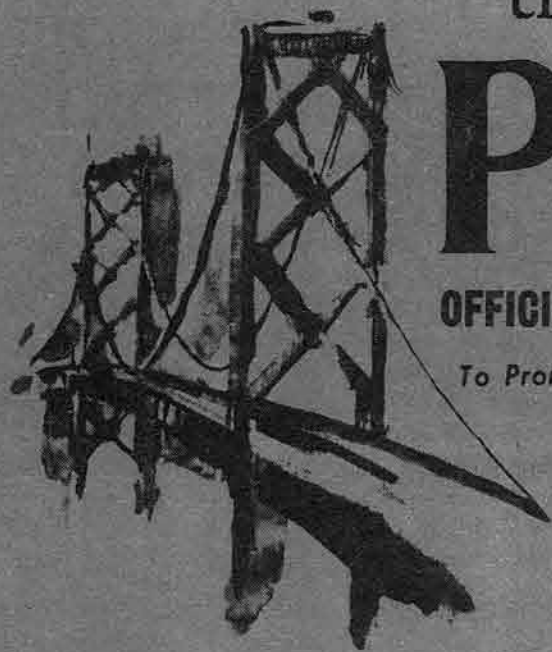


# the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

VOLUME 16

SAN FRANCISCO, OCTOBER 1984

NUMBER 10

## Police entitled to overtime

### Lunch break pay is due

The state Supreme Court has held that police officers who stay on call and are subject to other restrictions during their meal breaks are entitled to overtime.

The opinion, which may have importance to employees in other fields, set up two tests to determine the overtime:

- For whose benefit are the restrictions established? In this case, the court found that the restrictions were established for the benefit of the employer.

- What is the effect of the restrictions on the employees' ability to pursue private business during off-duty time? The court concluded that the net effect was to restrict the employees' time to the extent that, in the words of a concurring opinion by Justice Otto Kaus, the officers were "in effect on duty with permission to eat a meal — hardly more than a coffee break."

The court found that the new impact of the restrictions entitled the officers to be paid at half hour's overtime for an 8-hour shift with a half hour meal break.

The court found that the officers' "Code 7" time began whenever the shift commander decided. The police were on call during Code 7 time and could be interrupted or called away from their meal because of emergencies. They were required to leave a telephone number where they could be reached.

If they were in uniform they were not allowed to con-

*continued on page 3*

## THE RIGHT TO SILENCE: CITIZEN COMPLAINT INVESTIGATIONS

by Mike Hebel

On August 15, 1984 the California Court of Appeals delivered a significant decision interpreting that section of the Public Safety Officers' Procedural Bill of Rights Act pertaining to constitutional rights admonition when a peace officer may be charged with a public offense.

This Court stated that, under certain conditions, a peace officer, under investigation and subject to interrogation, has a statutory right to silence when interviewed in an administrative context (Office of Citizen Complaints, Management Control Section, Internal Affairs Unit).

### CRIMINAL ACTIVITY SUSPECTED

In this case (*Kelly v. City of Fresno*) a police officer was suspected of criminal violations (trespassing, malicious destruction). When a criminal investigating officer sought Kelly's statement, this police officer refused asserting his constitutional rights as set forth in the *Miranda v. Arizona* decision. Two (2) days later an Internal Affairs interrogation was conducted. Kelly, after being told that he could be fired if he did not answer all questions truthfully, responded to questions and his statements implicated him in both a trespass and petty theft violations. At the conclusion of this interrogation, Kelly was given an order of termination and advised of his right to a Civil Service Board hearing.

### THE RIGHT

The Court of Appeal held that with passage, in 1976, of the Public Safety Officer's Procedural Bill of Rights, the legislature created a statutory right to advisement of constitutional rights when an Internal Affairs interrogation focuses on criminal activity. When this right is violated, as it was in Officer Kelly's case, the customary criminal law exclusion rules are applied to exclude all uses of the fruit of the violation whether in a criminal case or an administrative proceeding to discipline or discharge the peace officer.

This Court recognized that deprivation of one's profession as a peace officer can often be more severe punishment than anything that criminal law may impose.

Because Officer Kelly's statement was coerced in the sense that he was compelled to answer fully and honest-

*continued on page 3*

## IN MEMORIAM

On Sunday, September 2, 1984, Police Officer Rene Mariluch died while water skiing with his family on Lake Oroville. His loss shocked us all as we felt Rene was a man so active and full of life that he would be with us for a long time. I guess God felt Rene had given more in 30 years than many men give in a lifetime.

I know that in the six years I've known him his decisions were based on what he felt was best for his family and friends. After serving four years in the San Francisco Police Department Rene said he hated to leave, but by moving his wife Laura and sons Shane and Andre, to Paradise, CA they all could live in an environment much healthier than the one in San Francisco. So Rene left San Francisco to become a police officer for the Paradise Police Department.

Rene did not forget his role as a leader in the family he left in San Francisco. I can remember one of his visits from Paradise to San Francisco between shifts. Rene's mother, Lucy Mariluch, telephoned him because his grandmother was ill and wouldn't go to the doctor. Rene immediately jumped into his car and drove eight hours round trip to take his grandmother to the doctor. Any one else could have done it for him in an hour, but his grandparents, Gracian and Marguerite Iturreria, would only respect their grandson's decision.

Paradise Police Officer, Leo Trombley, summed up Rene's two year career as a Paradise Police Officer by saying, "Rene was an excellent energetic city cop who came to a small community and converted that energy in such a way that he constantly helped others any way he could."

I think I can speak for all of us who knew Rene that we're better people for knowing him and we'll miss him.

Bob Johnston  
Kevin Dempsey  
Mike Hughes

## YES ON H HAZARD PAY FOR ALL MOTORCYCLE OFFICERS

The S.F.P.D. Honda Unit was organized in 1970 to patrol the parks and beaches and other off-road areas of San Francisco. However since 1980 the Honda Unit has been assigned patrol duties on city streets in high crime areas. Due to the increased vulnerability of this type of patrol more injuries have occurred to members of the Honda Unit. Presently the Honda Unit does not receive the hazard pay that the traffic motorcycle (solos) unit receives.

Proposition H on this November's ballot changes

the antiquated city charter language and provides hazard pay to ALL two wheel motorcycle officers including the Honda Unit. The members of the S.F.P.D. Honda Unit request and would greatly appreciate your Yes Vote on Proposition H this November.

Thank You  
Mark Gamble  
Honda Unit

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# MEMORANDUM

TO: All Appointing Officers  
Departmental Personnel Officers  
Employee and Employees Organization  
Representatives

The Civil Service Commission staff is commencing its Annual Salary Standardization Survey for next fiscal year and in this connection wishes to notify interested parties that requests regarding salary standardization may be presented to the staff at this time.

The data collected for last year's salary survey, including the final benchmarks and the allocation of classes thereto, is available for inspection at 110 McAllister Street, Room 405. Any suggestions, requests for revisions or other changes would be made in writing and submitted to the staff not later than November 1 to be considered.

The staff will review the information submitted and hold appropriate meetings. Such meetings will be held commencing with the receipt of requests in September and continuing through, but not later than, the first of February.

The deadline dates indicated above for the submission of requests and the holding of meetings regarding salary standardization are entirely necessary for the orderly conduct of the business of the small salary standardization staff. The timely preparation and presentation of recommendations and reports to the General Manager, Personnel, and ultimately to the Civil Service Commission, the opportunity for requests for reconsideration of staff or Commission actions, the timely response by staff to inquiries and requests for reports from the Board of Supervisors and the relevant committees thereof, and the adherence to tight charter mandated schedules and deadlines to accomplish salary standardization for the ensuring fiscal year. Due to these considerations, and because you are being advised of them at an early date, the salary standardization staff will not vary from the deadlines indicated herein.

If you wish further information, please contact the Salary Standardization office at 558-2105.

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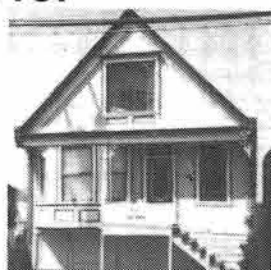
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# WIDOWS & ORPHANS

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. M. Lennon, Wednesday, September 19 1984 at 2:08 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Trustee F. Jordan excused. All other Officers and Trustees present.

Minutes were approved as presented to the membership.

**NEW MEMBERS:** Motion Jeffery/2nd Kurpinsky the following new members be accepted — **APPROVED:** GUILLERMO L. AMIGO, PHILIP BURTON, HUITIER CHOI, JO ANN M. DIPPOLD, EMILY R. FIELDS, JOSEPH W. GONG, WILLIAM FRAZIER, DANIEL R. GRAY, JAMES L. GUELFF, LAWRENCE J. HENDERSON, DAVID KAMITA, KEITH E. MATSUO, JAMES J. McGRATH, MANULETE D. ORTEGA, STEPHEN M. PAULSEN, FRANCISCO RIVERO, JOSE ROBLES, DAVID A. SHINN, STANLEY TSANG.

The following donation was received and acknowledged by the Secretary:

**MRS. ADELIN BRAGG** — in memory of her son **ALYN BRAGG**.

Regular bills for salaries and beneficiary payments presented by Treas. Parenti and approved.

**TREAS.** Parenti reported the following deaths:

**THOMAS GILLAM:** Born in S.F. in 1904 he became a member of the Department in 1929, age 25, after working for Crocker Bank. Tom worked out of the Chief's Office for several years before being appointed to the Bureau of Inspectors. In 1937, he was appointed Inspector. In 1947 Tom was granted a Leave of Absence to accept appointment in the Mayor's Office as Director of Public Service. He served in this capacity for several months until a permanent Director was appointed. Returning to The Bureau he worked a short while before being granted a disability retirement in 1951 at age 48. Tom served as a Vice President at Crocker Bank after this retirement. He was 81 at the time of his death.

**JOSEPH GREENE:** Joe was born in Roscammon, Ireland in 1895. After service in the S.F. Fire Department, he became a police officer in 1922 at age 26. After being trained at Headquarters Company, Police Academy at that time, he was sent to Richmond Station staying there for 10 years, then old Park Station of Fulton for 5 years. The next 10 years were spent between Southern and Ingleside, then to Central for 9 years before ending his stay in the Department at Northern. Joe retired on disability in 1961 at age 65. He was 88 at the time of his death.

**FRED SCHMALING:** Born in S.F. in 1904, Fred, after working as a line man for P.G. & E., joined the Department in 1925 at age 29. He worked the various District Stations, ending up at Southern Station, before being granted a Military Leave of Absence to join the U.S. Navy in 1943. Returning to the Department in 1945, Fred stayed only until 1947 when he left for employment in outside industry. He was 80 at the time of death.

**REPORT OF TRUSTEES:** Bro. Hurley asked as to the possibility of increasing the benefit \$500.00 without an actuarial report. Trustees decided to wait until the meeting on Friday, Sept. 21, 1984, with Hibernia Bank.

**GOOD FOR THE ORDER:** Members were advised that there would be a vacancy for Trustees and members should be contacted if interested in this position.

Members are also advised that the next regular meeting will be held Wednesday, October 17, 1984 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Meeting adjourned at 2:40 P.M. in memory of the above departed Brothers.

Fraternally,  
**Bob McKee,**  
Secretary



**Past Presidents of the association include:** Front Row Kneeling - Jim Diggins, 1960; Jim Heggarty, 1971; Ted Dolan, 1956. Middle Row - Bill Parenti, 1974; Mike Lennon, current President; Frank Jordan, 1975; Jim Sturken, 1981. Back Row - Ed Doitz, 1973; Ken Carstensen, 1966; Mrk Hurley, 1977; Bob McKee, 1964; Dan Murphy, 1961; Bob Kurpinsky, 1979; Andy Quaglia, 1978; Ed Rose, 1972.

Mike Lennon



# POLICE POST #456 NEWS

Did you know that S.F. Police Post 456 has one member with 65 years continuous membership in the American Legion? He started out for a short period with Sebastopol Post #395 and then transferred to Service Post in San Francisco, which was composed of firemen and policemen. That later broke up into two separate Posts. S.F. Police Post 456 went into the 7th District and Firefighters Post went into the 8th District. I speak of none other than **Past Commander Dave Novembri**. He saw active duty overseas in World War I and has countless stories to tell, some good and some not so good.

We can ill afford to forget guys like Dave who were the backbone of the S.F. Police Post 456. I can remember personally when he used to pay the membership dues of 15 men at the Central Station and then he would get the money from them later. He knew that **membership** is the key to a successful Post. Those were the days when **dues were only \$5.00 too**.

Speaking of numbers and referring especially to express lanes. It's easy to identify people who can't count to ten. They're in front of you in the supermarket express lane.

Check to see if you have paid your dues. We need you and more like you in the S.F. Police Post 456.

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

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- 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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# PRESIDENT'S MESSAGE

by Paul Chignell



## SOME COP REPRESENT ME?! ...WHY NOT?

by Gary Furgoli, Councilman San Rafael  
Former Police Officer

We've been taught as children, "A policeman is your friend. He'll always help you and protect you from the bad-guys. Always trust him. He wants the best for everyone."

Yet, somehow, adulthood has caused many to "unlearn" this. Why? This is a traffic ticket that sparked an initial dislike for the cops? Or, was it that time when the police arrived at three o'clock in the morning and told everyone to break-up the party?

Unfortunately, many have become myopic. They view a law enforcement officer as one who infringes upon individual freedom...one who functions as a glorified bar-room bouncer. Many neglect to see the entire scope of law enforcement officer's job. This man or woman is a public servant...one who cannot afford prejudice against any socio-economic, racial, political, religious, age or sex stratum.

The police officer is both experienced and educated. S/He has a bare hands-on grip of society. It's a raw observation. But this undressed view gives an officer a clear understanding of real problems and real needs. S/He isn't watching from the ivory tower of theory.

An officer responds to the will of the people. S/He attempts to maintain an order so that all may live within our American freedom. This conviction is evident; as many an officer has protected society's freedoms at the expense of his or her own will.

The word "police" contains the root POLI (the Greek word for "people"). The word "political" does likewise. So, isn't it by very definition that a law enforcement officer's place be in direct service to the PEOPLE?

Yes, indeed! A police officer has a detailed knowledge of the law, and the discretion and wisdom from intimate involvement with it...and above all, with the requirements of society.

But should a police officer act as your representative? Should this person be the one chosen to respond to your plea for help? Should this person be the first authority in solving your problems? WELL, WHY NOT? That's what a cop does best!

The police officer far exceeds the prerequisites for political service. S/He has already dedicated his/her life to involvement in public welfare: to keen discrimination of justice, to the protection of the defenseless, to safety for all and to the preservation of human rights.

This person analyses within the constraints of theory, but acts in accordance to reality. The officer is in the midst of everything and everyone. It's not an easy place to be. But the police officer chooses it out of commitment to our well-being.

We need those who are dedicated...those who understand both the legal technicalities and human requirements. We need those who are both experienced and committed to serving the people. We must have a representative with a scope...one able to view the problems and needs of society from top to bottom. We really need a true public servant...someone who will unquestionably respond; one who can regard every situation as individual, and work toward resolving any public or personal crisis.

