

# 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, DECEMBER 1984

NUMBER 12

## RACE TO SUCCEED FEINSTEIN BEGINS



ART AGNOS  
Assemblyman  
1976 —



RICHARD HONGISTO  
Sheriff  
1971 — 1977  
Supervisor  
1980 —



QUENTIN KOPP  
Supervisor  
1971 —



JOHN MOLINARI  
Supervisor  
1971 —



WENDY NELDER  
Supervisor  
1980 —



LOUISE RENNE  
Supervisor  
1978 —

by Paul Chignell  
President

One of the most coveted positions politically in the United States is that of Mayor in a large urban City.

The Mayor of San Francisco has tremendous power due to the unique City Charter that gives the Mayor strong hold over fiscal matters as well as appointments. In addition, San Francisco is a mecca for tourism and has been characterized as one of America's favorite cities.

All of San Francisco's Mayors have gained national



WILLIE L. BROWN, JR.  
Speaker of The Assembly  
Assemblyman  
1964 —

### HEALTH INSURANCE COVERAGE

by Mike Hebel, Welfare Officer

In the November, 1984 issue of the *Police Labor Monthly*, an article appeared concerning health insurance coverage for large municipal police jurisdictions. I think it is worth repeating the information contained in that article to see how well San Francisco police officers stack up with their counterparts in other jurisdictions throughout the country.

The comparison shows that health care coverage for police officers is far superior in many large cities throughout the United States. This gives impetus to the perceive need that a priority, for Charter amendment purposes, in the enactment of a comprehensive health

continued on page 8

prominence in one way or another and despite the larger population in the southern portion of California, the Mayor of San Francisco is immediately mentioned as a statewide candidate for some political office.

The person who occupies the office of Mayor, City & County of San Francisco can singlehandedly run the San Francisco Police Department and often does. Due to the Charter mandate, the Police Commission serves at the pleasure of the Mayor and the chief at the pleasure of the Commission. Therefore, the chief must respond to all of the concerns of the Mayor and in fact the Chief's top brass are often either handpicked by the Mayor or with the Mayor's ultimate approval.

### RICH NAMES FROM THE PAST

When one ticks off the names of San Francisco's recent mayors, there is no doubt that they have left an indelible imprint on the history of the City. Without making judgments on their effectiveness, names such as Dianne Feinstein, Joe Alioto, Jack Shelley, and George Christopher bring many memories.

### 1975 REVISITED

The race for Mayor in November of 1987 appears to be a revisit of the 1975 free for all and will be a most exciting year. With a Charter restriction of two terms, Dianne Feinstein will be leaving Room 200 at City Hall the same way that Joe Alioto left twelve years before as he had completed two terms. In 1975 State Senator George Moscone beat Supervisor John Barbagelata in a bitter runoff after leaving their three other competitors behind in the Primary, Superior Court Judge John Er-

tola, State Senator Milton Marks and then Supervisor Dianne Feinstein.

### CROWDED FIELD PROMISED

For political junkies, a crowded field for the 1987 mayor's race means a lot of discussion about competing constituencies with conservative candidates and liberal candidates losing supporters to one or the other candidates, thereby "playing off one another". The San Francisco Police Officers' Association will then have a genuine opportunity to support a candidate and have maximum impact if the choice is right because our endorsements cannot be predicted in a conservative or liberal vein, but based upon which candidate(s) are viable as well as which candidate reflects all of our issues.

### WILDCARD FROM THE ASSEMBLY — WILLIE BROWN

One major wildcard in the 1987 Mayor's race is Assemblyman Willie Brown, electorally untouchable in the 17th Assembly district seat since 1964. If he decides to make the race, it is a whole new ballgame, through no trial balloons have been floated as of yet. Despite the criticism of Willie Brown from some quarters in law enforcement, the Speaker of the California State Assembly has always supported our Charter amendments in San Francisco and has been immensely successful in Sacramento in assisting our organization both with access to the legislative process and in killing

continued on back page

## THE OVERTIME DILEMMA

### 'LIP SERVICE OR SOLUTIONS'

by Bob Barry Co. A  
Dan Linehan Co. B

We all know that our payroll system is antiquated — that the overtime checks are "excessively" late again, and the frustration of it all has spread throughout the department. So, the question is, how do we approach the problem again and can it be solved once and for all?

After many hours of reviewing the system again and discussing the problems with the payroll staff and the controller's office, we wound up meeting with Captain Willis Casey, the new commanding officer of Planning & Research and his staff. The meeting went well. Casey was quite receptive to our concerns, acknowledged that the problems exist, and that they are correctable. He's rolling up his sleeves to finally tackle the problem and we're going to work with him. He's also intent on automating the system that will eventually interface with the Controller's new computers. This of course, is long range, but a priority that must be undertaken.

Although other administrators in his position, and

higher, have relied on the old excuse of "the system is antiquated and little can be done," Casey appears to be quite genuine in his approach and isn't relying on the old excuses.

True, the old system is part of the problem, but to a lesser extent than others. The real problem is one of

continued on page 8



May your holidays be  
filled with love, joy,  
laughter & prosperity!

IN THIS ISSUE  
APPEARS ON  
PAGE 2



**A POLICEMAN'S LOT** / Manny Coreris



**DEFERRED COMPENSATION PLAN RESULTS**

by Mike Hebel,  
Welfare Officer

The more money you make, the more the Internal Revenue Service takes. Mindful of this some police officers are volunteering for smaller pay checks. They do not actually earn less, but are foresightedly taking advantage of Section 457 of the Internal Revenue Code, which gives an employee the option to divert a portion of his salary to a tax sheltered savings account set up by the employer. The Internal Revenue Service agrees to postpone taxing that portion of the pay — the employee agrees to postpone receiving. Earnings accumulate tax free, deferred, that is until paid out.

**CITY AND COUNTY PLAN**

The Retirement System of the City and County of San Francisco was authorized by the Board of Supervisors to establish a deferred compensation plan for City employees. In 1978, the Retirement System selected the Hartford Insurance Company as the Deferred Compensation Trustee.

The Hartford Insurance Company offers six (6) plans for City employees who wish to take advantage of the deferred compensation plan. The Hartford Insurance Company recently published its performance records for these six (6) funds for the period ending September 30, 1984. The returns are as follows:

	Quarter	Year to Date
Money Market Fund Account	2.81%	7.82%
Stock Fund Account	7.67%	-1.47%
Fixed Income Fund Account	7.37%	5.14%
Government Securities Fund Account	2.58%	7.64%
Advisers Fund Account	6.64%	2.33%
Aggressive Grow Fund Account	10.53%	12.77%

**BENEFITS OF THIS PLAN**

The City's Deferred Compensation Plan is actually better than an individual retirement account (IRA). The tax law caps IRA contributions at \$2,000 per year, deferred compensations are capped \$7,500 per year or 25% of gross compensation, whichever is less. Fortunately, a City employee can participate in both a deferred compensation plan and can also establish an IRA plan.

Unlike IRA contributions, which are deducted on your tax return, funds channeled into a deferred compensation plan by not showing up on your annual wage statement.

With the City plan, there are two (2) enrollment periods — January/February and July/August. During these two (2) enrollment periods City employees, including of course, police officers, can increase or decrease biweekly payments into the plan and can also change the amount being invested in each of the accounts. Contributions may be stopped at any time by notifying the Hartford Insurance company; they may be also be restarted at any time. City employees begin to receive payments from the deferred compensation plan at service retirement, termination from employment, death, disability or extreme financial hardship. Additionally the Hartford has seven (7) options for withdrawal of accumulated funds. It should also be noted that it is not necessary to withdraw ones accumulated funds on retirement; these can be left in the account to grow and be withdrawn at a later time.

**SHOULD YOU CONSIDER A DEFERRED COMPENSATION PLAN?**

Yes!! Time plus compound interest plus your monthly contribution equals a huge step towards financial independence. This plan is especially attractive to members in the Tier 11 Retirement System (joined the Police Department after November, 1976 or participated in the 1981 Tier I Benefit (Buy-Out)). This plan is attractive to the Tier II police officers in that the Tier II program provides for a very minimal (2%) annual cost of living. If inflation remains low, participants in this plan will retain their purchasing power; however if inflation begins to rise as it did in the 1970's, the worth of the Tier II retirement benefits diminishes in direct proportion to the increase in inflation.

The chart below shows how a tax deferred monthly contribution of \$150 (your annual contribution may be more or less) can be propelled by the accelerator of compound interest, in this case assuming a 12.5% annual rate of return.

Monthly Contribution	\$ 150.00
Number of Years Contributing	20
Amount Contributed	\$ 36,000.00
Compound Interest	12.5%
20 Year Total	\$144,553.00

In the month of January, the Hartford Insurance Company, with the assistance of the plan administrator at the Retirement Board — Mr. Walter Johnson, will be sending information cards to all City employees pertaining to the deferred compensation plan and soliciting participation in it. Careful thought should be given to the plan by all police officers who are able financially to put a small part of their biweekly pay check into the program. The small sacrifice made now will certainly pay off in the future.

**NATIONAL LAW ENFORCEMENT HEROES MEMORIAL**

by Mike Hebel

On October 19, 1984 President Reagan signed into law a measure authorizing a National Police Memorial to be built in Washington, D.C. The memorial will be entitled The National Law Enforcement Heroes Memorial and will be placed in the City of Washington, D.C. at a site to be selected in consultation with the Secretary of the Interior. The memorial will honor law enforcement officers who have died in the line of duty.

