Portola Park has a new head coach in the person of Al Wimberley. Al, no stranger to PAL Football, was an assistant coach the past three years. Another new head coach is Mike Fanene of the Crocker Amazon Trojans. Coach Mike reports a record of boys tried out for the team and promises to be a contender. Coach Mike Wright of the Glen Park raiders have their team ready for the upcoming season. In fact, several scrimmages have been played already. The returning champion PAL Hawks of Kimbell Park, under the tutelage of Bill Garrick, reports an outstanding team. They are a heavy favorite to repeat as Champions. Officer Leon Bronfeld (Co. E) will be the official announcer at all games. Bronfeld, a broadcasting student in college, has announced games for the SFPD Centurions. Officer Ed Collins (Academy) will be the paramedic on duty. Inspector Kelly Waterfield, PAL Football Commissioner, will oversee the program. NORCALFED playoffs is scheduled for Nov. 13 at City College. If our kids can survive the first round, they will compete for the northern California Federation Championships on November 20, probably in Redding, or Shasta County. Come on out and support your favorite team. There is no charge, and the kids would love some attention. Games will be held each Saturday at 11 a.m. and at 1 p.m. through Nov. 6 at Washington High School Field.



More than 80 boys are trying out for the PAL Chargers Football Team at Portola Park. The season will begin September 25th. All games will be played at George Washington High School every Sunday.



Head Coach Al Wimberley of the PAL Chargers signing up potential football stars at Portola Park.

(photo by Herb Lee)

PAL BASKETBALL

PAL Basketball will get underway October 7, 1983. PAL Basketball Commissioner Sgt. Tom Burton (Auto) is expecting another banner year with over 1,000 boys and girls vieing for first place trophies in their respective class. Boys and girls in the 6th, 7th, and 8th grades are invited to compete. Simply call PAL Headquarters for signups.



At least one little two year old didn't appreciate the ride.

PAL LAW ENFORCEMENT CADET PROGRAM TO BEGIN

The Fall Term of the PAL Law Enforcement Cadet Program will begin on Tuesday, October 11, 1983. Classes meet at the Hall of Justice in the 6th floor Auditorium, according to Director Ernie Galaviz. The semester ends in May 1984. All high school students in the 10th, 11th, and 12th grades interested in joining are invited to the open house October 11, at 6:30 p.m. Bring your parents and/or guardians. Included in some of the many activities of the Cadets are assisting the San Francisco Police Department in anti-crime campaigns, helping out in various assignments, and a host of social activities which includes deep sea fishing, boat cruises, dances, parties, tours of county jails, snow trips, physical training days, and visits to the police academy, etc.



PAL Cadets Scott Albert, Kathy Seekamp, and Michelle Tassio posing with Officer Terry Ivey and teachers. These motorized tricycles visited over 20 nurseries throughout the City and gave 5,000 rides to children.



One disconsolate youngster being offered some solace by Officer Bruce Powell. The youngster later brightened up when introduced to the tricycles.



PAL Cadet Michael Gong lending a helping hand.



A happy group of PAL Cadets after volunteering nine hours at the Clement Street Fair for the children. That comes to almost 100 voluntary hours. Great job. Congratulations to all.



Officer Terry Ivey (community relations) helping a two year old youngster onto one of the PAL motorized tricycles which has proved so popular during this past summer.



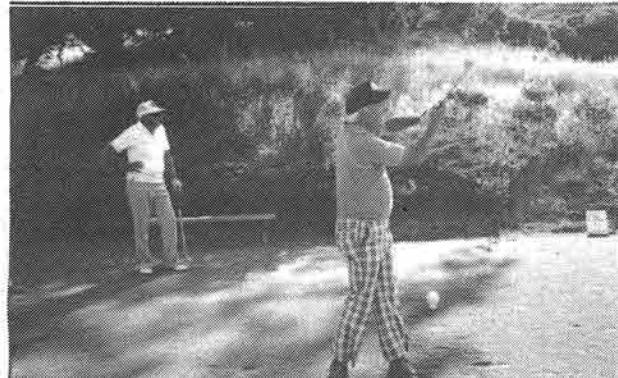
Officer Bruce Powell (Community Relations) giving instructions on how to operate the tricycle to a group of 3 year olds.