A police officer has seen it. A police officer knows it. A police officer understands it. A police officer can solve it.

Why not let a police officer represent you and your needs?

## LUNCHBREAK PAY IS DUE

continued from page 1

duct personal business and had to respond to public inquiries or crimes committed in their presence.

The court found that under the rules "if the officer is eating in a restaurant or in a public place and is interrupted by a question, complaint or request by a citizen, the officer is obligated to be polite and courteous and should take care of the citizen's problem if possible."

Given these restrictions, the net impact of the rules, Justice Cruz Reynoso wrote, was that the officer was entitled to be paid for the meal break and had worked overtime.

## RIGHT TO SILENCE

continued from page 1

ly on pain of termination, without the opportunity to exercise the right to silence, his statement must be stricken and not used in any administrative (disciplinary) contest.

Thus, when prior to or during an interrogation of a public safety officer, it is deemed that he may be charged with a criminal offense, the officer must be immediately informed of his right to silence and may not be disciplined, in any manner, if he chooses to exercise that right.

Note: The City of Fresno has petitioned for hearing before the California Supreme Court in this matter. The Supreme Court has yet to rule on this petition.

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# Opinions from Legal Services

September 23, 1984

## QUESTION

IS A MEMBER OF THE BOARD OF DIRECTORS OR EXECUTIVE BOARD OF DIRECTORS DISQUALIFIED TO CONTINUE IN OFFICE BY REASON OF HIS/HER BEING ON A VOLUNTARY LEAVE OF ABSENCE FROM THE SAN FRANCISCO POLICE DEPARTMENT?

## ANSWER

Any member who is a member of the Board of Directors of this Association shall not be disqualified to continue in such office by reason of his being promoted, transferred, or retired during his term of office. (Const. Art. V, sec. 2) Only active members are eligible for election to office in this Association, (Const. Art. V, sec. 1) and only active members shall be allowed to vote for the executive officers of this Association. (Const. Art. IV, sec. 6 (a))) A member on a voluntary leave of absence is ineligible and disqualified to hold an appointed or elected office, when said member does not have full peace officer status as defined in sec. 830.1 of the Penal Code, and is not a member covered in sec. 8.544, 8.559 and 8.586 of the Charter of the City and County of San Francisco. (Const. Art III, sec. 1, Const. Art V, sec. 1, Const. Art. V, sec. 2) Any member in non-compliance with the aforementioned Penal Code or Charter sections is not an active member entitled to vote or hold an elective or appointive office, except as otherwise excepted by retired member status.

Al Brenner  
Parliamentarian

Theodore Aloysius Schlink III  
Chairman  
Legal Services

September 23, 1984

## QUESTION

IN CASE OF THE RESIGNATION OR DEATH OF THE PRESIDENT, WILL A VICE-PRESIDENT ON A VOLUNTARY LEAVE OF ABSENCE BECOME PRESIDENT?

## ANSWER

NO. A VICE-PRESIDENT ON A VOLUNTARY LEAVE OF ABSENCE IS ENTITLED TO ALL RIGHTS, PRIVILEGES AND BENEFITS OF MEMBERSHIP, HOWEVER, THE VICE-PRESIDENT ON A VOLUNTARY LEAVE OF ABSENCE IS NOT AN ACTIVE MEMBER ENTITLED TO BE ELIGIBLE FOR ELECTION OR APPOINTMENT TO THE OFFICE OF THE PRESIDENT, UPON THE PRESIDENT'S DEATH OR RESIGNATION.

A member on voluntary leave of absence shall be entitled to all rights, privileges and benefits of membership provided that all dues and assessments are paid when due. (Const. Art. III, sec. 8) A member on voluntary leave may be entitled to the rights, privileges and benefits of membership, in order to hold elected or appointed office, a member must be an active member, and not on a voluntary leave of absence. (Const. Art. V, sec. 1) In order to be an active member, the person must be a sworn peace officer as defined by sec. 830.1 of the Penal Code, and covered in retirement sec. 8.544, 8.559, and 8.585 of the Charter of the City and County of San Francisco. (Const. Art. III, sec. 1) Only active members of the Association are eligible for election or appointment to office, excepting only retired officers who cannot hold office except as otherwise provided for in the Constitution and By-Laws. (Const. Art. III, sec. 2) A member on a voluntary leave of absence from the San Francisco Department is not a sworn police officer with full peace officer status as defined in sec. 830.1 of the Penal Code, nor is a member on a voluntary leave of absence covered in sec. 8.544, 8.559 and 8.586 of the Charter of the City and County of San Francisco.

Al Brenner  
Parliamentarian  
Theodore Aloysius Schlink III  
Chairman  
Legal Services

## Police Group Settles Suit On Misuse of U.S. Money

WASHINGTON — The International Association of Chiefs of Police is paying the Justice Department \$340,000 to settle claims that the association misspent cash from two federal grants.

The police group mischarged to two Justice Department grants \$170,000 that was spent on other projects, the department said. The settlement, which was expected, calls for restitution of that amount and a duplicate payment for damages under the False Claims Act, the Justice Department said.

Frederick Motz, U.S. Attorney in Baltimore, directed a grand jury investigation into the mischarging. He said the matter was resolved with a civil, out-of-court settlement rather than a criminal prosecution "based on an evaluation of the evidence."

The association was barred from federal grants last spring pending the inquiry's income. Mr. Motz said the settlement would lift that restriction. An association spokesman said the group wouldn't comment.

Reprinted from Wall Street Journal

Mon. 10-1-84

Submitted by Ted Schlink



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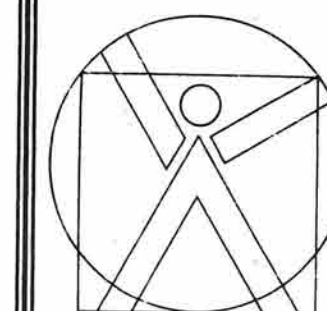
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## 'Why don't we...'

I submitted an article for publication to the POA newspaper last month and promised myself that even if I was criticized for some of the statements made I'd still follow through in making an attempt to gather support from members to change a good organization into a great association.

Now we can talk a lot about what should have been done in past POA administrations, or we can sit back and listen to the same old campaign rhetoric prior to the next election hoping that someone with a penchant for being a scapegoat will seek office. But why not get down to basics and ask ourselves how can we, the dues-paying, apathetic, non-supportive association members benefit from future administrations.

First of all, if we want to improve our lot, what we really need is a party platform. That is, a list of goals and objectives that we want the new officers of our association to adopt as party line and strictly follow. This way the poor candidates won't have to guess at what their dues-paying, apathetic, non-supportive members want them to do.

Now the hardest part in adopting a platform is to reach an agreement on what goals will be considered worthwhile. This means that you will have to sit down and write, "Why don't we . . ." filling in the rest of the sentence with your suggestions for improving a) working conditions, b) political strategies, c) media relations, d) anything.

Send your suggestions to "The Temple of Doom," c/o SFPOA and, after the expletives and personal criticisms are removed, we can vote, as an association, on what course we want to follow.

If you don't want to submit your own suggestions, ask someone else to do it for you. That's the very least any self-respecting, dues-paying, apathetic, non-supportive member would do.

Officer Steve Johnson

## YES, IT AFFECTED US

When you read the newspaper, what's the first thing you look for? Do you look for the comics? The Sporting Green? Or do you look for police related activities? Lately in the newspaper and the T.V. the focus of attention was on the Rathskeller incident, Lord Jim's raid and not to mention, other incidents that the media craved on. When you read or hear about the things that go on, does it affect you? Will citizens that you help think of you as a whoremonger? Cowboy, child molesters, Dope Addicts? When you converse with people of off duty and they would ask you, What do you do for a living. Do you say "SFPD" proudly? Or do you say, I work for the City? Or do you avoid the question all together? The media has affected us all. To deny that it does not affect us, you must have a problem. You are the COP that everybody looks at, expects of and taken for granted. You must restore pride in yourself by yourself. No one else will do it.. Not the Mayor, The Chief, the POA, or your supervisors. You are number one in the streets. You have to take care of yourself. The way you act on duty and off duty will reflect the way the department is. Have pride in yourself and if you have it already, share it with others who are down in the dumps. I'm glad that I wrote this because I know I'm not the only one who feels this way. BE SAFE.

Wilfred Jew Muni  
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## GOVERNOR SIGNS PRESLEY BILL

### TO ALLOCATE \$580 MILLION FROM TWO JAIL BONDS TO 49 COUNTIES; SONOMA SUIT HOLDS UP DISTRIBUTION

Governor Deukmejian has signed a bill by Senator Robert Presley, former Riverside County Undersheriff, which should help solve critical jail overcrowding in 49 counties in distribution of \$580 million in construction funds.

Presley's Senate Bill 50 will distribute money from two jail bond issues, Prop. 2 for \$280 million, passed by voters in 1982, and Prop. 16 for \$250 million, approved by voters in June, 1984.

"I think the voters' approval of these two bond issues, as well as two others for new prison construction totalling \$800 million, shows that citizens strongly back law enforcement in meeting our critical needs," commented Presley, who served 24 years in the Riverside County Sheriff's Department; 12 years as Undersheriff. He also authored the two bond issues.

SB 50 together with two earlier bills signed this summer by the Governor (SB 1679 by Presley and AB 3805 by Assemblyman Richard Robinson) divide up the funds based on applications submitted by counties in 1983. "Overcrowding, fire, health and safety dangers, plus a county's efforts to resolve its own jail problems, were primary factors used in working out a distribution plan," Presley said.

The first county in line for such funding is Sacramento with bids in hand to build a new \$103 million facility; the state would provide about \$60 million of this.

#### High points of the plan:

1. 28 counties — mostly small counties but also including San Francisco and Santa Barbara — would be guaranteed amounts of \$1 million or less, as they had applied for.

2. Nine larger counties would get their primary or top-priority projects funded — usually new jails — but would have their secondary or less-important jail projects put off until more money is available. This ranges from Alameda (84 million) to Kings County (\$1.7 million).

3. Ten larger counties, who applied only for their top-priority projects, would get the full amounts. Los Angeles at \$96 million tops this list.

Under the plan, Los Angeles County would get \$96 million now and be first in line for another \$29 million if extra funds become available. Second largest amount would go to Alameda County, whose jail situation was found by the State Board of Corrections to be the state's most critical. It would get \$84 million.

Removed by Presley to get the bill through was a controversial amendment that would have required a county to help the state find a prison or prison camp site in the county, if that county was one which the Department of Corrections had selected for a prison or camp site.

San Bernardino County would get \$15 million if its application met same standards as other counties that applied; Lake and Lassen up to \$1 million each under

same qualifications. Other allocations:

El Dorado	\$11,194,500
Fresno	26,532,476
Kern	23,913,886
Kings	1,697,200
Merced	3,805,296
Riverside	29,500,000
San Diego	19,227,226
Alameda	\$84,100,000
Contra Costa	36,570,521
Los Angeles	96,000,000
Madera	8,512,500
Orange	50,193,087
Sacramento	62,025,000
San Mateo	8,178,100
Santa Clara	46,014,000
Solano	19,677,000
Tulare	17,079,300
Ventura	5,480,795
Yolo	9,892,500
Butte	\$1,000,000
Calaveras	283,383
Del Norte	125,000
Glenn	1,000,000
Humboldt	471,067
Inyo	1,000,000
Marin	857,886
Mariposa	250,670
Mendocino	1,000,000
Mono	1,000,000
Monterey	959,475
Napa	1,000,000
Nevada	900,200
Placer	736,275
Plumas	900,000
San Benito	100,000
San Francisco	1,000,000
San Joaquin	1,000,000
San Luis Obispo	487,707
Santa Barbara	1,000,000
Santa Cruz	340,500
Sierra	125,000
Siskiyou	1,000,000
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10/4/84

Dear Pete,

For all the SF Police officers who knew Sgt. Code Beverly- who was killed- in Jan. 1972, I called Vacaville medical Facility this date. PAROLE was denied until 1985. Ever since JUNIOUS POOLE, the cop-killer, became eligible for parole, I have made my views known to the State Parole Board. Perhaps you might want the rest of the members of this dept. to know. I always want the Board of Prison Terms to know why inmate Poole is doing his time. Copy of my reply to the parole representative is attached. I hope my letter helped in keeping inmate Poole in state prison, even for only 1 more year. The final note is PAROLE DENIED.

Sincerely,  
Dave Toschi  
Sex Crimes

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Name: POOLE, Junious

Offense: Murder 1st, ADW on Peace Officer, Kidnap, w/use Firearm.

Mr. Bert Rice, Classification & Parole Representative:

I recall Junious Poole very well as I not only investigated the murder of one of our Police Officers and the attempted murder of a second officer but I also sat in on his jury trial in this city. Poole's obvious intent was to kill two Police Officers the day he was arrested. Fortunately for Officer James Bailey, Poole's aim was off that day. I am sure the respected members of the Community Release Board are aware that inmate Poole opened fire on both S.F. Police Officers with a .22 caliber rifle because he was angry after having received a minor traffic citation several hours before. Inmate Poole's own admission was that he fortified himself

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with "uppers" and wine before he attacked the two officers. There is no doubt that the shooting attack by inmate Poole was definitely premeditated.

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

I wish to thank the Members of the Community Release Board for allowing me to express my opinion.

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

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# LITTLE BLUE LIES

By Mike Weiss

Police Academy Graduation Ceremonies are usually affairs for the graduates, their families and friends, and the police brass. These formal torch-passing rituals do not as a rule draw the press.

But the recent graduation exercises of the 157th recruit class seemed worth amending. For weeks the San Francisco Police Department had been in turmoil because of an incident at the Rathskeller restaurant. At a party of the preceding academy class, the 156th, a recruit had been handcuffed to a chair and serviced by a prostitute hired by other police officers.

Chief Cornelius P. Murphy had incurred the displeasure of many cops under his command by suspending and recommending the firing of six policemen whom he accused of instigating the incident, and by publicly castigating the officers for the "code of silence" through which they tried to cover up the incident. All but two of the 70 cops who attended the party said they could not remember what taken place at the Rathskeller.

San Francisco cops defied their insular system of unwritten codes. In 1908, for instance, Chief Walter Biggy was taken for a boat ride on the Bay from which he never returned. More recently, Chief Charles Gain's thanks for trying to reform the department had been a termination notice from Mayor Dianne Feinstein.

Chief Gain was succeeded by Murphy, a career San Francisco policeman who boasted that he would rather be a patrolman in San Francisco than chief of any other department. With his wide shoulders and comfortable belly, his military bearing and slicked-back hair graying at the temples, his thick arching eyebrows and blue eyes that are easily amused, yet shrewd and calm, "Con" Murphy looks the quintessential Irish chief.

Now, at the graduation, at an outlying junior high school far from the intense press scrutiny of recent weeks, Murphy might reveal whether his firm and decisive actions following the Rathskeller incident signal the start of a new regime of public accountability.

The son of a chief of inspectors, Murphy is, after 32 years in the department, nearing the end of his career. He could take the opportunity to warn the newest cops against the old ways and insist upon changed standards for the future. Because he is no reformer brought in to shake things up, like former Chief Gain or San Jose's Chief Joseph McNamara, such a message would carry substantial weight.