Representative Mario Biaggi, a Democrat from New York City and 23 year veteran of the New York City Police Department, sponsored this bill. The legislation created the law enforcement officers' memorial fund, incorporated, for the purpose of soliciting private contributions to pay for the memorial.

At this time, no design or location has been established as of yet. The memorial fund will begin its solicitation of funds and has indicated that it hopes that police organizations will be prime contributors since the memorial will honor slain police officers.

When this memorial fund approaches our organization for a contribution, I'm sure we will generously give of our money to help establish an appropriate National Memorial for police officers who have been slain in the line of duty. They and their families deserve nothing less.

Richmond Station — Day Watch

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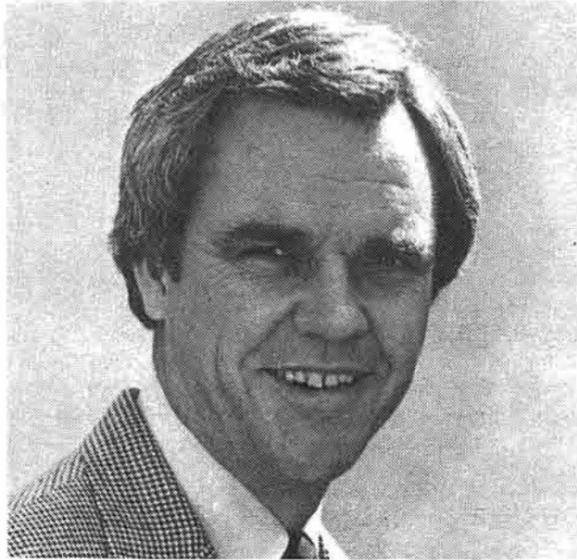
# Mike Nevin - Catch A Shining Star

by Dan Linehan  
Director/Southern Station

On November 27, 1984 Mike Nevin's one year term as Mayor of Daly City, came to a successful close. You may be asking yourself, "What does this have to do with my P.O.A.?" well, Mike Nevin, past chair of the Daly City Planning Commission, recipient of the 1974 Man of the Year Award from the 45,000 member Catholic Youth Organization, graduated from Saint Ignatius High School and the University of San Francisco happens to be a San Francisco Police Inspector assigned to the auto detail.

During his State of the City Address, Mayor Nevin listed several of his numerous accomplishments, one being a change of police administration. "We honored an outgoing Police Chief," Mayor Nevin noted, "and with style, we thanked him for his years of service to this city. We welcomed a new chief, a new professional, and law enforcement in Daly City is good hands."

Mayor Nevin returns to complete his last two years of a four year term as a member of the Daly City and to the San Francisco Police Department will continue to grow. Mike Nevin — Police Inspector — former Mayor — former P.O.A. Director is a man on the move and certainly a shining star.



MIKE NEVIN

# PRESS ROOM PAINTING

by Bernard Averbuch

A second battle of the Art Commission over a painting on City property has taken place.

The first one occurred recently over a painting in the press room at City Hall. This time it was over a historic police department painting that is part of the new Police Museum located in the Police Academy at Silver and Revere avenues.

The painting, about 2 feet high and 4 feet wide, circa 1900, shows the mustachioed department, then about 100 strong, standing in review at the polo grounds in Golden Gate Park.

Officer Robert Fitzer, in charge of the police museum, said there is no identification or explanation on the painting, which seems to have originally been a photograph that was touched up with lots of color. It was found in a closet in the Mission Station in July of 1983 and turned over to the museum.

Columnist Jack Rosenbaum of the Progress made the story the lead item in his July 20, 1983, column.

Five months later, to the surprise of Officer Fitzer and other museum officials, a letter arrived from the San Francisco Art Commission with a copy of the Rosenbaum column and a sentence reading:

"The painting discovered at the Mission Station is no doubt City property."

The letter, written by Marie Kazalin, a registrar-intern, also stated:

"I have been searching City offices and documenting art works for over a year, and discovered many works that individuals may have in their possession and not realize that the Art Commission is responsible for the care of and movement of.

"I suspect that some of the art designated for your police museum may be included in this situation as well.

"I am also establishing which art works in the City and County of San Francisco art collections have actually been stolen, so that I may report the thefts to the FBI Stolen Art File program."

The Art Commission letter went on to say that "once proper ownership is established, we loan paintings and other objects to City offices. Establishing ownership and responsibility for care and maintenance insures the art will be available for others to enjoy in the future."

The letter then concluded by referring to section 3.601 of the City Charter as its authority on the subject.

Officer Fitzer said the museum has decided not to give up the painting because it is police department property and is on public display anyway, where before it had been hidden in a closet.

# Nob Hill Association Police Officer of the Year Award

The Nob Hill Association, at its annual meeting and reception held at the Hotel Mark Hopkins in November, awarded its annual Police Officer of the Year Award to Officer James Speros, age 34, of Central Station.

Officer Speros, who has been assigned to Central Station for the last four years, is also Field Training Officer.

Chosen by his superior officers for the quality of his work and the ability to go "that extra mile" when

necessary, he is regarded as highly qualified and motivated. He frequently enrolls in outside seminars and courses at his own expense in order to improve his job performance.

In presenting an engraved plaque to Officer Speros, President Emeritus C. Edward Head noted that Officer Speros has received 25 Captain's Commendations and the Bronze Medal of Valor. The medal resulted from him saving a mother and her young son from a burning building. He then went back into the fire to save the little boy's pets.

In addition to the recognition and an engraved plaque, Officer Speros will be given a "Night on Nob Hill" which includes limousine service donated by the Huntington Hotel; a suite at the Mark Hopkins Hotel complete with a champagne breakfast; dinner at the Stanford Court's Fornos Ovens Restaurant and dancing and the show at the Fairmont Hotel's Venetian Room.

The Nob Hill Association has been giving this annual award to a deserving officer from Central Station, the Police Station that services Nob Hill since 1976. The Association also adopted Engine Company #41, Nob Hill's little fire-house that same year, in order to build up a better rapport with these deserving men who serve us so well.

The Nob Hill Association was founded in 1923 and is the oldest neighborhood association in San Francisco.



Nob Hill Police Officer of the Year 1984. Left to right, Officer James Speros, Captain William Scheffter (Central Station), C. Edward Head, President Emeritus, Nob Hill Association.

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# AROUND THE DEPARTMENT

by Bob Fitzer

Seasons greetings to you all! I'm Bob Fitzer (Crime Lab, or Crime Scene Investigations as we are now called) and I'm going to be writing to you each month. Previous writers of this column have been Don Carlson and Al Casiato, both of whom are now lieutenants. I hope this is a good luck sign for me, but I'll settle for an early settlement of the Q50 exam, maybe in 1986.

There is alot that has happened around the department in the past couple of months. Many of our old friends have retired and others are thinking about it. Recently Inspector Walt Ihle, one of the founders of our Crime Lab retired after 32 years of service. Walt investigated thousands of cases in his career providing solutions that could only be obtained through experienced evidence interpretation. It was a great dinner at the T.I. officers club and I thank the members of the Bureau that attended.

Speaking of retirements, eight of our veteran lieutenants recently pulled the plug and they had a joint testimonial at the Apostleship of the Sea. Eight people at one time is quite an affair to handle and I don't think Mike Gannon (Co. F) was ever properly acknowledged for his efforts in putting it together. Father Heaney (police Chaplain) deserves a special thanks for his part as well, but then thats why he's the father...

While we're on the subject of testimonials, next time you go to one look around for John Hallisey of Park Station. John has made sure that he has attended every testimonial since he came in the department. If he hasn't worked for, or with the honoree he can always come up with a good word for the guest. If you ever met John you'd know what I mean...right Commander?

Holiday shopping is upon us, as well as the bills, the need to work overtime and the need to get it in time. Mike Farnham, of the Photo Lab decided one way to do it was to start his own business. Mike and his wife have a company that makes all kinds of trophies and awards. He does excellent work so keep him in mind if you need something.

Steve Wilhelm of the Burglary Detail had an embarrassing moment in court the other day. The defense attorney in the case referred to Steve as a midget. Well,

Steve stood up to protest but forgot that he was standing next to assistant DA Donna Lee. As you may know Donna is rather tall. It didn't help Steve's case any...

On Nov. 28, the members of the 158th recruit class proudly raised their right hands and swore to protect and serve. They look like a pretty good bunch and I wish them luck. Just remember you new people, when the TV cameras are pointed your way don't act like a "boob" as we saw our veteran(?) officer(s) do on Channel 9 the other night !!!!!

I'm always looking for items for our department museum, so if you run across something interesting or have that talent for finding something interesting give me a call. I think that its important to remember and acknowledge our history and all those who have gone before us and worn these silver stars. I'm sure that 30 years from now you'd like somebody to remember that you were here and what you did, other than carve your name in the desk.....