(photo by Herb Lee)

For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Al Alves, formerly of Central Station, eyes his tee shot.



From right to left (Sgt. Jim Meyer, Co. H, Insp. Jack Daly (Retired), businessman Nate Siegel, and Inspector Earl O'Brien (Retired). It was a happy reunion for Daly and O'Brien, who hadn't seen each other since they retired several years ago. They were partners in the Juvenile Bureau.

(photo by Herb Lee)

PAL GOLF TOURNAMENT

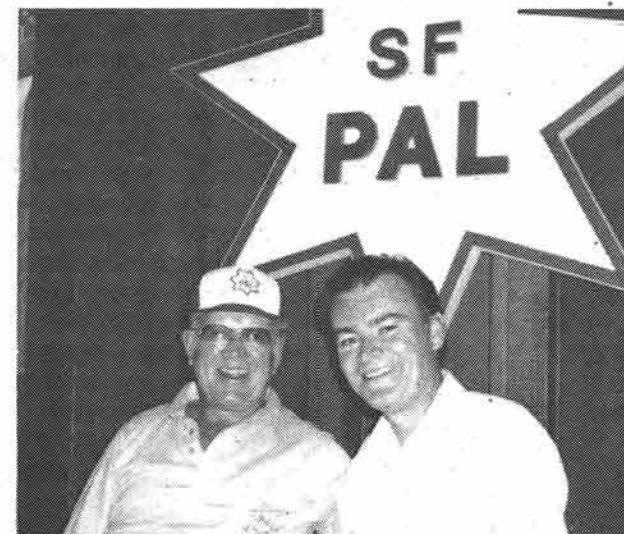
The PAL Golf Tournament, held recently at the Meadow Club in Fairfax, turned out to be a huge success. With almost the maximum allowed players, the affair netted several thousand dollars, all of which was used to benefit the PAL Law Enforcement Cadet Summer Inservice Training at the Hall of Justice. Thanks go to our hardworking committee of Vic Macia, Jerry Cassidy, Jim Curran, Sol Weiner, Bill Leet, Steve Spelman, Andy O'Mahoney, and Denny O'Connell. Special thanks go to our co-chairmen Ken Davis and Frank Seput. They did an outstanding job. Low gross winner with a 72 was Tom O'Connor. Low net was a tie between Packy Hughes and Andy Andrews. The longest drive from the tee was also a tie with Tom O'Connor and Joe Cusimano. The hole in one winner was Solomon Ani who came the closest to winning the \$1,000.00 cash prize generously offered by Jack Immendorf. Ani missed the cup by 4'. Nice try, Sol. In all, there were 147 prizes awarded. All participants received a beautiful 7" silver bowl as a souvenir. Father John Heaney and Captain Vic Macia were co-Masters of Ceremonies at the awards dinner that night. Many thanks to all our sponsors and their donations to a good cause.

NEW PAL EXECUTIVE DIRECTOR APPOINTED

Sgt. Herbert P. Lee, PAL Director of Activities for the past three years, was selected to be the new acting PAL Executive Director recently, replacing Stephen B. Spelman, who retired. Lee, a veteran of 25 years in the Department, has been with the PAL as a volunteer for fifteen years.