As he prepared to speak the changes he had seen during his years in the SFPD were staring him in the face. His fellow commanders on the stage were all white men at or past middle age. But the anxious recruits awaiting his remarks were black and Hispanic and Chinese and Japanese, women as well as men. In all there were but five young men in the 157th whose surnames and white faces indicate they are of the same stock as the old guard. And who knows how many might be homosexual?

"What we're getting," Murphy had explained earlier, "is a cross section of society, and the problems of society, coming into the department." Of the applicants for police jobs, he said, 75 percent acknowledge having used illegal drugs. He can tick off on his fingers the problems attendant upon wholesale changes in police personnel and thus in police culture: drug use and drug dealing, defiance of authority, criminal conduct, an increase in citizen complaints of brutality.

"You begin to wonder," Murphy had said to a reporter, "what the hell these people are made up of, who are they, why do they want to be police officers?"

As he approached the podium, there was a sudden and complete hush in the auditorium. What will he say about the scandal that is rocking the department they are about to enter? How will he address himself to the concerns of these green recruits, about to swear an oath that grants the...absolute authority on the streets?

But the suspense is short-lived and the message anticlimatic. His remarks last only a minute or two and the only comment that might be thought an allusion to the Rathskeller is, "This job is nothing more than common sense."

The leader of San Francisco's policemen was decisive in punishing cops who had been publicly caught doing wrong. But in addressing the future of his department in the person of these recruits, Con Murphy has nothing new to say.

What happened the night of April 26 at the Rathskeller, a popular cop hangout near City Hall, was simply a bacchanal — nothing unusual for an academy graduation party.

So notorious are these parties for getting out of hand that one senior officer, the father of a recruit, called his son that morning to warn him to be careful at the party. The son missed the phone call and ended up being disciplined for his part in the incident.

The 156th recruit class was celebrating the end of its probationary field training by getting seriously drunk. Some officers raised \$55 and two vice cops hired a streetwalker. They led a recruit — by all accounts a

bashful, sexually inexperienced young man — to a chair on a platform where he was handcuffed and his windbreaker was tossed over his head. Recalled the recruit: "Someone reached over and unbuckled my corduroy pants...She approached, got on her knees, then hesitated and turned toward the crowd. With her right hand she reached into my underpants and took hold of my private parts, then placed her lips on them."

Different people see the episode in different ways. The district attorney's office unsuccessfully brought before the grand jury criminal charges against the officers who solicited the act of prostitution. One member of the City Police Commission, Jo Daly, has pointed out that if the person handcuffed to the chair had been a woman, what took place could be called rape. At the very least, it can be said that for this to have happened in a public place, before an audience of men and women, was indisputably a severe lapse of — to use Chief Murphy's phrase — common sense.

Several officers tried to break up the shenanigans. The streetwalker resisted. "She was relentless," says a witness. "She just kept bobbing her head up and down." Still other officers jumped those who were trying to pry her loose. Scuffles and wrestling matches ensued. It was all loud and blurry; everybody had been drinking for hours. What followed, though, turned a stupid prank into a scandal.

If it had not been for Officer Louette Colombano, a nine-year veteran, the Rathskeller incident might never have become public. But Officer Colombano was sufficiently disgusted to report through proper police channels that same night what had happened. Then, when she felt she was being brushed off, she anonymously called the San Francisco Examiner with the story.

By the next day Chief Murphy knew that reporters from the Examiner were trying to confirm the story. He launched an immediate internal investigation — and ran headfirst into the code of fraternal silence. Officers testifying under oath said they had been too drunk to remember what had happened. "The stonewalling kept it in the newspapers," says a police investigator. "It was the code of silence underscored by the rumor going around that everybody on or around the stage (at the Rathskeller) was going to be fired. So everybody was protecting everybody else and hoping to be protected themselves."

"The lying and the covering up became obvious at the hearings," says another investigator who attended them. "One witness, a cop, said that he couldn't remember who was there but later they asked him how many women were present and he counted them on his fingers — that kind of thing. And it happened again and again — made it seem Murphy couldn't command his own department. He got good and pissed off and made examples of the guys who were stonewalling."

The chief had trouble believing that so many trained observers of criminal activity could not recall having seen anything untoward, nor could they pinpoint any culprits. And so he did what he had to do.

Murphy composed an open letter to his men entitled "Code of Ethics or Code of Silence." And he simultaneously suspended and recommended that the Police Commission fire six cops whom he said the internal investigation had identified as instigators of or main participants in the Rathskeller incident.

At this writing the Police Commission has fired four of the officers and is expected that the other two will also be dismissed when their cases are heard. Several other officers were suspended for their roles, and still others have been subject to internal discipline.

"I think the worst crime they committed was lying," says Police Commissioner Jo Daly of many of the witnesses at the quasi-judicial hearings. "Police officers must tell truth under oath. Their word on the stand can put somebody away. Their word can put your kid in jail."

But a San Francisco cop scoffs at the naivete of that view. "C'mon. Cops are great liars. They lie on the stand all the time. 'Did you inform the suspect of his rights before you seized the cocaine, officer?' 'Yes, sir.' Ha! They have a lot of experience lying and they have really great teachers; they can learn from the best."

And in a national survey, about eight out of 10 cops said they would commit perjury rather than testify against their partners. It's hard to pass judgment on the choice. If we give people guns and send them out to do society's dirty and dangerous work with only their partners to protect them in the crunch, shouldn't they also be allowed a different standard of ethics and conduct?

San Jose Police Chief Joseph McNamara says no.

"Where the cover-up is institutionalized, a department will never have good morale. They'll be a bunch of hoodlums. I mean, that's just what gangsters do: the code of silence and threats against people, it's got no place in a police department...How can any policeman defend against an officer withholding evidence? The real edge we have in our work against crime is legitimacy. And when you perjure yourself you destroy that by becoming a criminal."

Chief McNamara, who has had his own battles with the code of silence, applauds Murphy's approach.

"When I first came here we had some disciplinary cases," McNamara says, "and we had the common occurrence that nobody saw anything, no one heard anything, and we just simply had to change that."

"You had to turn some negative attitudes into more professional ones...I think you can do it by what Murphy did: You hold it up to the public eye."

But in San Francisco, even though Chief Murphy and the Police Commission emphasized that any officer who decided to tell it was not the act of prostitution but the cop snow job that was the worst offense, the rank and file has not been happy about the severity of the discipline.

"I was at a party," says Anthony Marcal, one of the fired recruits, "and we didn't think we were going to be tested on it...It's a witch hunt. I think if they had thumbscrews they would use them."

Marcal's accusation makes some sense in light of Chief Murphy's subsequent failure to protect the one officer who did testify; harassment has recently forced her to take disability leave from the department. Chief Murphy has proved unable or unwilling to provide courageous ethical leadership. And today, the San Francisco Police Department remains uncertain of who it is, of what is expected, and most fundamentally, of what is right and wrong.

At present the San Francisco police force, like many big-city forces, is in transition. The transition and the accompanying confusion are partly the unintended side effects of admirable efforts to open up the department to minority officers.

Ten years ago nearly all the city's police officers were cut from a single pattern: same religion, similar family backgrounds, same schools. They shared an ethos, a sense of values and a view of life. They were a community. They are no longer that. What they are now, as classes like the 156th and 157th join the ranks, in a random vocational grouping whose main unifying trait is the desire to serve as enforcers.

Chief Murphy sees the transition as weakening the command structure of his department. He has pointed out, correctly, that younger cops by and large come from a culture that no longer emphasizes discipline. Their fathers did not, as Con Murphy's did, order their sons to join the police. Most younger cops today have no experience taking orders. Most of them did not serve in the armed forces. Instead of having fathers or uncles or older brothers who were cops, they have Starsky and Hutch as their role models.

This clash of cultures was accentuated by the Police Officers Association's initial foot-dragging in the early 1970s, when the Officers for Justice filed an anti-discrimination suit. This suit is still being thrashed out; for several years it caused a hiring freeze, during which the ranks were depleted. When hiring resumed, new officers flooded into the department, so that today one of every three San Francisco cops has been in the department five years or less. The proportion of inexperienced cops out patrolling the streets is much higher. Meanwhile it has been years since the department was free to appoint new sergeants or lieutenants. Thus, young, undisciplined cops are now out on the streets in droves, anxious to prove themselves and their toughness, while there is a dramatic shortage of field supervisors to teach them the ropes.

Faced with unsettling situations, younger officers are more likely to want to muscle their way to solutions whereas more mature cops learn the power of words. In the old, homogeneous days, the code of silence, which many cops are still trying to honor, was more effective than it could be today. Nowadays, of course, that unarticulated common culture barely exists. After work, some cops wind down at all-women's bars, others in the family kitchens eating work-cooked meals, still others in Hispanic social clubs, and so on. Another way of saying this is that the cops can't trust each other the way they once could.

It was in this context of lapsed trust and youthful rashness that what started as a party became what Chief Murphy calls "the most embarrassing incident" in his 32 years in the department. Which brings us to Officer Louette Colombano and her critical role. Officer Colombano did her duty or she snatched off, depending on your point of view. A tall, strikingly feminine woman who bears some resemblance to Joyce Davenport on Hill Street Blues, Colombano was at the Rathskeller that night because she was a filed training officer for some of the recruits.

Since the initial phone call to tell the Examiner about the incident, she has refused to be interviewed. Talk to many other cops about her and what you hear isn't flattering: "She's going for her cuckoo pension. Not bad for her, huh?" She gets more pussy on the street than any male officer. "A dyke." "The Queen Bee, a snitch bitch."

A fellow officer who knows her well describes her as having "a lot of personal charm. She's offhand, diffident, not to be wholly trusted by other cops. You've got to understand that to brown-nose, to suck up to your superior officers, is acceptable cop behavior. But Louette's female wiles help her and other cops resent

continued on page 19



# Attacking the Roots of Police Violence

## PSYCHOLOGISTS ARE HELPING OFFICERS DEFUSE THE PRESSURES AND ALIENATION THAT LEAD TO NEEDLESS VIOLENCE

by Nikki Meredith

Citizen complaints against police brutality are on the rise in many large cities across the country. Congressional hearings were held in Harlem last September because of public outrage at treatment by police. Two months earlier, a Rhode Island grand jury criticized North Kingston's police department for routinely violating civil rights. Black leaders in Montgomery, Alabama, and New Orleans, Louisiana, have expressed concern over police harassment of blacks in those cities.

Many police agencies are turning to psychologists for help. Most rely on traditional psychotherapy and stress-reduction techniques to alleviate the officers' work pressure. But others are focusing on the police environment itself as a contributor of violence. "The police culture is a sick culture. We take healthy people and make them sick," says one police psychologist who prefers to remain anonymous. "The institution itself — the policies and procedures it insists on — sabotages the mental health of police officers."

Ellen Kirschman, who has a Ph.D. in psychology and experience with other police departments, and management consultant Sue Walima have been hired by the Palo Alto, California, police to analyze policies and procedures that produce stress in officers. Kirschman agrees that the problem goes deeper than the individual cop.

"There is a direct connection between stress and brutality, but often too much emphasis is placed on stress management. That emphasis individualizes a problem that is ecological — cultural, organizational and individual — in nature and puts the whole load on the individual officer."

Some police officials insist that the current wave of lawsuits and complaints of police brutality reflects our increasingly litigious society — police are simply more willing to complain than they were — rather than an increase in police violence. But recent court decisions indicate that many of the complaints are justified; with growing frequency, federal and local prosecutors are successfully pursuing criminal charges against violent police officers.

Even more significant, monetarily at least, are civil suits. In 1978, the Supreme Court ruled that a municipality could be held liable for actions of its employees, and a record number of aggrieved citizens are turning to the courts for compensation. Recent settlements include a \$3 million award to the Richmond, California, family of a black man killed by police; \$220,000 awarded to former football player Lynn Swann and members of his family for treatment they received at the hands of San Francisco police; and a \$77,000 settlement to the family of Eulia Love, a Los Angeles woman killed by police officers who shot her eight times after she threatened them with a knife. With more than 20,000 such cases pending, insurance companies in some cities are refusing to write policies that protect the police financially against such judgments.

Moreover, two courts have recently ruled that police agencies can be held responsible for the psychological fitness of their officers. Approximately 75 agencies now offer psychological services, a rubric that covers everything from screening recruits and counseling troubled officers to helping the media and the citizens' groups better understand the cop's job.

Harvey Goldstein, director of Psychological Services with the Prince George's County, Maryland, police department, is gratified that top police officials are starting to recognize their responsibility for psychologically ill-equipped officers. "Making behavioral sciences and treatment a part of official policy has destigmatized them for the average officer," he says. "There is usually resistance at first, but in the end most guys appreciate the help."

One problem that leads to violence by police officers is alienation from the non-cop world. As Mike Roberts, a psychologist with the San Jose (California) Police Department, explains:

"Everything and everybody else is at a distance. After three to five years on the job, cops divide the world into two groups: assholes and cops."

The forces that alienate officers from the rest of society develop early. Most police officers start out believing that their work will help people and make the world a better place. But after regular encounters with drunks, pimps, murderers and rapists, and after repeated disappointments with a criminal-justice system they see as not only ineffective but working against them, they are soon disabused of their illusions. San Francisco police sergeant-inspector Al Benner, who is working toward a Ph.D. in clinical psychology, believes this early disillusionment has a profound effect on young officers:

"Most people in their early 20s still feel invincible. Although it may be on an unconscious level, police officers are stripped of their immortality at a very early age, and that's a terrible thing to lose. The rest of the

population loses it soon enough."

These feelings are not discussed in most police departments; the emphasis is on taking control and maintaining it. Taking charge at the scene of an accident or a shoot-out strewn with the dead and dying does not allow for the expression of horror. The result is a generalized numbing. "After a few years on the job, there's a real emotional shutdown," Brenner says.

This shutdown, combined with continuing exposure to the underbelly of society, drives an emotional wedge between the officer and his family and friends. One policeman told me that after dealing with the lying, cheating and hostility on the streets, he started mistrusting his friends and members of his family. "After a few years on the job, people start to tell you that you've changed," Brenner explains. "They tell you that you're not as open as you used to be, you're suspicious...just not as easygoing."

The camaraderie that develops among police officers is legendary and is considered one of the perks of police work. Goldstein, however, believes that not enough attention is paid to the self-destructive and antisocial consequences of his brotherhood. He points to the high rates of suicide and alcoholism and the shortened life expectancy of police. "The police subculture says, 'We're special, we have an enigma about us. We're different.' That difference is the problem. It reinforces machismo, the territorial ethic. On an international level, we see that one thing that keeps nations together is a common enemy. That's what operating here. Only here the common enemy isn't just criminals; it's the community at large."

The subculture retards the social development of individual officers, Goldstein says. "At what stage is that kind of groupiness appropriate? It's an adolescent stage. It keeps them from growing up, from being committed to the most important link they have to the non-police community, their marriages."