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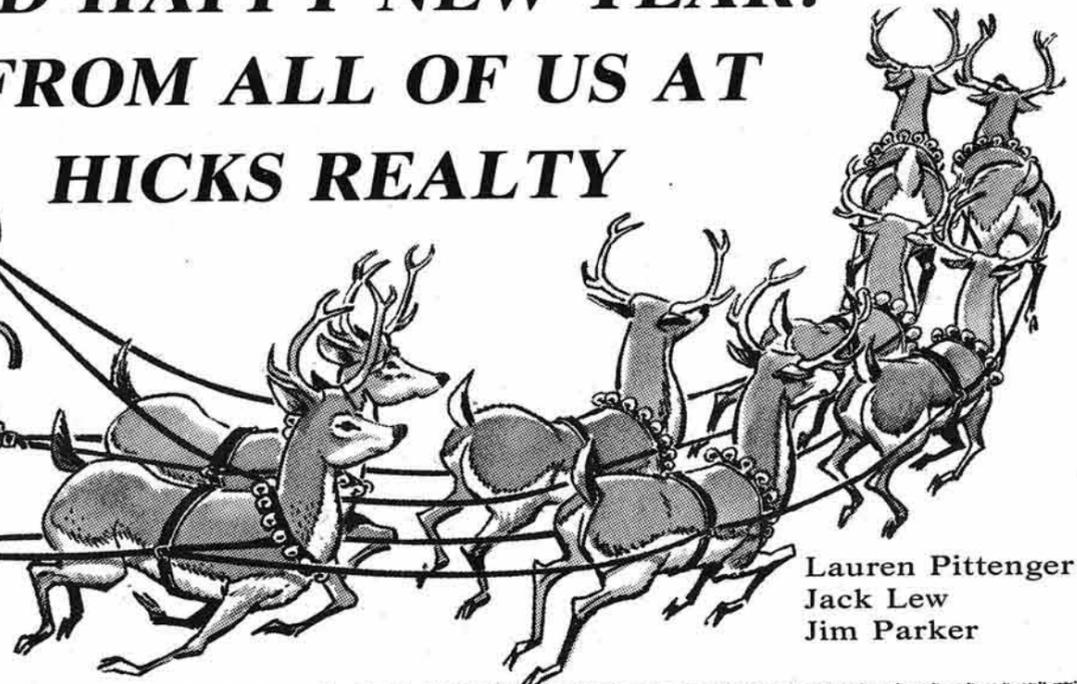
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# Joe Scrimpola — Our Hero

by Officer Steve Johnson

Janaury, 1985, and the new SFPOA President, Joe Scrimpola, reports to work.

Joe immediately orders a case of Gallo's famous champagne of champions and uncorks a new administration.

"I've got it made," Joe boasts as he fills the shoe of a barefoot and attractive POA secretary with pink bubbly.

"We're going to lower dues, resolve the sergeant's exam and send Tactical Division 'advisors' to Nicaragua — just as I promised during my campaign."

But Joe was still a cop.

Joe could serve 2 years as head honcho of the POA and cure cancer — it wouldn't matter — he'd still be a cop.

Why do we constatly back ourselves into a corner when there's an alternative?

Take Al Casciato, for example. Nice guy, but Al was on the lieutenant's list for promotion. Now I'd be the last one to criticize him but how could we expect Al to go bargain with the department administration when he had no ace in the hole. He knew his time was up as president so why get the administration upset and end

up as a first lieutenant in department history detailed to the top of the city hall rotunda scaring pigeons away.

We don't need a "Joe Scrimpola." We need a business agent.

We need someone who is well-versed in professional negotiations, someone who knows their way around city hall, someone exempt from the possibility of future departmental retributions and someone we can dump if they don't produce.

We'll still have a Board of Directors overseeing our interests and, as such, they will be held more accountable. Why? Well, if the business agent says we should buy used Studebakers for investment purposes the Board of Directors will have the final vote. And if the Board makes a mistake — you lose. So you, as an association member will also be accountable to make sure your one, solitary, single voice is heard.

But let's not change anything now. It could be too disruptive and we might even look like a professional association we're supposed to be.

Besides, if we did hire a business agent, you'd not only have to find out who your representative is on the Board of Directors — you might even have to talk to him.

# Letter To The Editor San Francisco Examiner

There will always be people in this world who see the worst in everything. The person who would complain the Mona Lisa wasn't a blond is the same person who would question Michelangelo painting the ceiling of the Sistine Chapel when there were plenty of empty walls around.

Mr. Bill Mandel is one of those people.

Mr. Mandel recently criticized the men and women of the San Francisco Police Department slanting the focus of his article to reflect poorly upon the integrity and competence of the entire force by disregarding the totality of the circumstances involved.

I've served the San Francisco Police Department for the past 13 years and, to a certain extent, I agree with Mr. Mandel. Sure we've had our problems — maybe certain situations weren't handled as well as others — but we've always tried to do our best.

I don't mind being criticized by a journalist for any action I might take as a police officer, but I don't like the idea that the subscribers to your newspaper are left with the generalization that all police officers are negligent or uncaring when dealing with the power vested in the office they hold.

Mr. Mandel would probably look at the marble wall at the Hall of Justice embossed with the 87 names of the officers who died in the line of duty and complain about the lettering style.

I look at the same wall in silent reverence and feel proud. Damn proud!

Officer Steve Johnson

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**MICHELIN**

# SFPOA BULLETINS

December 4, 1984

TO: All Members  
FROM: Paul Chignell, President  
RE: Overtime

Due to the extensive delay in the payment of all overtime warrants, I have assigned **Bob Barry**, POA Rep. Co. A and **Dan Linehan**, POA Rep. Co. B, the task of thoroughly researching the problem with the payroll division and the controller's office and to make recommendations for procedural changes that will ensure compliance with the Board of Supervisors' fourteen (14) day payment ordinance.

Several meetings have taken place and a detailed report is forthcoming to the Board of Directors.

In the meantime, all pending overtime has been tracked. The following schedule represents the current status of all overtime:

	Pay Period Ending Date	Submitted to Controller Date
REGULAR OVERTIME	11/13/84	11/28/84
	11/27/84	Not submitted yet
EXTENDED WORK WEEK (EWW)	10/30/84	11/13/84
	11/13/84	Not submitted yet
	11/27/84	Not submitted yet
HOLIDAY	11/13/84	12/3/84
	11/27/84	Not submitted yet
MOVIE DETAIL	10/16/84	11/19/84 *
	10/30/84	11/19/84
	11/13/84	Not submitted yet
11/27/84		Not submitted yet
49ER OVERTIME	10/2/84	11/5/84 *
	10/16/84	Not submitted yet
	10/30/84	Not submitted yet
	11/13/84	Not submitted yet
	11/27/84	Not submitted yet
TRAINING	9/4/84	9/20/84 *
	10/2/84	Unknown date *
	10/16/84	11/15/84
	10/30/84	Not submitted yet
	11/13/84	Not submitted yet
	11/27/84	Not submitted yet

\*Payment expected by 12/7/84

NOVEMBER 21, 1984

TO: ALL ASSOCIATION MEMBERS  
FROM: PAUL CHIGNELL, PRESIDENT  
SUBJECT: TRANSFER POLICE & USE OF FORCE

The Association has been involved in meet and confer sessions with the Administration over a proposed rotation plan.

On Thursday, 11/15/84 and POA presented alternate proposals to the Administration including a rating system and a suggestion for implementation of Patrol Officer II (financial incentives for career patrol officers).

The Use of Force General Order which was publicized in the newspapers will be discussed with the Administration on November 30, 1984.

NOVEMBER, 1984

TO: ALL ASSOCIATION MEMBERS  
FROM: PAUL CHIGNELL, PRESIDENT

During recent weeks members have been passed over for reassignment to various units in the Department in violation of General order P-1.

In addition, prospective Field Training officers have been selected and then removed as FTOs.

This Assn. is ready, willing and able to process justifiable grievances on these and other matters.

Feel free to contact any member of the Board of Directors or myself for prompt resolution of these matters.

NOVEMBER 21, 1984

TO: ALL ASSOCIATION MEMBERS  
FROM: PAUL CHIGNELL, PRESIDENT  
SUBJECT: SERGEANT/ASSISTANT INSPECTOR EXAMS

At the November 20th meeting of the Board of Directors, the current Q50/Q35 litigation was discussed at length.

The Board was informed by counsel that:

1. The Public Advocates and United States have rejected Judge Peckham's suggested settlement proposal whereby the two weighting systems would be blended.
2. The City, Public Advocates and United States have restated their demand that the 0-0-100% weight be used exclusively.

The Board then considered the following options:

1. End litigation by accepting the 0.0-100% weighting.
2. To draft an alternative proposal for presentation to the Advocates, Gov't, and City in an effort to settle.
3. To proceed with the current litigation that the original weightings be used.

OPTION #3 to continue with the litigation was endorsed unanimously by the Board of Directors and counsel was instructed to proceed.

The estimated time for this matter to be resolved cannot be determined subject to possible appeals.

## POLICE COMMISSIONER ELECTED S.F. COMMUNITY HOSPITAL CHAIRMAN

Marshal Hale Memorial Hospital, a 215 bed non-profit acute care community facility in San Francisco has elected Thomas Hsieh, the first Asian Police Commissioner of the City as Chairman of its Governing Board of Directors.

Hsieh, a well known San Francisco architect served on the City's Public Utilities Commission from 1980-1984. He is also the Chairman of the Chinatown Neighborhood Center, Inc., in San Francisco.

Marshal Hale Memorial Hospital has more than 400 physicians and offers a variety of specialties and practice. The newest, most sophisticated medical equipment is available to aid physician in performing the latest surgical and diagnostic procedures. Hsieh commented, "Marshal Hale Hospital is one of a kind that is reknown for its excellent nursing care with attractive low rates in the Bay Area. The hospital is determined to meet the many challenges of preserving the reputation of its high standard of quality care, expanding cost containment programs, and responding to the health care needs of our community, especially those of the Asian, Hispanic, Black and other multi-cultural residents."