PAL ARMORY RECREATION CENTER

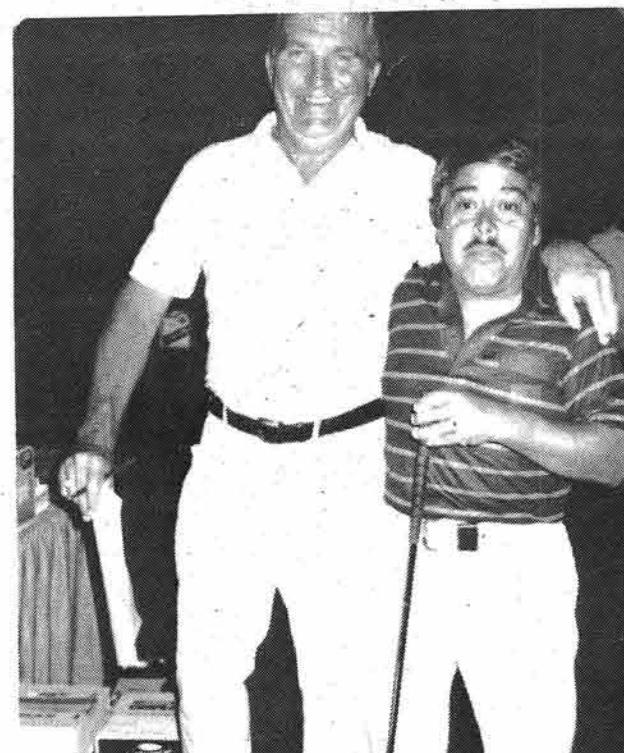
Something interesting is happening at the old National Guard Building located at 14th and Mission Sts. There appears to be all kinds of activities emanating from those hallowed walls. If one took time out to peer inside, one would be surprised. Under the direction of Officer Joe Mollo, the Armory has turned into a very busy PAL Center for sports. An expanded PAL Boxing Program is offered daily from 3:30 p.m. to 7:00 p.m. by Head Coach Angel Rodriguez and her staff of assistant coaches. Boys and girls between the ages of 10 to 18 interested in boxing simply report to the Center and sign up. Instruction in the art of Judo is also being offered every Monday, Wednesday, and Friday. Call Officer Mollo at 552-7495 for signups.



Captain Frank Jordan (r), Community Services, was the Guest of Honor at the PAL Golf Tournament.



Joe Daly, Sol Weiner, Maurice Tresmontan, and Former Fire Chief Keith Calden enjoying the Golf Gournament festivities.



Retired Captain Jim Curran with golfing buddy Ray Gomez.



The 21" color TV grand prize for the raffle was won by a waitress at the Meadow Golf Club. Presenting the prize was Frank Seput (right), and PAL Boosters Executive Director Jack Immendorf. Immendorf, a businessman who has his own private investigations firm, donated the grand prize.

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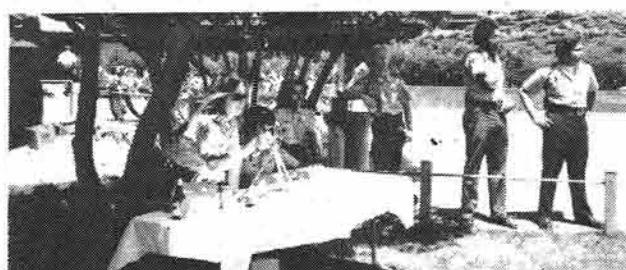
Father John Heaney assisting the PAL Golf Tournament as Co-Master of Ceremonies. Also shown is Co-Master of Ceremonies Captain Vic Macia, Co. D, and Sgt. Ken Davis, Co. C.



Guess who is swinging a mean driver at the PAL Golf Tournament. None other than former Chief Don Scott.



Where did my Tee shot go?



PAL Cadets helping out at the Golf Tournament. Proceeds go toward the PAL Summer Inservice Training for Cadets at the Hall of Justice.



(l to r) Bill Grosword, Al Sonoda, Dean Mahoney, and Jim Curran strike up a happy note at the PAL Golf Tournament held recently at the Meadow Club in Fairfax.



Here's a happy foursome. (Left to right) Ed Cummins, Ray Seyden, Bob McKee, and Otto Elvander, all retired SFPD members.

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THE LAST WORD

by Pete Maloney
Editor



I have learned to judge politicians by what they do on our 'bread and butter' issues. Even when we have had bitter differences I will treat on an issue by issue basis and agreeing to disagree in order to win battles and maybe wars where cooperation is possible.