This attitude is reinforced by an infantilization prevalent in the organization and policies of police agencies. Officers are given life-and-death authority on the streets, but uncritical obedience is demanded of them within the rank structure. In the rigid police hierarchy, promotion is slow and uncertain, a situation that creates frustration for ambitious officers. According to Kirschman, this frustration, combined with anger over "soft judges" and an agonizingly slow system of justice, drives some officers to abuse their street authority and mete out justice on their own terms. Kirschman described how one officer she treated rationalized unlawful police methods.

"When he started out, there were limits, but as they weakened, his subjective evaluation came to include a plan to kill a man who raped his two stepchildren."

Goldstein says that what he and other police psychologists try to do is "psychologically inoculate cops to the stressors endemic to the job. We try to decrease the discrepancy between what they expect when they come in to the job and what they find on the street. We teach them to protect themselves against the almost necessary cynicism of the difficult job they do."

How far illegal police activity goes is controlled by the policies, spoken and unspoken, of the police chief. Official policy, of course, condemns excessive force. But a chief eager for good arrest statistics, and spurred on by a mayor committed to political survival, may allow his officers considerable leeway if they make enough arrests. Kirschman told me she was treating a police officer who was such a good "snatch-and-grab" guy that his chief ignored the often brutal means he employed to get his arrests.

This unofficial support can quickly turn into official reprimands in response to public scrutiny or lawsuits. The cop suddenly finds himself castigated by an indignant mayor or police chief, a move designed to reinforce the idea that he is a rare rotten egg, acting on his own, in an otherwise law-abiding department.

Greg Riede, director of psychological services for the Houston police, believes that psychologists can help both police and public by making department operations more accessible. To give Houston reporters a better idea of what it's like on the streets, Riede has encouraged a number of them to go through the "Shoot/Don't Shoot" training course the department started for its officers three years ago. The course, Riede told The New York Times reporter Wayne King earlier this year, thrusts officers into life-threatening situations they will face on the job.

"After two months back on the street," Riede said, "they come back and say, 'There are a lot of situations I used to jump into that I don't jump into anymore.'"

"What that does is keep the burglars from getting killed and them from getting killed. Otherwise, they are educated by Clint Eastwood — jump in and have a shootout — in which somebody, if not everybody, gets killed."

The training is designed to help officers avoid life-and-death confrontations. Exposing reporters to the training gives them a sense of how tough shooting deci-

sions are under pressure. "It is important to try to get the media to understand what it's like to be a police officer," Goldstein agrees. "When they cover a shooting, they make it sound like the cop enjoyed it. I haven't met a cop yet who enjoyed killing someone, no matter what the circumstances."

On the other hand, Goldstein points out that the "hero system" that exists in most police agencies undercuts enlightened training programs.

"If you analyze the incidents of bravery that are rewarded by departments, the hero is often a cop who decided to get in a pissing match with somebody and he shoots it out and maybe kills the guy. If the somebody who got shot is a rapist or a murderer, that looks real good, but where is the reward for the cop who talks his way out of a situation and doesn't have to shoot? He isn't rewarded for that kind of work except that he can say to himself, 'I avoided a major problem here.'"

Many police psychologists say that youth is a major contributing factor to violence on a police force — Los Angeles police psychologist Marty Reiser calls it the "John and Jane Wayne" syndrome — and most view it as a developmental phase. "During their first year on the force, police officers are very insecure and closely supervised," Riede says. "Then they move into the adolescent phase. That's when they are the most dangerous to themselves and to citizens. This is the stage when you see them wearing mirrored sunglasses and trying to carry a .44 magnum with a six-inch barrel. They spend time at home in front of the mirror, just practicing how to look like police officers. If they survive that phase, after three to five years, they become good police officers."

The seniority system further aggravates the youth problem. Seasoned cops tell stories about older, wiser partners who trained them when they were rookies, taught them moderation, taught them how to defuse a situation instead of igniting it. Riede explains that under the present system, most senior officers have had enough crime-fighting and want to deal with reasonable citizens, so they work the day shift, leaving the rookies out there together on the night shift to reinforce each other's "young buck" tendencies.

Al Casciato, the president of the San Francisco Police Officers Association, says this point is borne out by statistics in that city, where the majority of complaints are against the youngest officers on the night shift. He's pushing for a pay differential to attract senior officers to the less desirable shifts.

Both Kirschman and Goldstein point out that the traditional 20-year retirement system also creates problems by encouraging police officers to remain after they are no longer performing well. "There's no way for a bad cop to get out other than injury. There are a lot of ways of getting hurt as a cop, including taking risks that endanger both you and the community," Goldstein says.

Police agencies are highly motivated to prevent officers from getting disability retirement. Los Angeles officials, for example, estimate that it costs the department \$2.4 million if an officer is granted disability before 10 years of service. That's because the average age of death for a police officer who continues working until he's 55 is 60. If they retire early, they have a normal, longer life span, supported by the department. Kirschman believes retirement systems should be restructured to allow for 5-, 10-, 15- and 20-year careers. Goldstein says that a revamping of the retirement system would help to alleviate the developmental stagnation that exists in most police agencies:

"I'd rather have a good cop for five years than pay for him, in more ways than one, for the next 15. There is a taboo against being less than a 20-year cop."

The well-publicized success of hostage negotiations, an area in which police psychologists have been very active, is helping give talk (as opposed to muscle) greater status with officers. As Goldstein explains, "Police in our agency are very proud of the recognition we get for effective hostage negotiation. That's one example of how values can change."

The growing number of women on the force has also helped make alternative policing styles more acceptable. Once-hostile male partners have started noticing that women sometimes get results when they can't. Because of their limited physical strength, women often use words instead of force; they are usually better than male officers at offering sympathy to victims, male and female, an ability that makes questioning more productive; and their presence exerts a calming influence on violent people.

These are encouraging signs. Equally encouraging is the willingness of police captains such as Joseph McNamara, San Jose Police Chief, to work closely with psychologists, citizens' groups and police-officer organizations to modify the systems, policies and procedures that alienate officers and encourage police violence.

Reprinted from *Psychology Today* May 1984

Submitted by Jerry Schmidt



September 27, 1984

## Board of Directors Meeting

The meeting was called to order with the pledge of allegiance at 6:40 p.m. Present were Barry, Linehan, Keys, Lindo, Parenti, Novello, Dempsey, Murphy, Terry Collins, Doherty, McAlister, Woolard, Sullivan, Hebel, Dito, Fagan, Flippin, Schmidt, Duane Collins and Chignell. Excused was McKee.

The first item discussed was a letter of resignation from President Croce Casciato dated September 24, 1984 wherein he indicates that his resignation would be effective Thursday, September 27, 1984 at 12 noon. Also discussed were two letters addressed to the Board of Directors and members of the San Francisco Police Officers' Association, both dated September 24, 1984 wherein President Casciato, based on an interpretation of Article IV, Section 2e of the Constitution and By-Laws of the San Francisco Police Officers' Association, had appointed Secretary Gerry Schmidt to the office of Vice-President and Theodore Schlink to the office of Secretary. These appointments were to have taken effect September 24, 1984 at 8:00 a.m. Further discussions centered around a legal opinion submitted by Attorney Ralph Saltsman at the request of Brother Bob Barry relative to the question whether the Vice-President of the San Francisco Police Officers' Association becomes the President of the Police Officers' Association upon the resignation of the President during an unexpired term, given the factual circumstances as follows:

1. The incumbent vice-president is granted an authorized leave of absence from the police department in order to pursue personal business
2. The incumbent president of the Police Officers' Association appoints an active and eligible member of the Police Officers' Association as vice-president of the Police Officers' Association, and
3. The president of the Police Officers' Association tenders his resignation as President.

A question arose at that point as to whether both Brothers Paul Chignell and Gerry Schmidt were going to assert claims to the position of President of the San Francisco Police Officers' Association. Brother Schmidt then indicated his feeling that Paul Chignell, for reasons legal and otherwise, should succeed to the position of President of the Police Officers' Association and furthermore hoped that this might be an opportunity to generate unity, not only in behalf of the members of the Board but all of the members of the Association as well. It was then M/Hebel S/Linehan that the Board of Directors of the Police Officers' Association formally acknowledge Paul Chignell as its President. The motion passed unanimously with Chignell abstaining.

President Chignell then swore in Brothers Roy Sullivan and Don Woolard as POA representatives from Headquarters Company and Tactical respectively.

It was then M/Schmidt S/Hebel to approve the Treasurer's report as circulated to members of the Board. The motion passed unanimously on a voice vote.

A discussion then ensued regarding the Q-60 Lieutenants' Examination and appointments. It was noted that at the Board meeting of July 24, 1984, it was M/Rapagnani S/Schmidt that the POA demand documentation of how inter-rater reliability was established among raters of the Q-60 Operational Task Series; furthermore that if necessary, the POA support Brother Novello in presenting this position to the Civil Service Commission. In order to clarify the POA's position, it was then M/Murphy S/Linehan that the POA support any and all candidates in seeking documentation of how inter-rater reliability was established among raters of the Q-60 Operational Task Series. That motion passed unanimously on a voice vote.

Brother Barry then read a letter from Brother Curtis Dowling who is requesting a reduction in legal fees due the POA as a result of a settlement he had received from PG&E from an incident that had occurred in August of 1981. It was then M/Hebel S/Terry Collins to support the Screening Committee's previous decision to deny Brother Dowling's request. The motion passed. Voting yes were Barry, Keys, Lindo, Novello, Dempsey, Murphy, Terry Collins, Doherty, McAlister, Woolard, Sullivan, Hebel, Dito, Flippin, Schmidt and Chignell. Abstaining was Fagan.

### SPECIAL ITEMS

It was then M/Terry Collins S/Fagan to purchase four tickets to the 40th Semi-Annual Convention and Banquet being conducted by the San Francisco Police Officers' Wives Association in conjunction with the Peace Officers' Wives of California Affiliated. \$24.00 per person x 4 - \$96.00. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Barry to purchase two tickets to a function in behalf of Kevin Starr who is a candidate for the Board of Supervisors to be held on Tuesday, September 25, 1984. \$150.00 per person x 2 - \$300.00. The motion passed unanimously on a voice vote.

It was then M/Linehan S/Hebel to purchase two

tickets to a function in behalf of Supervisor Harry Britt to be held on Tuesday, October 9, 1984. \$100.00 per person x 2 - \$200.00.

the motion passed. Voting yes were Barry, Linehan, Keys, Lindo, Novello, Dempsey, Murphy, Sullivan, Hebel, Fagan, Schmidt and Chignell. Voting no were Terry Collins, Doherty, McAlister, Woolard, Dito and Flippin.

It was then M/Terry Collins S/Fagan to purchase 25 tickets to a function in behalf of Paul Chignell, Candidate for the 9th Assembly District held on Thursday, September 20, 1984. \$40.00 per couple x 25 - \$1,000.00. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Flippin to purchase two tickets to a function honoring the San Francisco Women, including Dr. Carlota Texidor del Portillo, member of the Civil Service Commission, being held by Mayor Dianne Feinstein in conjunction with the San Francisco Commission on the Status of Women being held on Friday, November 2, 1984. The motion failed. Voting yes were Keys, Murphy, Terry Collins, Flippin, Schmidt and Chignell. Voting no were Barry, Linehan, Lindo, Novello, Dempsey, Doherty, McAlister, Woolard, Sullivan, Dito and Fagan.

It was then M/Terry Collins S/Linehan to approve the August 21, 1984 POA Board Meeting Minutes as printed in the POLICEMAN newspaper with the stipulation that Brother Terry Collins be carried as excused as opposed to absent. The motion passed unanimously on a voice vote.

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

Respectfully submitted,  
Gerald J. Schmidt  
Secretary

September 24, 1984

Dear Member:

On September 19, 1984 I was appointed to the Civil Service rank of Lieutenant. The appointment was from a list which was established after many years of litigation.

Consultation with my private attorney, family, and friends about the effect of the appointment leaves me no alternative but to resign the office of the President of the San Francisco Police Officers' Association effective September 27, 1984, 1200 hrs.

The causes and reasons for this decision are:

1. Due to the form of the decision handed down by Judge Wonder in the litigation concerning the Q-60 exam, I must accept appointment immediately or lose any standing on the list. To continue on leave would forfeit my right to promotion.

2. The economic consequences of losing that promotion would fall most heavily on my family; and, my responsibilities to my wife and children must come before any other consideration.

While I accepted the office of president knowing it carried a two-year term — no one could have predicted either the timing or the form of the resolution of the challenge to the Lieutenant's examination.

I feel satisfied that I have provided strong leadership during a period which has seen both on-going internal conflicts within the Association and increased external pressures due to a wide spectrum of influences. While both of these conditions have made my tenure that much more difficult, and while I have not accomplished all I'd hoped to back in 1983; what we have accomplished together has been substantial. In particular I will remember the passage of the night-differential charter amendment, passage of the ordinance limiting payment of overtime to 14 days after close of the pay period in which worked, and the establishment of solid, dignified working relationships with all specters of the San Francisco's body politic from the Chamber of Commerce to City Hall to the neighborhoods, as the positive highlights during an otherwise very troubled period.

In closing I hope and pray that you will understand why I must resign and urge you to become involved in our association which has such a tremendous daily impact on both your personal and professional lives.

Faternally  
Al Casciato  
(Croce A. Casciato)  
President

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September 17, 1984

Dear Mr. Casciato:

The Human Rights Commission of San Francisco, in action taken at its regular meeting of September 13, 1984, upon the request of the Lesbian/Gay Advisory Committee, voted to write to express its deep concern regarding the article which appeared in the July, 1984 edition of *The San Francisco Policeman*, the official publication of the San Francisco Police Officers Association. This article continually exudes anti-Gay statements, exhibits extreme homophobia, and is signed by six individuals who use their titles as police officers to add credence to their statements.

The article, under the byline of Inspector Jim Higgins, Robbery Detail, characterizes the homosexual lifestyle as immoral, inferring that it should be made illegal and that it is in violation of "God's law and nature's law." Mr. Higgins, a member of Cops for Christ, in this article concludes with a statement that the appointment of a homosexual Police Chaplain is a "humiliation" to the department.

While the Commission is in support of the author's right to freedom of speech, it objects strongly to action by the signers of this letter to publicly use a title representing the City of San Francisco in espousing personal prejudicial beliefs. Your action to publish this article in *The San Francisco Policeman* serves to further support these views, which then inflames a distrust in a community your officer members have been hired to serve. The fact that one of the signers of the article is assigned to investigate a Gay-related murder is frightening to a public expected to hold faith in an investigator's ability to act impartially in this case.

Please clarify the editorial policy of your association regarding the publication of articles displaying such a personal bias.

The Commission need not remind you that members of the Lesbian and Gay population of San Francisco have often been the target of bizarre and life-threatening physical attacks. We need not search very far for evidence of this, as we have a recent example in the murder of John O'Connell, a Gay man, who appears to have been specifically chosen as the focus of violence because he was homosexual. The history of San Francisco is replete with such examples.

It is our experience that the direct result of the publication of articles such as the one authored by Mr. Higgins is to give official credibility and sanction to an anti-Gay bias, which can then easily be inflamed to violence. This is counter to the mandate of the Police Department which, as you are aware, is to keep the peace.

We ask you to give a great deal of thought to your editorial policy and to act responsibly to modify it in light of the knowledge that to the public your publication reflects the spirit of the San Francisco Police Department and the City itself.