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

NOVEMBER 21, 1984

TO: ALL ASSOCIATION MEMBERS  
FROM: PAUL CHIGNELL, PRESIDENT  
SUBJECT: SPECIAL ELECTION ISSUE OF POA PAPER

At the Board of Directors meeting held on Tuesday, November 20th 1984 the following actions were taken by a unanimous vote of the Board:

1. A Special Edition of the POA paper will be published for the election to be held in January.
2. The deadline for submission of articles and photos by candidates will be Friday, December 21, 1984 at 5 pm to the Editor.
3. The special edition will be printed and delivered to the Post Office by December 31, 1984.
4. The front page will be devoted exclusively to the Presidential candidates with objectivity concerning placement of articles and photos.
5. No article by a candidate for any office will be longer than 1200 words.
6. No article supporting a candidate for any office will be longer than 600 words.
7. Articles in support of a candidate for President, Vice-President, Secretary and Treasurer will be limited to four (4) in number.
8. Articles in support of a candidate for a non-Executive Board office will be limited to two (2) in number.
9. Pictures and articles will be grouped together as to each office sought.
10. All candidates will be given copies of these rules at the General Membership meeting to be held on December 18, 1984.

GOOD LUCK TO ALL CANDIDATES!

**川 湘**

## Four Lakes

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Gail Laghi

TO: ALL ASSOCIATION MEMBERS  
FROM: PAUL CHIGNELL, PRESIDENT  
SUBJECT: OVERTIME ENFORCEMENT ACTION

At the POA's instigation the 1984-85 salary standardization ordinance was changed to direct that police overtime be paid within fourteen (14) days after the end of the pay period during which said overtime was worked.

At my direction the Board of Supervisors Committee will draft legislation to present to the Board of Supervisors that will specifically call for penalties for violation of the current ordinance.

As you are aware the City continues to violate the fourteen day requirement and this Association will not tolerate such violations.

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# OVERTIME DILEMMA

*continued from page 1*

"priority" or lack of it. This administration, and all others past, have showed little interest in even recognizing that a problem exists, much less do anything about it.

We've found no substantive policy statements on record, either at the Chief's level or the Police Commission, showing a commitment to resolving these deficiencies. The quick "fix it" problem solving approach must be disregarded for a permanent solution, and we intend to stay on top of this situation until the system is chang-

ed and our members receive the equity they are entitled to.

One pressing problems is the level of staffing. Sworn personnel have increased twenty-five percent since 1978, yet the payroll staff has remained constant, despite the tremendous increase in work — a glaring lack of management foresight in preparing for these changes. The primary reason for the excessive delays we are now experiencing in this staffing problem, accompanied by the fact that for years, payroll staff have been working on an overtime basis to get our overtime rolls out. A bad practice to say the least, but one that was allowed to continue under many administrators. The obvious balance to this is hiring more staff. Captain Casey is now in the process of doing just that.

So the overview of this historical problem, in our opinion, is one of a lack of a sound commitment from the administration and overall poor management.

Is there light now at the end of the tunnel? Time will only tell the story, but our perception is that we're getting more than lip service from Casey and his assistant Tom Suttmeier.

We now need the cooperation of the top brass to correct one of the biggest administrative deficiencies still sitting on their door step.

It's going to take work and patience on everyone's part, but in the end, if we truly find that the administration commits itself to this endeavor, we all benefit.

# HEALTH INSURANCE

*continued from page 1*

insurance coverage scheme not only for police officers but for their dependents.

JURISDICTION	COVERAGE
Chicago	Full coverage paid by the City; dental is a 50/50 match with no orthodontics; optical care provided with maximumx
Dallas	Full coverage for officers, none for dependents
Detroit	Full coverage for officers and dependents
Houston	Full coverage for officers; officer pays \$620 annually for dependent coverage
Los Angeles	City contributes \$227 per month per officer
New York	Full coverage provided for officers and dependents
Philadelphia	Full coverage provided for officers and dependents
Phoenix	City contributes \$161 for officers and dependents
San Antonio	Full coverage provided by City for officers and dependents
San Diego	City provides full coverage for officer, ono dependent coverage
San Francisco	City provides \$76.33 per month for officer coverage, no coverage for dependents

KEN HO  
General Manager

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**SAN FRANCISCO, CALIFORNIA 94118**

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SAN FRANCISCO

A.M.M. De Souza  
Manager

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SAN FRANCISCO, CA 94102 415/673-4031

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*1st Day Coverage - On and Off Duty Coverage*

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**EXAMPLE OF CLAIM PAID**

Member fractures ankle while running and subsequently missed one month of work:

BENEFITS PAID	ON-DUTY	OFF-DUTY
Fracture	\$750.00	\$750.00
X-Rays	25.00	25.00
Crutches	25.00	25.00
Medical Fee	0.00	100.00
Disability	200.00	400.00
<b>TOTAL PAID</b>	<b>\$1,000.00</b>	<b>\$1,300.00</b>

*1st day coverage available through payroll deduction.  
Contact: Frank Kalafate or Len Steinberg at 543-0856*

**EXAMPLE OF CLAIM PAID**

Member injured in motorcycle accident tearing tendons in his leg and requiring an operation to repair the injuries. He missed two months work, and was hospitalized 1 week.

BENEFITS PAID	ON-DUTY	OFF-DUTY
Tendon Injury	\$600.	\$600.
Lacerations	200.	200.
X-Rays	25.	25.
Crutches	25.	25.
Medical Fee	0.	100.
Disability Income	400.	800.
Additional Hospital Income	210.	280.
<b>TOTAL PAID</b>	<b>\$1,460.</b>	<b>\$2,030.</b>

*1st day coverage available through payroll deduction.  
Contact: Frank Kalafate or Len Steinberg at 543-0856*

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# IS YOUR NAME HERE?

Members should note that this list has appeared several times in *The Policeman* and this will be its last appearance. Any further information will be available through the Insurance Committee or the POA office staff.

These POA Group Life Insurance beneficiary cards must be filled out and returned to the POA office. Your designated beneficiary has to be on file.

- Aitchison, Robert
- Alfaro, Alexander
- Arietta, William A.
- Bailey Jr., James C.
- Baker, David
- Ballard, Mark A.
- Baptiste, Vivian A.
- Barry, Jeffrey A.
- Bill, Phillip O.
- Block, Michael S.
- Bolander, Steven J.
- Bowman, David J.
- Brophy, Timothy
- Brown, Betty L.
- Brown, Kelvin R.
- Bullard, Robert L.
- Burkley, Michael D.
- Bywater, Thomas D.
- Cairns, Richard J.
- Calgaro, Gerry
- Callejas, Edgar J.
- Camilleri, Larry J.
- Canion, Basil J.
- Cavanaugh, Michael J.
- Chan, Michael D.
- Chang, Gilbert
- Chen, Linda S.
- Ching, Kyle K.
- Chong, Leslie L.
- Chow, Calvin F.
- Cima, George B.
- Clemensen, John C.
- Coley, Eddie L.
- Conger, Arthur L.
- Conley, William C.
- Costanzi, Edward W.
- Cowhig, Michael P.
- Crawford, Thomas A.
- Crisp, Fred C.
- Cunnie, Christopher
- Cunningham, Lloyd W.
- Dahlberg, Lee J.
- Dalton, Richard A.
- Day, Darold D.
- DeLaCerde, Alfred
- Dedet, Daniel
- Delagnes, Gary P.
- Delgadillo, Mario J.
- Dickey, Corbett
- Dower, Michael J.
- Dowling, Curtis
- Downs, Philip J.
- Dubour, Lorin R.
- Dullea, Edward B.
- Duran, Luis
- Edmonds, Steve L.
- Elbert Jr., Hugh
- Estimada, Danilo G.
- Fazio, Christy
- Ferguson, Summerfield E.
- Flores, Severo N.
- Fogarty, Clifton F.
- Fong, Byron K.
- Forristal, Mark K.
- Foster, Sally A.
- Fontaine, Tonii D.
- Franks, Deborah E.
- Frediani, Bruce F.
- Frost, Lawrence D.
- Fulwood, John
- Gallagher, Daniel A.
- Garriott, Willis G.
- Geraty, John C.
- Ghiselli, Glen J.
- Gilford, Rotea
- Glickman, Steve H.
- Gossman, Paul D.
- Gotchet, Kevin M.
- Gray, Freddie
- Griffin, Thomas J.
- Guerra, Nicanor E.

- Hall, Edwin J.
- Hall, Kevin L.
- Hamilton, Michael D.
- Hansen, Douglas
- Harbor, Yvonne L.
- Herndon, William
- Hom, Jordan K.
- Hom, Wayne
- Howell, Scott E.
- Hutzler, Steven L.
- Iracki, Paul M.
- Jamison, Michael
- Jean, James S.
- Joyce, Denis
- Kalinen, Eugene E.
- Kilmer, Frederick D.
- Lassus, James
- Laubach, Terence
- Lawrence, Edwin B.
- Lee, John P.
- Lee, Jr., Philip J.
- Leung, Robert K.
- Lewin, Rex
- Lovell, Bruce D.
- Lozano, George A.
- Lyons, Charles E.
- MacAulay, Mark S.
- Malim, George R.
- Mangosing, Robert L.
- Martel, Dennis
- Martin Jr., Samuel
- Martinovich, David
- Matulay, John R.
- Maxwell, Michael D.
- McAlister, Benjamin
- McCarthy, Michael D.
- McClure, Angela A.
- McLaughlin, David
- McLaughlin, Peter D.
- Merino, Robert
- Mignolia, Joseph
- Miller, Robert J.
- Minkel, Ray C.
- Minkel, William J.
- Mino, Mark E.
- Miranda, Jimmy S.
- Mitchell, Michael A.
- Mohrman, Eugene T.
- Moore, Richard D.
- Moorehouse, Donald N.
- Morales, Juan L.
- Moran, Michael J.
- Murphy, James J.
- Murphy, John F.
- Murphy, William W.
- Nassberg, Nancy Lee
- Neufeld, Craig S.
- O'Mahoney, Andrew
- O'Neill, Michael F.
- Olcomendy, Brian D.
- Paco, Robert
- Paige, John S.
- Parenti, John F.
- Pawsey, Michael
- Perdue, Thomas E.
- Perez, Matthew
- Perkins, Darryl S.