I vote for political affair tickets in order to gain access to these people. It is not an endorsement. It is the chance to get our point of view articulated. Little importance is given to an opinion that is never heard and we must have this chance.

The amount of cash expenditure is small and the potential gain in terms of benefits to the membership are enormous. No where is our time and money better spent.

'These people' I have been speaking of are almost exclusively Democrats. The so called 'Sebastian Initiative' is a fraud on the people of California and our political partners in the pursuit of fair conditions, protections and compensations. In an age of contract concessions we are coming into full stride with our first victory for a while in 'time and a half'. If you would like to see for yourselves who our 'political partners' are, check those who endorsed our upcoming ballot measure and those who are noticeably absent.

I am speaking of principled self-interest. The goals are equity and justice for the men and women who swear oaths to uphold these virtues. I will vigorously seek all opportunities to attain them without prejudice.

Various articles appearing in this issue disparage internal differences that are aired in this publication. One article suggests that these matters should be handled in private, inferring that deals could be worked out without the prying eyes of the readership, both members and the public. Questions of loyalty are raised that have no recognition of what have been perceived as major problems by some, are of such little concern to others that they seem to think that they will fit conveniently under the rug. This attitude denies the membership's right to know. A healthy dialogue and an open process is more likely to be respected by the non-members reading this paper than a clear attempt to hide obvious differences.

It has been and will continue to be the editorial policy of this paper to print all articles produced by the membership excepting those that are: slanderous, libelous, profane, vulgar, attacks on a living person not a public figure or attacks against a public figure that are not based on fact that can be proven. You have to go quite a long way before something would be disqualified. It is not the responsibility of this paper to prove or disprove articles or any statement in them but the responsibility of the writer to do so. A disclaimer box attached to an article does not absolve the "Policeman" or the P.O.A. from potential lawsuits for violations of the law. Even if I agree with the points made which are questionable, it does not give me the authority to expose the P.O.A. to a potentially large damage award.

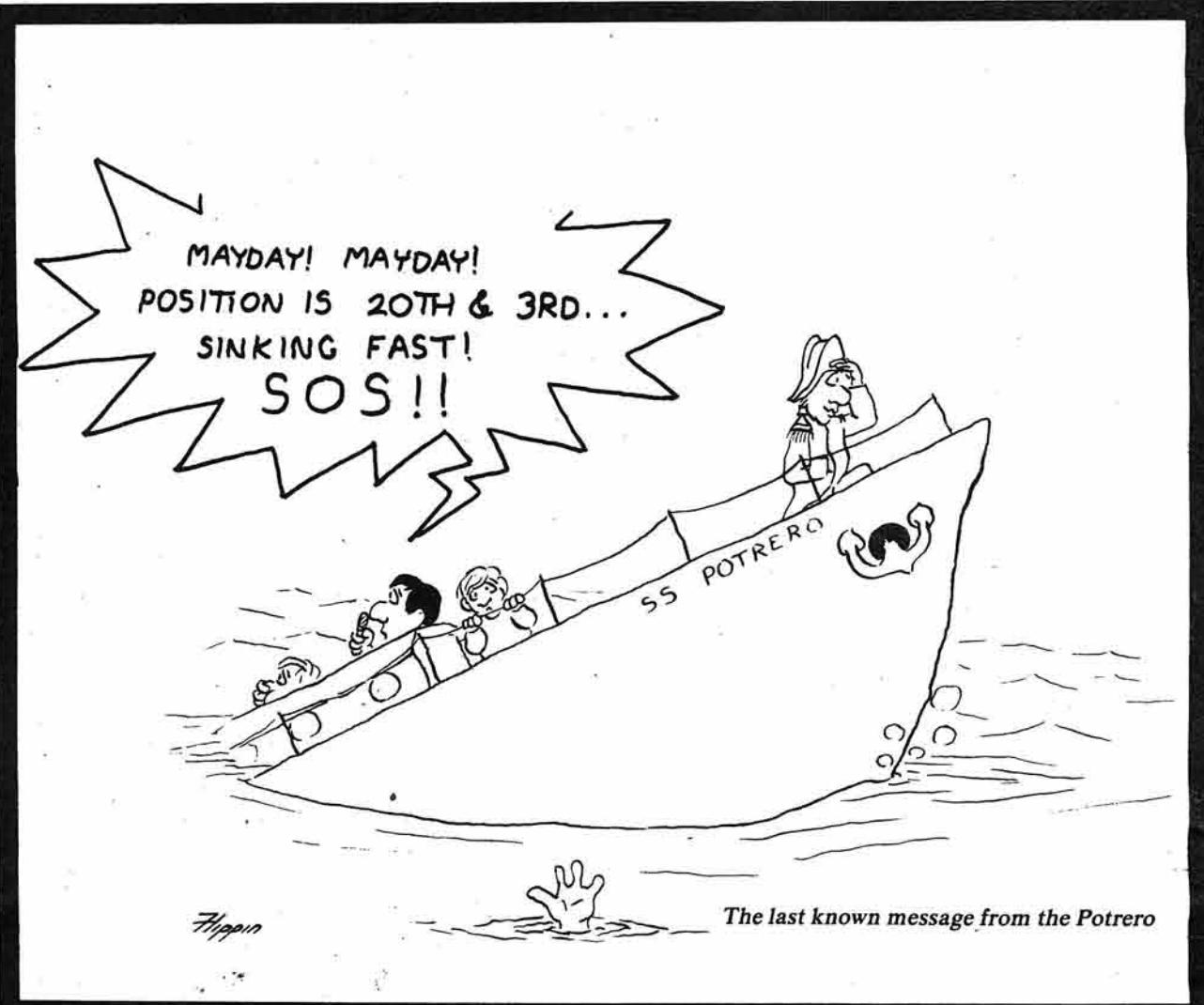
Since having been elected by the Board of Directors I have had to turn down only one article, all others, positive and negative, have received the same treatment and have been seen in print. It is then incumbent on members with points of view to express themselves in a coherent and responsible manner and submit them by the submission date of the first Wednesday of each month. There are no other criteria for work submitted by members other than what is stated here. The members of the Publications Committee and myself are willing to answer any question these statements provoke.