We look forward to a reply which will, hopefully, give indication of an improvement in your editorial policy. Thank you for your attention to this matter.

Very truly yours,

Commissioner Brenda K. Wade, Ph.D.  
Chairperson

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# LETTERS

## A Touch Of Class In The Face Of An Unknown Future

Gentlemen:

I would like to thank POA President Al Casciato for his tremendous support during my recent suspension, hearing, and termination. Al showed great concern for my family, financial situation, and my future and well-being during the past few months. During all the commission hearings he showed great concern for everyone involved and did whatever he could to make the going easier for all of us.

John Prentice worked untiringly as my attorney in what everyone knew was going to be an uphill fight. Mr. Prentice also showed concern for my family and went much further for me than he had to professionally.

Many officers lent their support and encouragement, but of particular support were Officers White (Academy), Jotak (Potrero), McCarthy (Communications), and Ex-officers Hession and Balestreri.

Although it is hard to find good in a situation like the one I've just been through, to know people like the aforementioned officers were behind me, made the ordeal much easier.

Although I haven't decided yet whether I will appeal the Police Commission's ruling and try to re-join the force, I will always wish the best for all of the department for a prosperous, fulfilled, and safe career.

Sincerely

Ed Ruppenstein

## Police Sweeps

Dear Supervisor Hongisto:

I'm going to take issue with you on your investigation of police in the sweeps in Hallidie Plaza and other parks. What kind of a cop were you? In your time we didn't have all the loonies and stinkos around harassing people. How many more 15-year olds are going to be murdered if the police can't sweep.

As for the A.C.L.U., they are nothing. They are making this city worse. Who wants to sit in a Plaza or Park with a bunch of winos, stinkos, and you name it — I don't! Maybe you had better see some delousing at the hospital here then you might have thoughts.

Take a good hard look at what happened to Macaulay Park. A Park full of fights, stabbing, etc., named after a police officer. It's a disgrace to the Police Department, the Macaulay family, and the officer.

Sincerely,  
Mary T. Kelly

## A LACK OF CONFIDENCE

Hon. Dianne Feinstein  
Mayor of the City of  
Dear Mayor Feinstein:

I am writing to ask that you address the issues coming out of the article, "The Unbalanced Scale" in the July issue of the Policeman newspaper, written by members of Cops for Christ. There is an allegation made in this article that the breakdown in the moral ethics of the SFPD, evidenced in the Rathskeller incident, is in great part caused by the exposure of homosexual life styles during the training for new police recruits. The article alleges that the appointment of a homosexual Police Chaplain has caused members of the police department to be humiliated. The article basically blames the gay community for the deterioration of ethics within the Department. Further, approximately one month after this article was published, one of its six signers, Inspector Ed Erdelatz of Homocide, was assigned to lead the investigation of a gay murder.

This article has once again created a lack of confidence in the police department to serve the needs of the gay community. It was estimated in the Mayor's Victim Survey Taskforce Report that 80% of gay victims of violence did not report their assaults to the police. How can gay people be expected to report to the police and to work with the police when front page articles in the Policeman newspaper allege that we are the cause of the moral deterioration of the Department solely for being who we are?

Inspector Erdelatz heads a gay murder investigation where the assailants have been arrested and I am personally gratified that he was able to act beyond his self-disclosed bias. However, confidence that the next officer charged with finding the assailants in an anti-gay assault is sorely lacking. How can members of a community trust that their attackers will be apprehended when members of the very body responsible for that task have called for our jobs and have condemned our lifestyles?

The Police Department and the City of San Francisco will not allow police officers or any other city employee to publicly espouse the beliefs representative of the Ku Klux Klan. Racist epithets are not tolerated in our city, nor should they be. The correlation is clear: the City of San Francisco should not tolerate the public espousal of anti-gay statements by its personnel. This is not a matter of First Amendment Rights. When publically stated by a city employee, par-

ticularly by someone with the authority equivalent to a police officer, that statement is a detriment to the proper functioning of the City.

If as the director of a city funded gay agency I were to publicly condemn heterosexuals and assert that their immorality deteriorates the quality of life in San Francisco, I doubt that I would on the payroll for very long. At the very least the criticism directed at me would be public, swift and severe. And rightfully so.

I trust that you will appreciate and support our concern in this matter.

Sincerely,  
Diana Christensen  
Executive Director

## Dear Chief

Dear Chief Murphy:

I intended to write to you sooner, but I couldn't find the time to do so. During the Democratic Convention, I think the police officers in San Francisco did a wonderful job. The people in San Francisco should be very proud of their police officers. Remember, while the convention was going on, your police officers had their hands full, with all the scums, from other cities, and town with their bad demonstration, were giving our officers and the public a very bad time/those scums started throwing bottles, rocks and sticks at them. Why can't the officers defend themselves? I can't understand why the investigation has to be carried on. Task squad, all the officers did their job.

As for the officers who carried signs, did not disgrace our city, they did not disgrace our police department. They were minding their own business, having their little fun on their break. They were very polite, no shouting, and they were very dignified and they had a very good sense of humor. They shouldn't be disciplined. I can not understand why these men should be investigated. I was there.

Whoever is in charge of the Sergeant exams should be investigated. I read the papers. I understand the men and women who took the written examination had a high score, ones who failed in the written exams, were qualified to take the oral. That is discrimination.

The Mayor and the Supervisors ought to take time out to praise our officers. They are human beings. We have a lot of troublemakers out there. We don't need drug pushers, we don't need murders. Our officers are trying very hard to protect us, as for the people who break the law the ones who cause the trouble. Chief, you are doing a good job.

Thank you for listening to me.  
Citizen Who  
Cares

## Thanks

Croce A. Casciato,  
President  
San Francisco Police  
Officers' Association

Dear Croce:

The officers and members of the San Francisco Veteran Police Officers' Association wish to take this opportunity to thank the San Francisco Police Officers' Association and its committee members for expediting the passage of current pay formula which is so beneficial to all of us.

With every best wish for continued progress and success in the future.

Very truly yours  
Otto Elvander,  
President

August 6, 1984

Police Officers Association  
c/o Commander Ray  
Canepa  
Hall of Justice  
Dear Sir:

I would like to take this opportunity to thank you for the generous check that you gave us for Silver Tree Day Camp. The money will be used in our arts and craft program which provides crafts for our day campers.

Thank you again, and I hope you and your Officers have a pleasant summer.

Sincerely,

Marty Heer  
Recreation Director

San Francisco Police  
Officers Assn.  
Al Casciato  
510 Seventh Street  
San Francisco, CA 94103  
Ladies & Gentlemen:

Thank you very much for your contribution of \$150.00 to the Committee to Re-Elect Quentin Kopp. I appreciate the kind thoughts reflected by your contribution.

Please be assured that your contribution will be used efficiently and effectively in pursuit of the campaign, and that I shall try to continue to try to provide the highest standard of leadership and representation to all of the people of San Francisco.

Sincerely yours,  
Quentin L. Kopp

## Thanks

Editor San Francisco  
Policeman  
510 7th St.  
San Francisco 94103

Dear Sir:

I would like to bring to the members' attention the job Mike is doing regarding the area of disability pensions. Many members such as myself have benefitted from his effective and efficient work. Many thanks to a dedicated and ambitious officer.

Sincerely,  
Sgt Robert E. Kelly, Ret.

## A Police Officer's Job

Editor:

Getting rid of degeneracy is certainly a police officers job. Making the streets safe for all citizens and enforcing all laws is why we have a police department — that is what prevention is all about. The criminals given free reign to commit sodomy and oral copulation in and around hundreds of taverns, parking lots, parks, etc. only cause more and varied criminality. San Francisco has become a reservation for degeneracy and I applaud the Cops for Christ in their stand against such evil. God Bless.

Tom Ryan #38 (Retired)

## Former Supporter

Mr. C. Casciato

I have supported your organization in the past, both financially in theory, because I believed your members to generally perform a very difficult public service well.

I now discover that some police officers, with tacit approval from the POA, openly espouse a self-righteous morality which makes a mockery of the principles upon which both this country and the Christian ethic are based. I believe it is impossible for a bigoted, hateful person to provide police protection for all the people of this city.

Therefore I sadly withdraw my support. I am returning, without remittance, one (1) ticket to the POA Annual Variety Show which I had previously pledged.

I would like to add that I realize many of your members are in fact excellent public servants who perform their jobs well and unbiasedly, and for these I am extremely grateful. It must be very hard to maintain perspective when working closely with the Cops for Christ and others who would have us believe that only certain members of our complex society are deserving of their attention. It is a shame that these fine officers will, by virtue of association alone, be sullied as well in the minds of San Franciscans.

Sincerely;  
C. Hjort



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## DISTRICT ATTORNEY INVESTIGATOR NAMED AS CHIEF OF UNIT

"It is with great pride and pleasure that I announce John E. Majka's appointment as Chief of the District Attorney's Investigations Unit," District Attorney Arlo Smith said today. "We spent the last month interviewing an extremely qualified field of applicants," Smith explained, "and all of the people interviewed brought impressive backgrounds and credentials. The most qualified, we determined, was John Majka, Chief of the District Attorney's Special Prosecutions Investigation Unit."

Majka, who as 36 is a five year veteran with the District Attorney's Investigations Unit, replaces Jack Cleary who retired from the position last month, 28 years after joining the City's law enforcement system.

Born in Erie, Pennsylvania, Majka attended South San Francisco High School and received his bachelor of science degree from the University of San Francisco. He has received the certificate in criminal justice from the University of California at Santa Barbara and his community college teaching credential from the University of California at Berkeley. Majka is a graduate of the 116th class of the F.B.I. National Academy in Quantico, Virginia.

Majka's specialized law enforcement training also includes the Oakland Police Department's Middle Management School; the Hostage Negotiation and Homicide Investigation Schools of San Jose State University; British criminal justice studies in London, England; the Police Executive Development Course; the School of Public Administration, University of Southern California; the Field Evidence Technician Course and a legal education program at California State University at Long Beach; and basic Police Academy at the San Mateo County Police Academy.

An Army veteran who saw service in Vietnam, Majka was a member of the 25th Infantry Division's Police Corps. A sergeant, he was awarded the Bronze Star, the Bronze Star with Oak Leaf cluster, the Republic of Vietnam Campaign Medal, the Vietnam Service Medal and the National Defense Service Medal.

In 1971, Majka joined the City of Brisbane's Police Department as a patrolman and rose through the ranks becoming sergeant, lieutenant and finally a captain

with the department in 1979.

During his tenure with the Brisbane Police Department, Majka was also a sergeant in charge of the Northern San Mateo County Narcotic Enforcement program with the San Mateo Sheriff's Narcotics Task Force in 1974 and 1975. He combined his law enforcement expertise with supervisory and administrative ability in both positions.

In the latter part of 1979, Majka joined the San Francisco District Attorney's Office where he was a chief investigator of the Special Prosecutions Unit (the District Attorney's specialized white collar crimes unit). He was responsible for the supervision of personnel and direction of major criminal investigations involving organized crime, major criminal conspiracies and official corruption.

Majka's law enforcement awards include two commendations from the San Francisco Police Department; the Peninsula Lions Club Meritorious Service Award; the San Mateo County Outstanding Service in Narcotic Enforcement Award and three awards from the City of Brisbane for heroism, service and academic performance.

Majka is married to Mary Ellen O'Toole, a special agent with the Federal Bureau of Investigation's San Francisco Division.

As Chief Investigator for the District Attorney's Office, Majka will head a staff of 41 investigators who — divided into teams — investigate organized crime, career criminal, welfare fraud, homicide, consumer fraud and other cases. In addition to its investigatory capacity, the unit also prepares exhibit material for trials, executes search warrants with the police department, protects and escorts witnesses for the prosecution, performs background checks and assists law enforcement agencies throughout the State and Nation.

"John was named acting chief of the Unit when Jack Cleary retired," District Attorney Smith said. "And he handled the job exceptionally well during that interim period and lived up to all expectations. I feel sure that we made the right choice and the Investigations Unit will continue its outstanding record under his direction," District Attorney Smith concluded.

## REPORT OF COURT HEARING A-35/Q-50

On September 21, 1984 Judge Peckham heard oral arguments on a number of issues including the POA's request that Judge Peckham remand the case entitled *Torres v. City and County of San Francisco* back to the State Court, or, in the alternative, issue a Preliminary Injunction prohibiting the Civil Service Commission from rescinding its vote establishing the original weighting system and voting in a new weight of 100% for the oral component.

Ralph Saltsman argued to the Court that whether the *Torres* case stayed in the United States District Court or was sent back to the Superior Court, state law must be applied and the injunction must be ordered. The Court tentatively ruled that the motion for remand be denied but that the motion for preliminary injunction be granted. If granted, the original weights would be re-established and a test on the validity of the exam would be inevitable.

Also on calendar were two (2) requests by the Public Advocates that the City be held in contempt for failure to reach entry-level minority and women goals and against the POA for filing the *Torres* case in State Court. The contempt argument against the POA was held in reserve pending a ruling by the Court on the POA's motions. The Court tentatively ruled that the contempt request concerning women (entry-level) should be subject to an evidentiary hearing.

Before concluding the day-long hearings, the Court ruled that the City should compute and identify, confidentially to the Court, those candidates who would appear both on the list created by the original weighting system and coextensively on the list on the 100% order weight system.

### STATEMENT BY SAN FRANCISCO DISTRICT ATTORNEY ARLO SMITH

"At the request of San Francisco Chief of Police Cornelius Murphy, the District Attorney's Office is conducting an investigation into reports concerning the service of warrants by the police at Lord Jim's, a Polk Street bar," District Attorney Arlo Smith said recently.

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# Black Officers Seeking Action on Disputed Test

by JOYCE PURNICK

A lawyer for an organization of black police officers said yesterday that the group wanted the city either to throw out the results of the latest sergeants examination, which few black and Hispanic candidates passed, or to promote officers based on a racial quota.

Figures made available on Thursday showed that only 1.6 percent of the black candidates and 4.4 percent of the candidates of Hispanic origin passed, composed with 10.6 percent of the white officers who took the test. The black group, the Guardians Association, charged that the impact of the examination, though not the test itself, was discriminatory.

Robert David Goodstein, one of the group's lawyers, said that if a quota system is imposed, 12 black officers should be promoted for every 100 whites, reflecting the black-white ratio of the 11,593 officers who took the test. He did not mention Hispanic officers.

He recommended that the city draw up two lists of officers who took the test — one of black candidates, one of whites. The officers would be listed in order or ranking on the test, and those who scored highest would be offered promotions first.

"I'm against racial quotas," Mayor Koch said yesterday in a news conference in his City Hall office. He said the city would decide next week on how to proceed in the matter. Police Commissioner Benjamin Ward has declined comment on the results.

The sergeants examination, which was given in June 1983, had been specifically designed to overcome racial and sexual biases, in accordance with a legal agreement reached in 1981. It was the first time any test had been given for sergeant since 1978.

In a series of civil-rights lawsuits, the Federal Government and black, Hispanic and women's groups had charged that the test for promotion to sergeant discriminated against members of minority groups. Exams for other ranks have also been challenged.