- Pollitt, Dave A.
- Powers, Jean J.
- Propst, John S.
- Ramos, Robert M.
- Repetto, Vincent P.
- Rios, David
- Rist, Stephen D.
- Ritter, Lloyd A.
- Roberts, Adele M.
- Rogers, Robert H.
- Sanchez, Kenneth V.
- Sandstrom, Kenneth
- Schreck, George W.
- Shaw, Bernard L.
- Slade, Michael B.
- Smith, Wayne J.
- Smith, David M.
- Soulette, Harry A.
- Spranger, Stephen A.
- Springer, Robert C.
- Strong, James J.
- Suhr, Gregory P.
- Taylor, William D.
- Terrero, Eric A.
- Thiffault, William T.
- Thompson, Kathy J.
- Tong, Richard D.
- Toomey, Daniel R.
- Tummarello, Philip J.
- Vago, Vincent J.
- Velasquez, Johnny
- Vernali, Ronald J.
- Walker, Frank E.
- Wallace, Shawn T.
- Way, Marty L.
- Whalen, Kevin M.
- Whitlock, Denise L.
- Whitman, Stephen J.
- Willhoite, Marlene
- Williams, Michael A.
- Wittcop, Linda S.
- Wohler, William H.
- Woods, Craig A.
- Yip, Allen L.
- Zografos, Dino

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Last First Middle Initial

Your Social Security Number --

Beneficiary \_\_\_\_\_

Given Name Middle Initial Last Name Relationship

Please enroll me in the following plans:

Basic Life—\$2,500 benefit—paid by the Association

ADDITIONAL COVERAGES

Group Term Life—\$25,000 (see schedule) sign payroll deduction and enrollment cards

<input type="checkbox"/> Additional Group Term Life \$5,000—sign payroll deduction and enrollment cards	Member's age	Term Life Insurance
<input type="checkbox"/> Accidental death and dismemberment—\$10,000—sign payroll deduction and enrollment cards	Under age 40	\$25,000
<input type="checkbox"/> Term Life for members retired prior to 1965—\$1,000—sign enrollment card only	Age 40-49	\$15,000
	Age 50-64	\$10,000
	Age 64 and over	\$3,500

I have read the information above and do not wish to enroll

Your signature \_\_\_\_\_ Date \_\_\_\_\_

November 21, 1984

## Board of Directors Meeting

The meeting was called to order at 3:12 p.m. with the pledge of allegiance. Present were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, Terry Collins, Doherty, Woolard, Hebel, Sullivan, Fagan, McKee, Schmidt, Duane Collins, Parenti, Chignell and Flippin. Excused was Dito and absent was McAlister.

The first item of business was a presentation by Brother Walt Scott pertaining to the Wilderness Adventure Youth Program. It was subsequently M/Parenti S/Fagan to allocate \$15,000 to the Wilderness Adventure Youth Program commencing Jan. 31, 1985. The motion passed. Voting yes was Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Terry Collins, Woolard, Hebel, Sullivan, Fagan, McKee, Schmidt, Duane Collins, Parenti, Chignell and Flippin. Voting no was Doherty.

### PRESIDENT'S REPORT

President Chignell then provided members of the Board an update on pending Skelly and grievance hearings. He also advised the Board that he had been in recent consultation with the Firefighters' Association which wants to meet with the POA early in 1985 to discuss perspective charter amendments. An update was also provided on the Office of Citizen Complaints as well as the payroll conversion program currently under negotiation.

### VICE PRESIDENT'S REPORT

Vice President Parenti advised the Board of Directors that a Meet and Confer was scheduled on Friday, November 30, 1984 regarding a proposed general order pertaining to excessive force. He also informed the Board as to the status of negotiations pertaining to the department's proposed rotational transfer policy.

### SECRETARY'S REPORT

It was then M/Duane Collins S/Flippin to approve the minutes of the October 16, 1984 Board of Directors' Meeting as printed in the November edition of the POLICEMAN newspaper. The motion passed unanimously on a voice vote.

### TREASURER'S REPORT

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

### COMMITTEE REPORTS

**NOMINATING COMMITTEE:** Brother Henry Friedlander advised the Board of Directors that the Election Committee was in place and prepared for the January 1985 Board of Directors' election.

**WELFARE COMMITTEE:** Brother Mike Hebel advised members of the Board as to the current status of the officers throughout the department who are currently being carried in a permanent light duty capacity. A discussion then took place regarding the issue of their promotability as well as pending issues regarding retirement.

**BOARD OF SUPERVISORS COMMITTEE:** President Chignell then appointed Brother Dan Linehan to the Board of Supervisors Committee. The Committee as a whole was then instructed to communicate with members of the Board of Supervisors with the intent of finding an author for legislation that would strengthen the enforcement of an ordinance requiring the payment of all overtime within 14 days of the close of the pay period during which the overtime was worked.

**LEGISLATIVE COMMITTEE:** President Chignell then appointed Brothers Bob Barry, Dan Linehan and

Alex Fagan to the Legislative Committee. It was then M/Schmidt S/Duane Collins to approve the appointments. The motion passed unanimously on a voice vote.

**GRIEVANCE COMMITTEE:** A lengthy discussion then took place regarding the recent FTO Recruitment Program wherein some of the successful candidates were apparently being denied an opportunity to participate given their present assignment throughout the department. Board members were advised to consult with prospective FTO candidates to determine if any had been denied an opportunity to participate as per the guidelines published by the department.

**INSURANCE COMMITTEE:** It was then M/Duane Collins S/Parenti that all POA bonding and insurance policies not covered by the By-Laws nor handled through the Insurance Committee, be paid for out of the General Fund and furthermore that any changes in coverage be approved by the Board of Directors. The motion passed unanimously on a voice vote.

At the request of the President Attorney David Clisham of the law firm Carroll, Burdick and McDonough who is representing Brothers Roger Maloney and William Scheffler then made a presentation to the Board. He gave a history of a law suit pertaining to the Q-80 Captains' Examination. It was then M/Duane Collins S/Schmidt that the attorneys attempt an out-of-court settlement for all fees, costs and damages furthermore that failing that they return to the Board of Directors for further direction. The motion passed unanimously.

**FEDERAL LITIGATION COMMITTEE:** Brother Roy Sullivan then advised the Board of Directors on the current status of the Q-35 Assistant Inspector/Q-50 Sergeants Examination. He advised Board members that there would be a phone conference call on Monday, November 26, 1984 involving the parties to the Consent Decree. It was then M/Hebel S/Schmidt to conduct a poll of all Q-35/Q-50 exam candidates in a non-binding referendum posing two alternatives: A) To pursue the current POA position relative to the weighting of the Q-35/Q-50 exams, taking into consideration the possibility of having to litigate the issue and B) To accept the 0/0/100 weighting system and that in the interim current strategies be pursued. After a lengthy discussion Brother Schmidt withdrew his second on the motion and subsequently moved, seconded by Woolard, that the POA reaffirm its position of pursuing the original weighting as adopted by the Civil Service Commission and furthermore that a bulletin be generated and distributed throughout the department. The motion passed unanimously.

A discussion then ensued regarding the Q-60 Lieutenants Examination. At the Board's direction Attorney Ralph Saltsman was requested to send a letter seeking a clarification and description of the protest period and furthermore that a response to the letter from the Auditor/Monitor be issued from the POA in bulletin form.

It was then M/Parenti S/Schmidt to direct our attorneys to file a lawsuit against the City as per the Claims for Damages resulting from the Q-35/Q-50 examination. The motion was then amended by Linehan, seconded Sullivan, to include attorneys' fees in the lawsuit with 10% of the award being given to the attorneys as a bonus, assuming the lawsuit is won and 5% of the award given to the attorneys, assuming we lose. The amendment passed. Voting yes were Linehan, Keys, Lindo, Garcia, Novello, Murphy, Terry Collins, Doherty, Hebel, Sullivan, Fagan, Schmidt, Duane Collins, Parenti and Flippin. Voting no were Barry, Woolard and Chignell. The original motion passed unanimously.

### SPECIAL ITEMS

There was no action taken on any of the special items listed on the agenda.

### OLD BUSINESS

It was then M/Dempsey S/Barry to rescind a Board of Directors motion to not send a letter in support of Leonard Lui. The motion passed. Voting yes were Barry, Linehan, Keys, Garcia, Novello, Murphy, Terry Collins, Doherty, Woolard, Hebel, Sullivan, Fagan, Schmidt, Duane Collins, Parenti, Chignell and Flippin. Abstaining was Lindo. It was then M/Dempsey S/Barry to send a letter to Governor Deukmejian urging him to appoint Leonard Lui to the Municipal Board in San Francisco. The motion passed unanimously on a voice vote.