As police officers are duty bound not to take sides we are frequently self-restrained in our public statements about international politics or any other controversial occurrence. However the lives that were lost in the Korean jet's destruction leave no room for compromise.

The Russians are little informed and less responsible for the actions of their government. The indictment is not important as to the highest ranking official who passed on the orders. It condemns any system of government that is capable of these acts.

And no where in the Rules and Procedures does it say I cannot despise murder. May God have mercy on their souls.

ON THE STREET/ Tom Flippin



FESTA ITALIANA MAKES SUBSTANTIAL CONTRIBUTION TOWARD PAT PFEIFER FUND

As most of us are already aware Brother Pat Pfeifer has been seriously stricken and members of Ingleside Station, Vic Aissa, Nick Rubino, Perry Morris and Jerry Sarin have organized a golf tournament and a raffle to provide funds to defray what will most likely be a financial disaster for his family.

VOLUNTEERS

What is needed now are volunteers to man the booth for the four days of the festival. Organizers will also provide T-shirts for volunteers. Below is a form which should be sent to Ingleside Station with the times and days that you have available to work the product booth and the coin pitch festival organizers have selflessly offered.

ATTEND THE FESTA ITALIANA

In recognition of the generosity of these friends we should all plan to attend and support the festival to give them some measure of thanks. Volunteers will also be treated to meals while working the event; what more could we ask for?

The Editor

~ Festa Italiana 1983 ~
October 7-8-9-10 Fisherman's Wharf, Pier 45
Volunteer Card

Name _____

Address _____
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(City) _____
Telephone _____
(Work) _____
(Home) _____
(State) _____
(Zip) _____

Your Schedule: Check the time slot you will work during Festa 1983.

Time	Friday	Saturday	Sunday	Monday
8 am - 1 pm				
12 - 4 pm				
4 - 8 pm				
8 - 12 pm				

Volunteer Signature _____