Under the 1981 settlement, the city hired private consultants at a cost of \$500,000 to develop a new test. The developer, selected in consultation with the plaintiffs,

was Assessment Designs Inc. of Orland, Fla.

Frederick Frank, the executive vice president of the company, declined to speculate about the high failure rate among black and Hispanic candidates. So did Mayor Koch, the city's personnel director, Juan U. Ortiz, and Officer Marvin Blue, president of the Guardians Association, who failed the test.

Of the 1,037 men and women who passed, only 3 black and 18 Hispanic candidates ranked in the top 350 — the number of sergeant vacancies. Other factors, including points for seniority and military service, could result in a slight shift in the figures, said Alice T. McGillion, the deputy police commissioner for public information.

Mr. Blue's group is not contending that the test was racially biased. The issue, according to another lawyer for the Guardians, Kenneth Kimerling, is whether its impact was discriminatory. Federal rules and court cases have determined, he said, that if the passing rate for whites, the examination is determined to have a discriminatory impact.

According to Mr. Kimerling, if the case goes to court, New York City would have to show that the test is valid and job-related, that the test chose those qualified and excluded those who were not. Under the agreement, the plaintiffs have until early October to decide whether to sue the city.

The passing rate for minority candidates on the 1983 ballot was only slightly different than in 1978, 1.8 percent of the blacks passed, compared with 1.6 percent this time. About 3.5 percent of the Hispanic candidates passed in 1978, compared with 4.4 percent last year.

White candidates did significantly better in 1983. Only 5.1 percent of the white officers passed in 1978, while 10.6 percent passed last year.

Women did better on the 1983 test as well. Fifty-seven women, 8.3 percent of the women who took the examination, earned passing grades last year. Only 9 women out of 357, or 2.5 percent, who took the 1978 test passed.

Reprinted from the New York Times

## RETIREMENT SYSTEM ELECTION NOTICE

The Retirement System's general manager has recently announced that the term of Peter Ashe, a City employee member on this Board, will expire on February 20, 1985.

Nominations of any active member of the Retirement System for membership on the Retirement Board to serve five (5) years will be received at the Board's office (770 Golden Gate Avenue, Room #260) through October 3, 1984.

Each nomination must be in writing on forms provided by the Retirement System and must be signed by no less than 20 (active System members) persons making the nomination.

The Retirement election will occur after January 22, 1985 by the City's Registrar of Voters. Ballots will be counted on February 15, 1985. The individual receiving the highest number of votes will be certified by the Registrar of Voters to the Retirement Board as having been elected, for a term commencing February 20, 1985 and expiring on February 20, 1990.

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# SPORTS

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#### ALPINE MEADOWS, CALIFORNIA

##### California Police Winter Olympics:

###### Alpine Events

January 27 - Registration\*\*  
January 28 - Slalom  
January 29 - Giant Slalom  
January 30 - Modified Giant Slalom  
January 31 - Dual Slalom

###### Nordic Events

Registration  
X-country clinic  
3X1k relay  
Biathlon  
5k  
Special Race Open to all Police Officers:  
February 1 - Dual Slalom to be held at Squaw Valley  
North American Police Winter Olympics:

###### Alpine Events

February 3 - Registration  
February 4 - Slalom  
February 5 - Giant Slalom  
February 6 - Modified Giant Slalom  
February 7 - Dual Slalom

###### Nordic Events

Registration  
X-country Clinic  
3X1k Relay  
Biathlon  
5k

\*The competition portion of the California Police Winter Olympics is only open to California Police officers. All other police officers in North America are more than welcome to participate in the skiing dis-

counts and awards ceremonies.

\*\*Registration will be open each day.

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Competitors will be competing in their own age-groups and ability levels.

Retired police officers are also eligible to participate.

## TOUR DE TAHOE '84

by Bill Cooke, Co. A

On Tuesday, Sept. 25th, 13 fellow officers left Co. A to challenge the Lake Tahoe mountainous terrain on various means to bicycles, in the hopes of completing the 71.5 mile circuit. This was the second year of hopefully an annual event, which had riders from every station except Richmond and Southern. The actual ride was conducted on Wednesday, the 26th, starting at 9 am and a cool 44 degrees. Everything began smoothly with Pete Thoshinsky and Jerry 'Snake' Salvador narrowly missed being stuck by a car just crossing the street from the motel. Jerry followed that trick with falling over and flipping onto his back at our first stop three miles into the ride. After a pep talk by 'Team Leader' Terry Collins, our group attacked the first tough barrier, Emerald Bay, which is very steep and full of switchbacks. Showing determination and strength, everyone charged to the top where we took our first of many rest stops. During this stop, Kevin 'Slippery Fingers' Dillon, dropped his wife's most valuable camera off the side of the road and partway down a soft dirt cliff. Due to the extreme danger and his lack of seniority, Dave Elliott was nominated to make the difficult attempt to rescue the camera. We lowered him by rope about 25' to where Dave was able to successfully grab the camera thereby saving Kevin's marriage. We continued our ride to about Meeks Bay (25 miles into ride) where Dave Herman had a breakdown. Not his back but his surgically reconstructed knee. Into the sag wagon Dave went doing his 'Chester' imitation all the way. After refreshments the rest of us began wheeling our way towards northshore and realized, we lost one rider, Lou Perez, who became a runaway by not stopping for lunch, refreshments, or anything. Lou later explained that he wanted to hurry back to the motel to watch his favorite soap. The rest of us had a pleasant lunch in Kings Beach despite being attacked by a swarm of bees. Our next casualty was Nelson Lum, who died of cramps and overall fatigue and the base of Spooner's grade (50 miles into ride). Vince Cantazaro and Al Melendez led the way up this 7 mile long winding hill. Al probably had the most comfortable ride all day by using a mountain bike which had a wider range of gears than the typical touring machines. After Spooner's grade the remaining 10 miles was rolling hills that strained our weary legs and lungs. It wasn't until we reached the jacuzzi at the motel that Bob Ribeiro, who throughout the ordeal suffered in silence, finally made news waves by declaring, 'That was fun! I'll do it again next year!' The next two hours were spent with twelve guys in a jacuzzi built for half that many, downing cold beers and reliving the ride.

All in all, the entire ride went off extremely smooth with much credit going to George Malim who was our

understaffed-overtaxed sag wagon for the for the second year in a row. Special thanks go to Nomad Cyclery, 24th Ave. & Irving, for the complimentary T-shirts and water bottles.

## RUNNING THROUGH MY MIND

by Walt Garry

A few months back the New York Police Department issued a challenge to the SFPD to better their performance in the Manufacturers Hanover Corporate Challenge Run held in that city in early June. It then came to our attention that the Manufacturers Hanover Challenge Series was sponsoring an event in and around the area of Justin Herman Plaza, covering the same distance, on June 27th.

The invitation was accepted and the word went out. With a size ratio of roughly 10 to 1 in New York's favor, it was felt that the more members entered the better chance we might have to capture one of the divisions. Runners were to be scored on a team basis. A men's team consisted of five, a womens, three and a co-ed entry was two men and two women. With over 2,500 persons running only a 3.5 mile course the starting line resembled a mini Bay to Breakers.

The first to cross the line for the Department was JOHN PAYNE Co. E. in 19:58, rounding out the rest of the SFPD "Blue Team" were BILL COOKE Co. A, LOU PEREZ Narco, DENIS O'LEARY Co. E. and TOM O'CONNELL Co. K in a combined time of 105:02. SFPD "White Team" with MORGAN PETERSON and MIKE SHUBIN, Juvenile, FRANK DONAHUE Co. G. STEVE VENTERS Co. A and JEFF BROSCHE Homicide finished with a total of 122:36. SFPD "Red Team" included JOAL HARMS and BEN McALISTER Co. K, NELSON LUM and KEVIN DILLON Co. A finished in a time of 118:00.

The Women's team consisted of ANN CAZAHOU Co. F, LYNETTE HOUGE and MARY DUNNIGAN Co. H came across in a total time of 105:06. The persons of the hour, however, were the co-ed team recording collectively a time of 98:47 three minutes faster than their challengers. MARTY WALSH, Investigations, crossed in 22:38 JANET CAMPBELL (Resigned) 23:51 DENNIS NORRIS Co. H 23:33 and STEPHANIE GEAR Co. B in 28:45.

The top NYPD mens team completed their race in 94:00 and the women in a very fast 76:00. Medals were presented to members of the co-ed team by Manufacturers Hanover.

The San Francisco Marathon Organization extended a special invitation to department members to enter this year's classic. An award was offered to the fastest San Francisco Officer in addition the top three finishers

## GOLF CLUB NEWS

On Monday, October 1, 1984 fifty-two members and guests of the San Francisco Police Golf Club played Diablo Creek Golf Course in Concord.

Under ideal conditions there were five players who were in the seventies. Yours truly was the low gross winner with a seventy-three. This was a career round as it included sixteen pars.

Others in the seventies were: Johnny Phillips 76, Con Nichols 77, and Tom O'Connor and Bob Sheahan with 78's.

The low net winner was John BuBose who shot 84 and with his twenty-three handicap had a net sixty-one.

The flight winners were: first, Johnny Phillips and Con Nichols; second, Vic Macia and Bill Grosz; third, Bill O'Connor and Fred Fegan; and fourth, Joe Perrone and Ed Cassidy.

The guest flight was won by Jim Brown followed by Ray Gomez and Jim Petrie. Brown and Petrie are playing in the guest flight until they play sufficient games to establish a handicap.

The hole-in-one winners were Vic Rykoff and Tim Hettrich who were 11'4" and 12'3" away respectively at the seventh hole.

The club's next tournament will be held Friday, November 16, 1984 at Bennett Valley Golf Course in Santa Rosa.

The final tournament of the year will be at Harding Park in San Francisco and will include carts, tee prizes, lunch, a shotgun start, and dinner following with an open bar and wine with dinner. We are encouraging all participants to bring their wives to dinner at a place to be confirmed.

The San Francisco Police Golf Club is going to co-sponsor along with some Mission District merchants a tournament honoring the memory of Officers Jim Stevens and Charlie Anderson who had worked at Co D for most of their careers and were former members of our club.

The cost of the dinner is tentatively set at \$20 and the cost of the tournament will be \$50. It will be limited to one-hundred and forty-four players on a first 'pay' basis. Call Capt. Vic Macia, Co D for details.

Jerry Cassidy, Co K, Solo's



SAN FRANCISCO MARATHON - 1984

L. to R. John Payne, Lou Perez, Mike Mahoney, Bill Cooke

would compete against other city and government agencies for a special trophy. an added surprise was announced when The Friends of the Police Department committee offered to purchase uniforms for all the Marathon entrants as well as sending the first two SFPD finishers to New York to compete against the NYPD finest in that cities famed Marathon. With the last announcement training picked up noticeably.

The morning of the race the ten who had survived training without incurring injury or who were not on DP met briefly a Park Station, exchanged Good Lucks and headed for the starting line near the band concourse. It was a four man race most of the way with the lead changing at a couple of locations through out the city. The order of finish produced a surprise or two with MIKE MAHONEY Co. C winning in 3:00:25, and the added bonus of qualifying for BOSTON as a Master. Next was LOU PEREZ, 3:07 followed by BILL COOKE 3:08, JOHN PAYNE 3:10, TOM O'CONNELL 3:24, MORGAN PETERSON 3:43, LOU BRONFELD Co. E, 3:57, MARTY WALSH 4:04 and ISIAH NELSON, Burglary, in 4:18. Another sweet victory is that we bettered the Fire Departments top three finisher by 59 minutes.

Our department continues to be well-presented at the Oakland Fire Dept's Brass Pole Run. This year we placed, second in the Police Division with BILL COOKE, LOU PEREZ and MORGAN PETERSON. MORGAN, in addition won the Police Master trophy.



# SPORTS

## Soccer News

by Frank Machi (Academy)

### FIFTH NORTH AMERICAN POLICE SOCCER TOURNAMENT SAN FRANCISCO, CA. 1984

On Sept. 7, 8, 9, San Francisco was host to the 1984 North American Police Soccer Tournament. This was started five years ago in the Northwest by the Vancouver Police Dept. It has since expanded to include teams from primarily the West Coast, however, teams from the Mid-West and South-West have now made commitments to participate, which means still more expansion. The participants were guests at the newly refurbished Cathedral Hill Hotel, whose staff did an excellent job of making sure that their stay was pleasant.

The Tournament really began on Thursday, September 6 at a cocktail party hosted by both San Francisco teams, the "Knickers" and the "Killer Bees." From 6:30 to 10:30 p.m. we renewed friendships from last year's tournament and made new friends with the first time participants. Everyone seemed to really enjoy themselves, particularly the Canadian contingent.

#### 5th NORTH AMERICAN POLICE SOCCER TOURNAMENT DIVISION I

- 1) SAN FRANCISCO INT. ARPT.
- 2) LOS ANGELES SHERIFF DEPT.
- 3) VANCOUVER P.A.C.
- 4) BURNABY DETACHMENT R.C.M.P.

#### DIVISION II

- 1) SAN FRANCISCO P.D. #1
- 2) LOS ANGELES POLICE #1
- 3) SASKATOON CITY POLICE
- 4) ALAMEDA COUNTY SHERIFF

#### RECREATIONAL DIVISION

- 1) VANCOUVER JUSTICE
- 2) SAN FRANCISCO POLICE #2
- 3) KING COUNTY POLICE
- 4) LOS ANGELES POLICE VETS
- 5) SEATTLE POLICE
- 6) PORTLAND POLICE
- 7) SANTA CLARA SHERIFF DEPT.



Don "Ninja" Woolard stops the attack of the King County Sheriff's team.



Mike "Knucklehead" McFadden shows off the killer bee defense.



Pat Mullins uses his head for a goal as Dave Herman looks on.

At 0900 Hrs. Friday, September 7, the actual play began, with the first games being in the Recreational Division. These teams were made up of either first year teams or teams whose age and skill level placed them in this division. Play was alternated with the Open Division, whose teams were more experienced and more competitive. The weather was typical San Francisco in September, sunny and warm. The warm weather was also effective in increasing the sales of "Bud" at the refreshment stand.

San Francisco P.D. "Kickers" started off with a 4-2 victory over Alameda S.O. in the morning match. Later in the day, the Kickers took on Saskatoon City Police "Blues." The outcome was a second victory for S.F. 3-1. Saturday San Francisco kick-off in a match against Arch-Rival Los Angeles P.D., with temperatures in the 90's at Beach Chalet. It was a hard-fought game. By half-time, the score was still 0-0 and the sun was taking its toll. After a half-time break in the shade of the nearby trees, San Francisco came out determined to win.



1984 North American Police Soccer Tournament Champions top row: L/R Frank Machi, Pat Murphy, Brian Olcemendy, Mike O'Brien, John O'Shea, Tim Dempsey, Marty Dito, Don West, Liam Frost, Bill Dyer, Marc Bruton. Bottom Row: Steve Roche, Brian DeLa Hunty, Eric Hipp, Phil Dito, Steve Glickman, Ken Sanchez, Tom Bruton.



Brian "Moose" Candido sets up for a shot.