Brother Mike Hebel then gave the Board a detailed analysis of the Seal Beach case as it pertains to Proposition P of 1975 involving the pay formula as well as Proposition L of 1976 involving the Tier II retirement system. He indicated that it would cost in the area of four to six thousand dollars to have a brief prepared requesting the attorney general's permission to pursue a lawsuit. He further indicated that it would take an estimated six to eight years to pursue the case up to the State Supreme Court at an estimated cost of \$52,000. The issue was referred to the Screening Committee for further deliberation.

### NEW BUSINESS

It was then M/Chignell S/Duane Collins that 1) a Special Election Edition of the POLICEMAN newspaper be published, 2) that the deadline for the submission of articles and photos to the Special Edition, be set at 5 p.m. on Friday, December 21, 1984, 3) that the special Election Edition be mailed by the Monday, December 31, 1984, 4) that the front page be allotted to the president's race, 5) that the length of supportative articles for executive board positions be limited to 1200 words, that supportative articles for Board of Directors positions be limited to 600 words, that there be no more than four supportative articles for Executive Board positions, that there be no more than two supportative articles for non-executive positions, that pictures and articles for individual candidates be grouped together and that at the December Board of Directors meeting, all perspective candidates be given copies of the election rules. The motion passed unanimously.

A discussion then ensued regarding a POA staff proposal pertaining to paid sick leave. The item was put over pending further analysis.

A discussion then took place regarding the elimination of overtime within the bureau.

It was then M/Parenti S/Flippin that a letter be sent to the department payroll division requesting that henceforth one roll be used for accumulated time and furthermore that a new overtime card be designed which would eliminate the in-leiu box furthermore that one card be used for compensatory time requests, and that one card be used for compensatory pay requests. The motion passed unanimously.

It was then M/Barry S/Linehan that Brother Parenti be compensated for the time that he served in the capacity of Vice President during the absence of President Chignell. The motion was subsequently withdrawn. It was then M/Barry S/Garcia to provide Brother Parenti with a token of esteem in the amount of \$100.00. The motion passed unanimously with Parenti abstaining.

The meeting was then adjourned at 7:57 p.m.

Respectfully submitted,

Gerald J. Schmidt  
Secretary

December 7, 1984

Deputy Chief Eimil  
Field Operations  
San Francisco Police Department  
850 Bryant Street  
San Francisco, California 94103

Dear Chief Eimil:

Police Officer John Thelen, assigned to Central Police Station, recently inquired as to the feasibility of the Administration purchasing and supplying our officers with "Foul Weather Foot Wear."

In speaking with many officers throughout the department, I find near unanimous support to urge the Uniform & Safety Committee to place this item on the agenda for discussion and adoption.

I therefore respectfully request that the Committee look into this matter as soon as possible.

Thank you for your consideration.

Very truly yours,

Robert F. Barry  
Representative  
Central Station

Uniform & Safety Committee



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The following proposed legislation will be introduced in the next session of the legislature.

It appears that this amendment would be beneficial to our membership.

Fraternally,  
Paul C. Chignell  
President

**PROPOSED LEGISLATION  
for  
THE CALIFORNIA COALITION OF  
LAW ENFORCEMENT ASSOCIATIONS**

Add section 3312 to the Government Code:

Whenever a public agency attempts to discipline or discharge any public safety officer and the officer or his representative files the appropriate administrative appeal, the officer shall not be deprived of his normal compensation until the discipline or discharge has been approved by an independent reviewing body outside of the employing agency, following a full evidentiary hearing during which both the employer and the employee have had the opportunity to present evidence and cross-examine witnesses under oath.

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

Dear Chief Murphy:

As you are aware the bargaining team for the Police Officers' Association is currently negotiating with your staff over certain changes in General Order P-1.

We have suggested constructive changes in the transfer policy that are currently being studied by Deputy Chief Kevin Mullen and staff.

The concern of the Board of Directors is that any changes in the transfer policy be negotiated between the POA and the Administration. Prompting our concern is your idea to establish a "blue ribbon" committee to work on this policy at a location away from the Hall of Justice.

While we respect your authority to solicit changes and ideas from all members, we would hope that the process currently being utilized of good faith bargaining be the definitive format for any changes in General order P-1 to the exclusion of other committees or groups.

Very truly yours  
Paul C. Chignell  
President

December 6, 1984

Deputy Chief George Eimil  
San Francisco Police Department  
850 Bryant Street  
San Francisco, California 94103

Dear Chief Eimil:

Enclosed please find photostatic copies depicting the package containing the digital watches I discussed in our conversation on Thursday, December 6, 1984. Tentatively we had anticipated soliciting volunteers from throughout the police department who would be willing to distribute the watches to children that they deemed appropriate recipients.

Ideally, in order to benefit the image of the working police officer as well as breakdown the negative psychological barriers which exist in the minds of some members of the public, this distribution would be accomplished utilizing uniformed officers preferably assigned to foot beats.

A similar distribution program was initiated last year during the holiday season which resulted in very positive media coverage, both printed and electronic.

We would appreciate a decision on your part as soon as possible so as to facilitate an acceptable distribution program in the very near future.

Sincerely,  
Gerald J. Schmidt  
Secretary

**AUTO PARTS**  
**KRAY'S**  
**621-3311**  
**IMPORT & AMERICAN**  
160 - 7th Street, San Francisco

December 5, 1984

Nathaniel Trives  
AUDITOR/MONITOR  
30 Van Ness, Suite 2118  
San Francisco, California 94102

Re: Q-35/Q-50 (Assistant Inspector-Sergeant)  
Examination Discussions/Negotiations

Dear Professor Trives:

Pursuant to our telephone conversation of November 30, 1984, I am communicating the present position of the Police Officers' Association relative to the settlement negotiations above referenced.

As you know, the Police Officers' Association was seriously considering the initial settlement proposal described by the court during our telephone conference that took place in October 1984. Obviously, this process ceased when the United States announced its position that the judges proposal violated Title Seven and the attorneys representing the Officers' for Justice concurred in the United States attorneys position.

At this point, it is our understanding that there is only one settlement proposal acceptable to the other parties: The 0-0-100% weighting system. As you know, this system was rejected by the Police Officers' Association and a lawsuit was filed. (See Torres v. City and County of San Francisco, United District Court Case No. CV 84-4045 RFP).

It is the Police Officers' Associations position that the 0-0-100 system is procedurally defective and substantively flawed in that it provides for random movement of the candidates from the weighting system originally adopted by the Civil Service Commission.

If you or counsel for any of the parties believe it would be fruitful, I would be happy to meet at the earliest convenient date in order to further discuss possible settlement of this most difficult issue. Absent such an indication from you, I am ready to take what ever steps are necessary to bring this issue to full hearing before the court. As you know, my motion for Preliminary Injunction and my motion for Remand from the United States District Court back to the Superior Court are under submission before the Honorable Robert F. Peckham.

I await your response and/or any suggestions that you may have in this regard.

Very truly yours,

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December 6, 1984

Clarence Thomas, Chairman  
Equal Employment Opportunity Commission  
1717 H Street, N.W., Suite 402  
Washington, D.C. 20006

Dear Sir:

It has recently come to my attention that officials of the Equal Employment Opportunity Commission, the U.S. Commission on Civil Rights, the Federal Office of Personnel Management and the Justice Department are reviewing guidelines used to detect patterns of discrimination in employment against blacks, women and Hispanic Americans.

As a member of the San Francisco Police Department, I recently participated in promotional exams to the position of Sergeant and Assistant Inspector. At the conclusion of the exam the San Francisco Civil Service Commission concluded on a statistical basis that there was adverse impact against the protected classes referred to above. As a result, it has attempted to re-establish the weighting system used to score the exams so as to eliminate the statistical adverse impact.

There is no need to articulate the history and circumstances surrounding this promotional process. I would presume that the particulars would be readily accessible to you in that the San Francisco Police Department is currently governed by an existing Consent Decree pertaining to both the hiring and promotion of perspective employees.

I believe that this dilemma is consistent with concerns which you have recently expressed wherein you stated. "We at the Commission have applied the 80% too rigidly, too inflexibly, and we have an obligation to go back and correct it."

I would respectfully request that you review the case involving the City of San Francisco as it pertains to the Consent Decree referred to above and would most appreciate hearing from you as soon as possible.

Sincerely yours,  
Gerald J. Schmidt

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# LETTERS

## "Cop Killer" Bullets

Fellow members of the Assn. I feel impelled to write this rebuttal of Mike Hebels article.

First I would like to make you aware that even though Mario Biaggi, D-NY, is a retired NYPD officer he is a liberal and a strong supporter of anti gun legislation. He is a member of Senator Ted Kennedy's Washington liberal party.

Secondly the "cop killer" though banned in Calif. has NEVER been used to shoot a policeman as of this writing.

This ploy is being used by the anti gun people to get public opinion up and get a toe hold in the door of your Second amendment rights. This will lead to more useless legislation re: handguns, commonly referred to as "Saturday Night specials" by Mr. Biaggi and Co.

I urge all Assn. members, members of the National Rifle Assn. and any interested party to write Mr. Biaggi and demand legislation giving the death penalty for shooting at, wounding or killing a policeman while performing police duties.

Bill Leet

## Cop Swap Meet

Mr. Casciato:

I am a member of the Atherton Police Dept. I am writing to you on the advice of a few friends of mine who are San Francisco police officers. The subject is police memorabilia collecting.

Each January for the past three years, I have been holding a swap meeting in Hayward. I always get a large turnout from members of SFPD, other agencies in the Bay Area and from southern California. Even a few from out of state.

This next year's swap meet will be held on Saturday, January 5, 1985 from 11:00 a.m. to 4:00 p.m. in the banquet room of the Holiday Bowl, 29827 Mission Blvd., Hayward. There are some excellent displays of badge and

patch collections and a lot of trading going on.

There is a bar and restaurant in the same building, plenty of free parking, and the swap meet is admission free. Holiday Bowl is easy to get to: Take highway 17 to the Industrial Parkway exit. Follow Industrial Parkway east to Mission Blvd. Holiday Bowl is on the corner of Industrial Parkway and Mission Blvd.

The Oakland Tribune attended the last swap meet and did a story on it in their January 25, 1984 issue.

I hope this will be of interest to your readers and hope many of them will attend.

Sincerely,

Jim Sommer

## Thanks

Mr. Pete Maloney, Editor  
The San Francisco  
Policeman  
510-7th Street  
San Francisco, California  
94103

Dear Pete:

Now that the election is over, I want to thank the San Francisco Police Officers Association for their endorsement. It means a great deal to me and is sincerely appreciated.

I also want to thank you for the listing of the Amigos Luncheon on page 14 of your November issue.

Our final Amigo luncheon for 1984 will be held on December 21 at 12 Noon honoring the clergy. Please come as my guest and enjoy the festivities.

Very truly yours,  
Chuck Ayala

## POA Picnic

October 31, 1984

Officer Theodore A.  
Schlink III  
SFPOA Picnic  
Chairperson

Dear Officer Schlink,

In this world of seemingly constantly complaining people, I would like to take this opportunity to congratulate you and the POA staff for a job well done on the most recent Marine World Family Picnic.

Sincerely,

The Randy  
Mirkovich Family

## A Republican Looks At Reagan

"Hain't we got all the fools in town on our side? and ain't that a big enough majority in any town?" Mark Twain, Adventures of Huckleberry Finn"

I voted for Ronald Reagan because I thought he was the lesser of the two evils, not because I thought he would make a good President. In the long run, when his policies are seen in a more objective light, I believe he will be considered one of our most inept Chief Executives, if not one of the worst.

There is no excuse for Reagan's indifference to serious environmental issues. However, I suspect that Reagan knows he probably will not be alive ten years from now and simply does not care about the long-range effects of his environmental policies — or rather, non-policies.

In regard to the people he has chosen for his staff and advisors, Reagan is a prime illustration of the old — and bitterly true — saying, "First-rate men hire first-rate men. Second-rate men hire third-rate men."

Ronald Reagan was a second-rate actor who appeared in a string of second-rate motion pictures. He became a second-rate governor and in turn a second-rate president who, true to form, has filled his administration with third-rate people. The idea of allowing a religious crackpot like Jerry Falwell to have even the slightest influence on government policies is enough to appall any person who believes in individual liberty.

In regard to President Reagan's views on abortion: how many unwanted children is he willing to support on his Santa Barbara ranch?

Reagan's favoritism of his own wealthy class is in excusable and unethical, his disregard of important environmental issues is reprehensible, his attitude toward certain minorities is callous and cynical, if not downright hostile and evil.

The Presidential Campaign of 1984 was a vivid example of a politician's ability to manipulate and exploit voters by using emotion-charged issues in order to influence people's opinions. Never mind cool good sense and intelligent thinking. As Mark Twain's remark so aptly illustrates, if you can arouse the rabble you've got it made.

As I stated at the beginning of this article, the reason I voted for Reagan is because I thought he was the lesser of the two evils. But not very much so.

Copyright 1984  
L. David Almand

## New O.C.C. Director

Dear Fellow Board Members:

Yesterday Ron Parenti, Jerry Schmidt and I met with new O.C.C. Director Frank Schober.

I'm sharing the enclosed letter from him — we are adopting a wait & see attitude towards him.

Paul Chignell

San Francisco Police  
Officers' Association  
510 - 7th Street  
San Francisco, Ca. 94103

Dear Members:

I am honored to have been selected as the director of this city's Office of Citizen Complaints. As I take up my duties, let me assure you, the members of the police force on the "front line," of my desire to fully understand the problems you face on the streets of San Francisco.

There are many groups in our city that have an interest in the activities of the O.C.C. The assumption of conventional wisdom is that these groups have contending objectives. I believe rather that the general objective of all responsible citizens and the groups that represent them is the same — a police department dedicated to both efficiency and humane treatment of all individuals its members deal with.

To do its job, the O.C.C. must be no less dedicated to efficiency and fairness. When complaints are made, its investigators must be accomplished quickly, protecting the rights of all concerned.

As director of the O.C.C. I will organize efficiently and strive to obtain the personnel and material resources I need to provide efficient service that is fair to all concerned.

The Charter requires the O.C.C. to suggest disciplinary action to the Chief in cases it sustains. But discipline, properly viewed, is much more than just punishment. It consists of and is maintained by quality training, supervision, standard procedures and written and unwritten policy. O.C.C. reports which sustain allegations will comment on these elements of discipline when such comments are relevant and useful.

I will work hard for a productive, professional relationship between the O.C.C. and the membership of the P.O.A.

I will work for the same relationship with the other organizations that make up the leadership and which represent the people of this city. I solicit your support. I need it to succeed.

Sincerely,

Frank J. Schober  
Director

## Journalistic Responsibility?

November 13, 1984

Mr. Mandel:

I have remained silent for the past two months despite constant incorrect quotations, misinformation and outright lies printed in the San Francisco Examiner, but your editorial in the November 11th edition is the last straw.

I can't comment about the allegations of police brutality that you so readily recap in your article "Let's Police The Cops." However I take exception to your account of what occurred during the warrant service at Lord Jims Bar.

I was one of the supervising sergeants during that investigation and every one of the statements you make, your readers assume is fact, is nothing but untruths, incorrect generalizations and the product of a blatant anti-police mind.

I quote: "A pack of narcs who'd seen the French Connection once too often raided Lord Jims in September to serve a single warrant but ended up holding the terrified customers at gun point for two hours, frisking and running warrant checks on everyone in the place."

First off, your reference to the dedicated members of the Narcotics Detail as a "Pack of narcs who'd seen the French connection" smacks of the machinations of a pompous know-nothing. In my five years in the Narcotics Detail, I have participated in over four thousand arrests. These were not popular arrests of muggers and rapists, these were drug users and sellers. As you well know, drug enforcement is not a popular form of police activity in this city. San Francisco was one of the only cities in this state who passed the Marijuana Initiative, however in dedicating myself to Narcotic Enforcement, I accumulated a total of sixteen citizen complaints in my seventeen year career. I don't think my complaint record after four thousand unpopular arrests qualifies me as a cowboy, redhot or an officer mincing Popeye Doyle.

You also incorrectly stated that "Terrified patrons were held at gunpoint for two hours." First of all, the police were in Lord Jims less than one hour. This can be verified by communications tapes of our radio broadcasts. Secondly, the only weapons displayed by police were upon initial entry for officer protection. Perhaps you feel that upwardly mobile Caucasians in three piece suits don't pose a threat to police officers. I wish Sgt. John McCauley were still alive to refute your assumption. There have been six police officers murdered in the Bay Area in the last three years. Would you, in your infinite wisdom care to hazard a guess as to how many of those men were "narcs"? Five of the last six were narcotics officers, and even today, an Oakland Narcotic Officer

lies in critical condition in an Oakland Hospital with a bullet in his brain.

No weapon was exhibited after initial entry, a period of time that toiled less than fifteen seconds. This is in glaring contrast to the two hour period that you pulled out of the air. Lastly, you say we frisked and ran warrant checks on everyone in the place. Even with your obviously biased mind, you must admit that if we searched 70 fern bar aficionados on a Friday night, someone would have gone to jail for cocaine possession. That was not the case, and only a minority of those patrons had warrant checks run, and even though there were several outstanding warrants, even those with warrants were allowed to leave. I don't think that bespeaks of gestapo tactics that the San Francisco Examiner suggests occurred.

Mr. Mandel, you wield an awesome power in your ability to print unanswered dialogue for millions to see and believe. That power carries with it a responsibility to print the truth regardless of your personal biases and prejudices. You have had two months to learn what occurred at Lord Jims, and there is no excuse for your blatant and reckless disregard for the truth. Unless you don't feel the truth will compliment your one-sided opinion of your police department. The Examiner even found it necessary to print a retraction concerning their original account of the Lord Jims affair, but as was expected the retraction was three lines hidden under an I. Magnin add that even you apparently didn't see. This was after three weeks of hysterical accounts of cowboy narcs on the rampage, so even if the retraction had been as prominent as fairness dictates it should have been, it would have been useless as a form of redress.

I'm sending a copy of my letter to the letters to the editor of the San Francisco Examiner, however I expect this letter will find its way into the local trash heap, right next to your journalistic sense of morality.

Rene LaPrevotte  
Sgt. SFPD

## Thanks

My sincere apology for the lengthy delay in writing this note. Believe me, you all have not been forgotten.

The wonderful plaque was heartwarming, though honestly not deserved.

It was a pleasure and honor to serve on the board and I appreciated all the guidance.

Thank you all very much.

Best regards,  
Jill Connolly

## Thanks

Dear Paul,  
Thanks for your letter, and for the help you and the POA gave me in the election.

We've come a long way, and I value your leadership.