Mid-way through the second half, Steve "Swat" Roche booted a shot into the back of the net to put the Kickers ahead. This was enough to secure our third victory, 1-0.

Sunday, September 9, play-off day. At 1030 Hrs. L.A.P.D. faced Vancouver P.A.C. while San Francisco was matched against the "Mounties" of Burnaby Detachment R.C.M.P. "Royals." San Francisco was able to control the game from the starting kick to the final whistle, the score being 5-0 in favor of the Kickers. Meanwhile, L.A.P.D. took a 2-1 win over Vancouver P.A.C.

While the "Kickers" were now firmly entrenched in the final match, the San Francisco "Killer Bees," under the leadership of Dan Inocencio (Co. C) and the old war-horse John Brandt (PBTF) were in the finals of the Recreational Division against the Vancouver Justice Team. At the final whistle, the "Killer Bees" had taken second place trophy.

At 1500 Hrs., the final match took place. Again it was San Francisco vs. Los Angeles. With our own Marc Bruton (AKA John Walsh) devising the attack, we again began a hard played match. Mr. "B" again showed us the way, as he has done in so many other games in the past. The game was scoreless until the 88th minute of play. Brian DeLa Huaty (PBTF), one half of "The Franchise" was taken down from behind in the penalty area. Steve "Swat" Roche was called upon to take the Penalty Shot. Again "Swat" comes through by hammering the ball past the goalie and into the net. San Francisco Kickers — North American Police Soccer Tournament Champions. The First American Team to take the trophy cup since the tournament began five years ago.

We couldn't have done it without the one hundred percent effort of each team member and the brilliant coaching of Marc Bruton.

## SECOND ANNUAL SAN FRANCISCO POLICE AND FIRE DEPT. SOCCER BENEFIT GAME

The Fire Dept. Team improved greatly in the past year and gave our men all they could handle. It was an exciting game with Bill McGee of the S.F.P.D. scoring a penalty at 14:43 into the first half. With three minutes left in regulation time Brian Delahunte made a great run, passing cross field to John Conefrey and after some creative Irish Step Dancing, John put the ball into the net. Good play continued with the score remaining one to one. After a series of Penalty Shots the good guys came out on top. **Final Score: S.F.P.D. 2 to S.F.F.D. 1.**

there are no losers in a contest like this, only winners. As the parent of a Special Olympian, I would like to thank all the men that took part in this game; in particular Phil Dito of the S.F.P.D. and Jerry Keohane of the S.F.F.D. who put in so much time and effort to make it a success.

Three thousand dollars was collected to support the Special Olympics Soccer Program. The San Francisco Police Association should be commended for their generous donation.

Marc Bruton

## S.F.P.D. KICKERS

By Marc Burton  
Coach, S.F.P.D. Kickers

The Fifth North American Police Soccer Tournament was held in San Francisco September 7, 8 and 9. Fifteen teams from Barnaby, Saskatoon and Vancouver, Canada; Seattle and Portland; Los Angeles; and the San Francisco Bay Area came together in what proved to be the best tournament yet. They not only met on the field but also at many social affairs. The weekend was topped off with a banquet held at the Cathedral Hill Hotel on Sunday, September 9 — an evening of song and dance enjoyed by all. Frank Machi is to be commended for a job well done in organizing the event. Chief Cornelius Murphy and the Consul General of Canada participated in the awards ceremony. On behalf of the team and their guests, I thank them for their enthusiastic support.

Speaking of a soccer coach, I am proud to say our men played the best "team" soccer they gave ever played. Outstanding and creative play was the order of the day everyday. Our defensemen, Mike O'Brien, Jim O'Shea, Don West, Tim Dempsey, and Brian Olcemendy were superb. Our halfback line of Eric Hipp, Tom Burton, Steve Roche, and Bill Dyer was great both on offense and in support of the defense. Our forwards, Marty Dito, Brian Delahunte, Pat Murphy, Steve Glickman, and Frank Machi ran over, around and through our opponents. Our goalie, Phil Dito, like a bottle of good wine, got better with each game. The game finished as follows:

San Francisco 4	Alameda	2
San Francisco 3	Saskatoon	1
San Francisco 1	L.A.P.D.	0
San Francisco 5	Barnaby R.C.M.P.	0
San Francisco 1	L.A.P.D.	0

A few of the most memorable moments I recall are Roche's three goals, scoring directly off a corner kick against Alameda, his rocket shot in the first game against Los Angeles, scoring from 30 yards out, and his pressure-packed penalty kick with three minutes left in the final game; Glickman's great breakaway speed; Marty Dito's super crosses; Burton's header off a corner kick by Hipp; the constant pressure applied by Delahunte and Hipp; and Olcemendy's best game as a kicker.

Our soccer family is growing larger and closer with each player always thinking unselfishly of the team and victory. In this day of much negative publicity of the Department, it does our hearts good to see San Francisco's finest represent "The City" so successfully.

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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Executive Director



## PAL JUDO

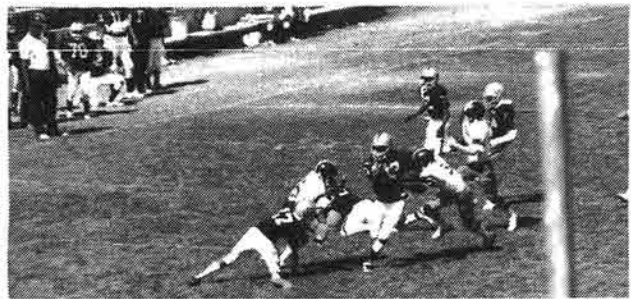
The San Francisco Police Activities League Fall Judo Program is forming. Applications are being accepted. Call Officer Joe Mollo at 552-7495. Classes will be held on Saturdays 10 a.m. at the Hall of Justice, 850 Bryant Street (5th floor Gym), and Mondays, Wednesdays, and Fridays at 4 pm, 5 pm, and 6 pm at the old National Guard Armory, 14th and Mission Streets. Beginners welcome. Included in the Judo Program are social activities such as trips to Marine World, and competition trips throughout Northern California.

## PAL BASKETBALL

PAL Basketball is upon us. More than seventy seven teams have signed up for competition in three divisions: 6th, 7th, and 8th graders both boys and girls. PAL Basketball Commissioner Lt. Tom Bruton (Taraval) will again head the Program. The players will compete for divisional championships with trophies awarded. All uniforms, equipment, and facilities are provided at no charge. Play begins in October and playoffs scheduled for the end of November.



PAL Raider Coach Al Wimberley (subbing for Head Coach Mike Wright) with his star player Curtis Rivers. The 13 year old Giannini Student ran 30 yards for a touchdown and also returned an interception 80 yards for another score in the game against the Junior Hornets of Novato.



Nifty running by fullback Curtis Rivers.

## PAL FOOTBALL

PAL Pop Warner Football is in full swing. After four games, San Francisco PAL Raiders are 2 wins and 2 losses. San Francisco PAL Seahawks are 1 win with 3 losses. No team is completely out of the running yet. Thus far, we have visited Sebastopol, San Rafael, Santa Rosa, and Novato. Veteran Raider Coach Mike Wright states "I've never seen the kids so excited. Out of town trips are met with excitement." The PAL Raiders met the Novato Jr. Hornets recently and won a close game 12 to 10 under interim Head Coach Al Wimberley. Head Coach Mike Wright was busy honeymooning in the Caribbean with his bride. Congratulations, Mike.



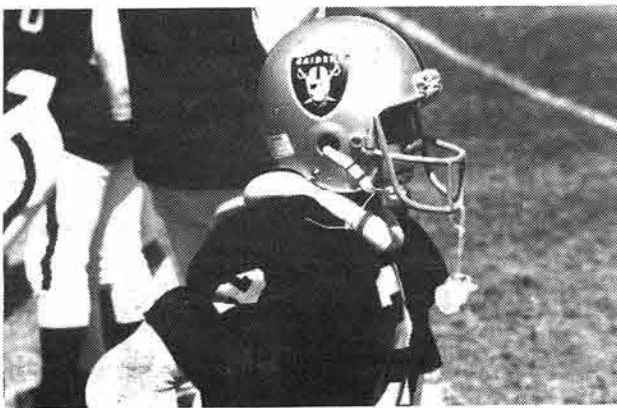
Curtis Rivers again running for a score behind a bevy of PAL Raider Blockers.



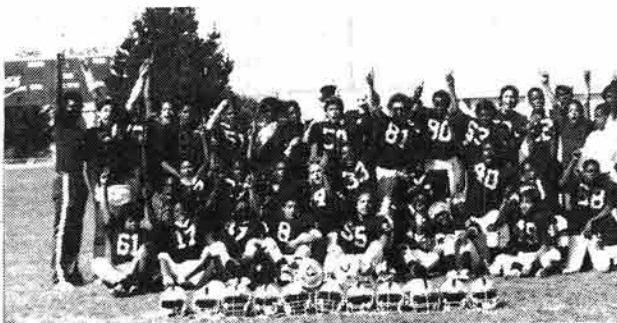
Coach Al Wimberley surrounded by his team. The Raiders won 12 to 10.



Pop Warner Team Junior Hornets of Novato cheerleaders in action. The cheerleaders are led by Amy Stock of Novato.



PAL Raider member Freddie Velasquez waiting to be called into the game. (photo by Herb Lee)



PAL Raider team photo after clinching win over the Novato Jr. Hornets. (photo by Herb Lee)



PAL Seahawks Head Football Coach Rodney Garrick is shown exhorting members of his team in preparation for the second half of the game against the Sebastopol Seahawks. San Francisco won 26 to 13. (photos by Joe Duncan)



Njama Jones, 13, of the PAL Seahawks is shown sacking the opposing quarterback at a recent game. (photo by Joe Duncan)

## SAN FRANCISCO P.A.L. SEAHAWKS ROUT SEBATOPOL SEAHAWKS

by Will Battle

On Sunday, September 30th, the Sebastopol Seahawk's friends, relatives and fans saw their team thoroughly whipped by the S.F. Seahawks. For the past three years the Hawks have been San Francisco's P.A.L. championship team, however, this season the Hawks are playing in a Pop Warner League with a complete change in rules, weight divisions, and a mandatory player rule which ensures that every player plays at least eight plays per game.

The game began with a good kick-off by Njama Jones. First quarter action was slow as both teams felt each other out. In the second quarter the Hawks hit the score board first with a 25 yard rush by fullback Ian Stallworth for a quick touchdown, (6-0). This action was backed up with two pass interceptions being picked off by Norflis McCullough and Marcus Atkinson, respectively. The Sebastopol Seahawks rallied and tied the S.F. Hawks, (6-6). The tie lasted for seemingly a short period of time as tail Ferrel Love broke loose for a 78 yard dash touchdown. But due to a penalty call the run was called back. Undaunted, the Hawks fired up and again Ferrel Love rushed for 45 yards for a beaut of a touchdown. Quarterback Dante Collins ran the ball over the extra point on the next play, (20-6), which ended the second quarter.

After a charged talk by the coaching staff during halftime, the Hawks went into the third quarter mean and ready. But Sebastopol was ready also. They steamed up for one touchdown, (13-20), which proved to be their last one of the game. Sebastopol's touchdown did not stop lineman Hugh Gregory, or fullback Ian Stallworth or center Njama Jones or offensive tackle Nicholas Eitz from sacking the Sebastopol quarterback at various times during the third and fourth quarters. In fact, Nick sacked him twice. Although he leads the team in sacks, Njama was held to only one in this game. In the fourth quarter the Hawks really turned on the pressure and applied good execution which resulted in the ever-present Ferrel Love rushing 45 yards. This move set the stage for quarterback Dante Collins to make an 8 yard run on the next play for a touchdown that gave the Hawks 26 to Sebastopol's 13, the final game score.

This season the Hawks are coached by a staff consisting of Head Coach Rodney Garrick, Bus. Mgr. Wil Battle, Asst. Coaches: Vernon Duncan, Wendell Cooper, Sam Hill, Greg Isom and Charles McClain. Taking into consideration that the Hawks are playing teams that they never played before and more games are yet to come in the season, it's anybody's guess as to the outcome. However, by the end of the season the other teams in the Pop Warner Redwood Empire League will know the San Francisco Seahawks.



A swarm of PAL Seahawks led by Dante Collins (right) in a gang tackle of a ball carrier in the Sebastopol-San Francisco game.

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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Executive Director



## OFF TO A GOOD START

by Sgt. Herb P. Lee

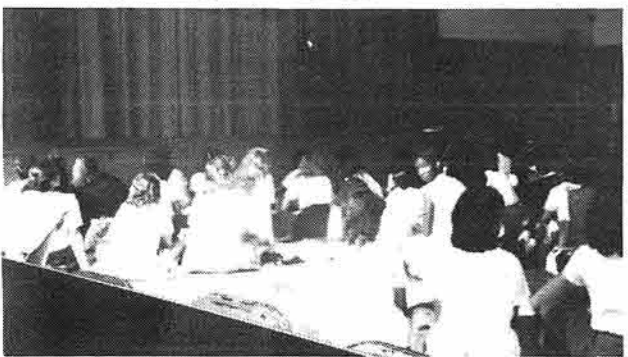
Ernest Galaviz is now roaring and ready for his fourth and biggest year as Director of our Law Enforcement Cadets' Program.

Ernie now has a bigger and greater challenge this year.... he has been appointed the Director of our new "Senior Cadet Program." Our Senior Cadet Program is open to students 18-21 years old with an interest in law enforcement. Ernie feels that instruction as well as experience, is very important during these years. So with a well developed program, it will be an asset to our Department in the future selection of new officers.

Ernie has an extensive background in law enforcement. He was one of the original PAL cadets and a former S.F.P.D. Police Cadet. Ernie was also a member of the San Francisco City College Campus Police, where he received his AA Degree in



PAL Law Enforcement Cadet Director Ernie Galaviz. Galaviz is beginning his 4th year as Director.



PAL Law Enforcement Director Ernie Galaviz addressing a group of students at St. John Ursuline. As a result of the visit, several students have signed up for the PAL Cadet Program. (photo by Eileen Moylan).



Director Ernie Galaviz (left) explaining the PAL Cadet Program to teacher Stephen Spade of St. John Ursuline School, as Cadet Captain Eileen Moylan looks on. Moylan is a Senior at the school.

Criminology. He also earned a Bachelor of Science Degree from Golden Gate Law School and proceeded to become a police officer with the Menlo Park Police Department for two years.

While in college, Ernie served as security manager for the Emporium stores. He then entered the San Francisco Sheriff's Department. While in the Sheriff's Department, he was a member of the Tac Squad and also received an outstanding service award from the City of San Francisco. He was honored as Officer of The Year by the San Francisco Sheriff's Department in 1980. While in the Department he founded the San Francisco Sheriff's Cadet Program. In his more recent years, Ernie was chosen to be the Assistant Director of the S.F.P.D. Cadet Program and was elevated to his present position as Director, within six months. He has been Director for 3½ years and is still going strong.

In Ernie's own words, "I feel that the San Francisco Police Department has a lot to offer youth law enforcement. Having the opportunity to instruct as well as direct a program such as ours, can only better our Department as well as our community. Many of our officers that have become involved with our Cadet Program have not only been an asset to our curriculum part of the Program, but have also witnessed the professionalism our cadets have to offer. With the continuous backing our Department has given the Program, I can only mention that it is an honor to be part of the Number #1 rated cadet program in California."

## PAL GOLF TOURNAMENT

by Jerry Cassidy

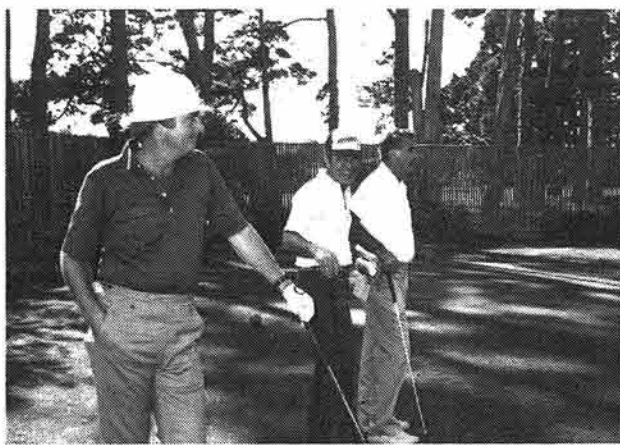
On Monday, September 24, 1984 the annual PAL Golf Tournament was held at the California Golf Club. The weather was great, the course was in perfect shape, and we had a full field of one hundred fifty four (154) players.

The low gross winner, with a fine seventy-five, was John Tashjian of Tashjian's Florists on Mission Street. The Hole-In-One winner was Dave Dohn, one of Petaluma's finest, with a shot just over three feet from the hole. Earl O'Brien combined length with accuracy to win the long drive competition over a field in which there were at least four or five gorillas.

The golf tournament was under the directorship of Bob Mengarelli of Russell Hinton Company and Jerry Cassidy of Co. K Solos. It netted several thousand dollars which will be used for the PAL Law Enforcement Cadet Summer Program.

Mike Cleary of KNBR deserves a special thanks. Not only did Mike give us numerous plugs on the radio, but also did a super job as M.C. at the dinner. Others who were responsible for making this tournament the huge success it was are: Capt. Vic Macia, Co. D; Retired Capt. Jim Curran; Perry Morris, Co. H; Sgt. Ken Davis, Co. A; Bill Segale, Co. H; Sgt. Herb Lee, Executive Director of PAL; Retired Lt. Sol Weiner; and Sgt. Dennis O'Connell, Juvenile, who not only did a fantastic job in getting all the hard work done on the day of the tournament, but also was mainly responsible in selling most of the 38 holes.

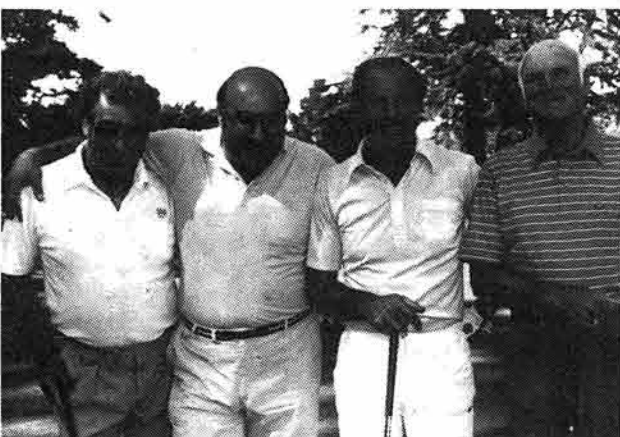
Civilian members of the tournament committee whose help we couldn't have done without are: Jack Im-



(left to right) Mike Cleary (KNBR), Ron Stratton, and Vic Macia ready to T off.



(left to right), Father Heaney, Lt Bill Grosz, retired Captain Jim Curran, and Sgt. Alan Sonoda. They were one of the foursomes in the PAL Golf Benefit Tournament.



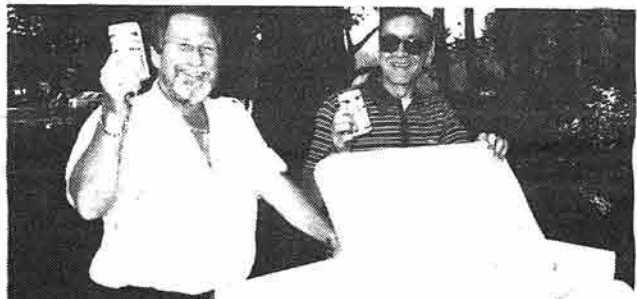
Heavy hitters (left to right), Emory Speck, Veterans Cab, Bill Lazar, Jr., Luxor Cab, Bob Mengarelli, Russell Hinton Painting, and Matty Matlock, British Motors, were some of the representatives from the business community who helped out in the PAL Golf Tournament. Thanks, fellas. (photo by Herb Lee).



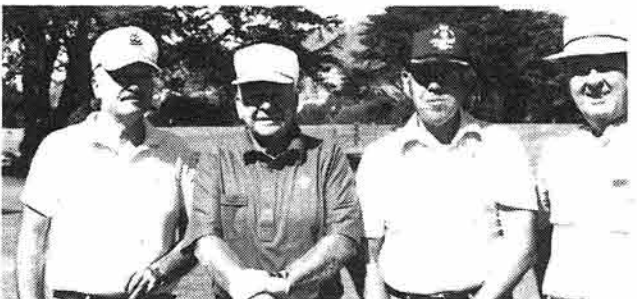
PAL Cadets that helped out at the PAL Golf Tournament.



Vic Macia (rt), awards prize for longest drive to retired Inspector Earl O'Brien (left) as Off. Jerry Cassidy looks on. The occasion was the recently concluded PAL Golf Tournament held at the California Golf Club in South San Francisco. (photo by Herb Lee)



Jack Immendorf (left), and Bill Segale (Co H), helping with refreshments.



Another foursome was (left to right) Mario Amoroso, Joe Daly, Sol Weiner, and Bill Bahr

mendorf, who once again not only donated the grand prize for the raffle, but brought in players and on the day of the tournament, spent the day working the course so others would have a good time. Bob Oligher of Di Salvo Trucking was also instrumental in the success of this year's tournament. Bob is a member of the California Golf Club and because of him we were able to get this fine facility for the tournament.

The real people who made the tournament a success were the players. A special thanks to all who played and to the others who by their donations helped everyone have a good time.

It was nice seeing some of the retired members who come out every year to support this good cause. Retired Chief Don Scott was in attendance. Other SFPD Retired were: George Jefferey, Rudy Milon, Jim Curran, Ed Cummins, Bob McKee, Sol Weiner, Mario Amoroso, Bill O'Connor, Nick Eterovich Sr., Mike Doherty, Otto Elvander, Bill Sisack, Joe Buckley, and Earl O'Brien. Also playing was former Police Commissioner Marvin Cardoza. Thanks to one and all for helping the PAL Cadets. Active Members include: Dick McKevitt, Tony Ribera, Larry Minasian, Ken Davis, Jerry Cassidy, Vic Macia, Homer Hudelson, Tom Jones, Joe Allegro, Jr., Bob Ryan, Ed Pryal, Even Lammers, Roger Liljedahl, John Minoli, David Dohn (Petaluma PD), Hal Lang, Tom O'Connor, Jay Parashis Jr., Al Sonoda, Bill Grosz, Gordon Hendrickson, Harold Schwartz, David Seid, Dick Klapp, Joe McKenna, Ed Garcia, Mike Curran, Nick Eterovich, Jr., Perry Morris, Mike Sansome, Vic Rykoff, and John Maxwell. Newly appointed Co-Chairmen for the 1985 PAL Golf Tournament are: captain Vic Macia, Co D, and representing the business community is Jack Immendorf, Immendorf Properties.



## LITTLE BLUE LIES

continued from page 8

that and don't trust her because she's guileful, charming."

According to a source very close to her, whom she authorized to talk about her situation, what happened that night at the Rathskeller was that the frustrations that had been rising for years, since she became one of the first wave of women to join the department, finally reached flood tide.

While Louette Colombano was sitting at the bar that night a couple of recruits, not knowing she was a senior officer, threw pretzels in her hair. "That's typical," the friend says. "Here's a girl. Let's throw pretzels at her." Years of being a regular guy, smiling at the silly crude jokes and giving back as good as she got, had worn thin. After so much time she felt entitled to a little more respect and decency.

She had heard one too many policemen talk about "niggers," "greaseballs" or "fags," or apply a four-letter anatomical description to women — even women who were cops, even herself. She was fed up with the juvenile humor of the grown-up adolescents among her fellow cops; one sergeant too many had unzipped his fly and, to the guffaws of his buddies, asked her what she was doing after work. After 3,000 days of patrol she had her fill of cops who were too drunk to perform their duty; or who disappeared for part of every duty tour to look after their private business affairs; or who maintained families in the suburbs and "beat wives" along their patrol routes.

When it came to brute strength she wasn't the equal of some men, but she had never let down a partner when the squeeze was on. Hadn't she shot a credit-card forger who got the drop on her partner and had a pistol leveled between his eyes? Didn't that make her more than her lower anatomy? But the silver medal attesting to her valor didn't make any impression at all on those she had come to think of as the "white boys," the arrogant braggarts who thought it was their department and anybody like Louette Colombano was and always would be an intruder.

Colombano just snapped. It she looked at this situation as a woman she was offended; if she looked at it as a cop she had a duty. So she called Police Operations to report what had happened, and she was brushed off by the policeman who took the call and never even asked her for her name. Obviously going through those channels was a dead end. So she called a reporter. When she hung up she must have known that she was bringing on herself what will probably be years of ostracism and

vilification.

More than anything else, the Rathskeller incident demonstrates the way in which the entire SFPD is disrupted and confused by outside attention, the way in which public scrutiny makes it scurry like any common criminal to hide its wrongdoing, the way in which when cornered it resorts to such vilification, character assassination, and, in the upper echelons, a certain amount of sanctimony and hypocrisy.

"Con Murphy...has been spoonfed through all the years," says a cop who is no newcomer himself. "He's talking now like how high and holy he is. I don't know what the hell he's talking about. 'This is the worst thing he's ever seen. Where's he been for 32 years, in a vacuum?'"

Probably not, because Con Murphy has shown his understanding of another unwritten code. He would never have become chief if he wasn't willing to play the game by the politician's code when it proved necessary.

He was backed into a corner by the press attention focused on the Rathskeller incident, and, as he says, "angered and embarrassed" by his own men denying his orders to tell the truth to the internal investigators. So he released to the press a letter to his troops, in which he wrote:

"Who are you? Why did you join the Police Department? Where are your loyalties? What do you want out of life?"

"It's so easy to remain silent, to say nothing; and by that silence to tacitly approve of misconduct. Peer pressure can be enormous and overwhelming, and only the strongest of wills can overcome it...."

"One of our officers has taken the first hard step. I will support and defend any officer who has the courage to break the system."

Noble words. And yet in the month after Officer Louette Colombano reported the incident at the Rathskeller she was subject to daily harassment on the job. Many officers refuse to speak to her. "Snitch bitch" was written on her locker, and a "Code of Snitches" left inside it. Her car was damaged while parked in a station house lot.

Finally, more than a month after Officer Colombano had done her duty as Con Murphy defined it in his letter, he called her to his office for a talk. But the chief

never said to her, "You did the right thing." Instead he asked, "What can we do to help you?"

Con Murphy's failure to really protect Officer Colombano from continuing harassment has resulted in her going on open-ended disability leave from the department. The one officer who placed ethics above the code of silence in the end was isolated and driven out by Chief Murphy's benign neglect.

San Jose's Chief McNamara considers Con Murphy's "my friend" so he is loath to offer direct criticism. Yet McNamara says, "I can guarantee that any officer who testifies against other officers won't be harassed...At the first sign of harassment, bring 'em right to me, we'll discipline whoever did it and in fact we'll fire 'em. If there's any attempt to intimidate, I respond the same as a criminal case where a gangster tries to intimidate a witness who's against them."

"You have to create an environment in which people like that policewoman can report misconduct and be guaranteed safety...If somebody harasses her, they're challenging the authority of the police chief."

In the case of the Rathskeller, the things not said and not done seem to speak as loudly as the actions that were taken, and what they say is that nothing much has changed in the San Francisco Police Department.

Reprinted from San Jose Mercury News WEST Magazine Supplement Sunday, September 2, 1984

Submitted by Al Casciato

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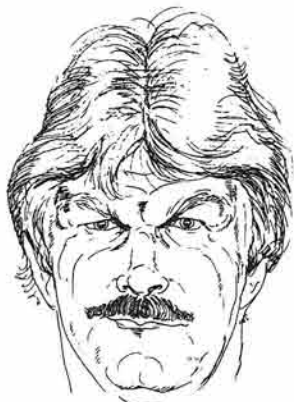
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# THE LAST WORD

by Pete Maloney  
Editor



When the idea of an 'Office of Civilian Complaints' was proposed, my snap reaction was negative. Later as I had the opportunity to discuss similar operations with officers who worked in departments where they existed, my opinions changed.

I was told that after the initial period of adjustment the common experience was relief where it replaced an Internal Affairs Bureau. O.C.C. unlike I.A.B., was interested only in the fact of the matter presented and didn't find officers guilty of secondary procedural infractions to boost their 'body count'. They were charged with finding the truth not persecuting cops.

I was given another bit of advice by a cop who was a board member of another Police Officers' Association: "Look carefully at the person appointed director. Individual investigators may be influential but the director will create the tone of the operation." I did.

Eugene Swan was appointed director in the glow of anti-police achievement but certain politicians had made the same miscalculation many police officers had: They had hired many an honest man not an avenging angel.

Police officers are well aware that the devious, not the honest, are successful.

Mr. Swan is fair, gentlemanly, gentle, of good humor and unfortunately honest. I only hope that your successor possesses your qualities as well as the managerial ability to address the O.C.C.'s alleged 'management problems'. Despite a list of specifics cited as cause of action against Mr. Swan, the phrase 'management problems' is sufficiently ambiguous to cast doubt on the motives for his departure. Mr. Swan is also a realist; he resigned. It is a shame that the people that hired him didn't provide him the same 'fair hearing' he was hired to give us.

## ON THE STREET/Tom Flippin



# YES ON H HAZARD PAY FOR ALL MOTORCYCLE OFFICERS

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Proposition H on this November's ballot changes

the antiquated city charter language and provides hazard pay to ALL two wheel motorcycle officers including the Honda Unit. The members of the S.F.P.D. Honda Unit request and would greatly appreciate your Yes Vote on Proposition H this November.

Thank You  
Mark Gamble  
Honda Unit

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## HARTFORD'S FINANCIAL PLANNING

by Mike Hebel

The Hartford Insurance Company has recently announced its Phase II for financial planning for City employees. Hartford is currently the authorized deferred compensation plan provider for all City employees. Deferred compensation has enabled numerous police officers to defer income taxes while building a supplemental retirement account through one, or a combination of plans, presently offered by the Hartford.

The Phase II Plan is a special group insurance plan available only to City and County employees. It provides both a current interest rate (11.5%) on the invested dollar with a reduced rate, low cost, level term insurance death benefit.

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