Warmly,  
Harry Britt

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# CSAA ISSUES HOLIDAY ALERT: BE FIRST A FRIEND, THEN A HOST

With the opening of the holiday party season, the California State Automobile Association (AAA) begins its annual campaign reminding party-givers to be "first a friend, then a host."

Drinking drivers are responsible for more than half the people killed in California and Nevada traffic accidents, according to the CSAA. In California's 4,571 traffic deaths last year, 2,386 persons were killed in alcohol-related accidents. Of Nevada's 252 traffic fatalities in 1983, 138 persons died because of drinking drivers.

The auto club issues the following tips for party hosts:

- Suggest that guests come in groups, with a designated driver who agrees to remain sober.
- Don't force your guests to drink.
- Make sure fruit juice or nonalcoholic punch, soft drinks, coffee and tea are available.
- Use fruit juice or tea as a base for alcohol-content punch. Carbonated mixers speed up the alcohol-absorption process.
- Have plenty of snacks available because food helps slow the body's absorption of alcohol. Meat, cheese and other high-protein foods are good because they stay in the stomach longer.
- Put away the alcoholic beverages at least an hour before the party is scheduled to end, and have nonalcoholic drinks available.
- End the evening with a late snack.

Quick cures won't help those who have overindulged, the auto club says. Taking a cold shower or drinking a lot of coffee after too much alcohol makes a person wide-awake, but still drunk, the CSAA emphasizes.

If guests do drink too much, the host can call organizations that offer free transportation to party-goers; pay for a taxi ride home; drive the guests home or let them spend the night.

If drinkers insist on driving, the party-giver can contact the local police department or, if highway travel is involved, the state highway patrol. The California Highway Patrol can be reached by asking the operator for Zenith 12000, a toll-free number. It is helpful to have a description of the vehicle, including color and license plate number.

At this season of the year, the auto club urges all motorists to be especially aware of drinking drivers who often can be spotted because they make a lot of mistakes in handling normal driving maneuvers.

The CSAA advises motorists to watch out for drivers who:

- Drive too fast or too slow.
- Stay in the wrong lane, drive down the middle of the road or travel the wrong way on a one-way street.
- Make wide turns, bump against a center divider or run over curbs.
- Scream and make violent gestures at other drivers.
- Try to maneuver the car while hanging out the window.
- Turn on the windshield wipers in clear weather.
- Drive at night without headlights on, or with bright lights on in traffic.
- Throw bottles, beer cans or other things out the car windows.

To help reduce the number of drinking drivers, the CSAA urges all party-givers to observe the slogan, "first a friend, then a host."

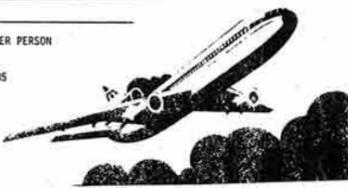
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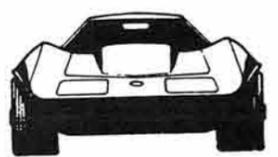
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**AUTO CLUB OFFERS WINTER DRIVING TIPS**

As the snow lures skiers and other winter sports enthusiasts to the Sierra Nevada, the California State Automobile Association (AAA) offers tips on tire chains and other safety procedures for driving on ice and snow.

CSAA officials advise all motorists that although cable chains are again legal in California, they have been rated less efficient than conventional link chains in providing traction.

The auto club urges motorists to follow these winter driving suggestions:

- For best results and greater safety, approved snow tires or chains should be used for better traction.
- Before setting out on a trip, give your car a winter check-up, with special attention to the battery, defroster, windshield wipers, tires, exhaust system and coolant.
- Avoid over-acceleration, over-steering and over-braking. Any of these can produce a skid on wet, icy or slick surfaces.
- To start the car, accelerate gently and gradually. If the wheels spin in the snow, rock the car by shifting the gears while lightly applying pressure to the gas pedal to produce a rhythmic back-and-forth movement.
- NEVER let the air out of tires to obtain better traction.
- Your car loses efficiency in high altitudes and acceleration is slower. It takes longer to pass another vehicle, so signal your intentions to stop or turn much earlier than usual.
- Remember that it takes more time to stop on snow or ice, so allow an extra margin for safety. Try to avoid situations which might require sudden stops.
- On long, snowy drives, check periodically for an accumulation of ice or snow under the fenders, which can make steering difficult or even impossible.
- On long downgrades, don't ride your brakes. Use second or low gear to help slow the car. If brakes are required, apply them gently with a light, but fast pumping action.
- Be alert. Try to anticipate potential hazards. And watch out for icy patches on hills, bridges and underpasses.
- Be sure to stay on your side of the road, particularly on curves. And watch for special speed regulations.
- A slightly opened window will keep you alert and dispel danger from exhaust fumes.

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**Time To Rejoice**

by Jim Higgins  
Robbery Detail

The Board of Supervisors voted 10-to-1 not to display the nativity scene in City Hall.

To the Hymn of "Silent Night, Holy Night" a resounding "NO," 'cept one.

To the tune of "Grandma Was Run Over by a Raindeer" a hilarious "YES", 'cept one.

The above is how The Board of Supervisors expressed their feelings to the celebration of the birth of Christ. The rotunda of the City Hall proudly displays the Christmas tree; an object used to typify a quality appealing to the intellect. We wonder at their reasoning to keep Christianity locked up in the basement of City

Hall, permitting dust to cover the forms of the Nativity scene. The world rejoices in the birth of the King of Kings. The three Wise Men followed the star to Bethlehem to pay homage to the Christ Child. During the historic time, a King attempted to search out the child and destroy him and all that he would come to mean. Now, in the 20th Century people still attempt to hide the meaning of Christ's birth. The absence of the Nativity scene is a useless and shallow gesture on the part of the Board of Supervisors.

The " 'cept one" is Wendy Nelder; may God bless her for a show of strength.

Windy, rainy days are ahead, whirlwind shopping sprees, lists that won't stop, crackling fire places, a warm one in your hand, visiting relatives seen once a year, favorite ornament toppled and broken, wrong sizes, colors and brands; much more could be added. All in all, a nice time of year!

We, from Cops for Christ, ask you to take time out for a moment and reflect the true meaning of Christmas. Rejoice in the birth of Christ, spend time in church with your family, come together in His Spirit of Love.

For you who are working on Christmas Day, have compassion on the tragic scenes that will confront you. Words of comfort and understanding are in order on this special day.

We from Cops for Christ wish a blessed and wonderful Christmas to you and your families.

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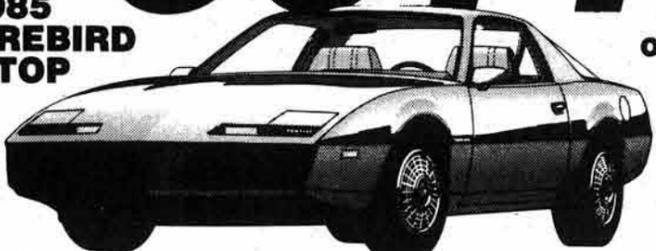
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Tendon Injury	\$600.	\$600.
Lacerations	200.	200.
X-Rays	25.	25.
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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Executive Director



## PAL FISHING

The PAL Beginners Deep Sea Fishing Program during the summer was a resounding success. Hundreds of youths, both boys and girls, signed on fishing trips with the PAL owned and operated vessels. Perhaps the Program may be summed up in the following report by 2nd Mate Lil Fromm who, with husband George (Captain), and 1st Mate David Carey, filed this report: Twelve year old Bashiri Jones landed the biggest fish of the season for the kids. It was a 15 lb. halibut, 3'4" with a 13 1/2" girth. Bashiri had been a good fisherman all day and caught quite a few rockfish. Was doing very well, baiting his own hook, etc. He turned to me and said "I think I have something on my hook, but I'm not sure." He handed me his rod and for a minute I thought he was caught on the rocks. I jerked the line and it didn't

move. I did it again and it was free but, there was something definitely there. By this time, all the other kids had hauled up. George saw the line being pulled by the fish and played the boat so that the fish could be caught. I handed the rod back to Bashiri and told him to reel in slowly. He did, but was having a hard time doing so, it was a big fish and he was doing a great job. When I saw the fish start to surface, I asked David (Carey) to get the net. David thought I was kidding and made some off the wall comment. I convinced David that I wasn't kidding and to get the net. He did, and needless to say, his comment when he saw the halibut was unprintable. We took the attached picture of Bashiri and his big day in San Francisco Bay. Bashiri Jones was nominated by PAL Captain George Fromm and crew, and won the Art How Fishing Award. Bashiri will receive a magnificent trophy at the annual Boy and Girl of the Year Dinner in January. Congratulations, Bashiri. (When's dinner?).

## PAL BOY AND GIRL OF THE YEAR DINNER

The 1984 PAL Boy and Girl of the Year Awards Dinner will again be held at the Police Athletic Club in Hunters Point, thanks to Officers Mark Hurley and Joe Mollo. The public is invited to attend. Cost will remain at \$6.00 each. Call PAL Headquarters (567-3215) for reservations. Come out and congratulate the winners of the outstanding sports person from each sport, and at the same time renew acquaintances with friends of the PAL. Selectees will be announced with a wrapup of the dinner festivities in next month's column.

## PAL BASKETBALL

The 1984 PAL Basketball Program is completed. In all, over 1,000 boys and girls participated in divisional games to vie for city championships. Basketball Commissioner Lt. Tom Bruton reports no problems with the program. Again, a great job of overseeing one of PAL's major programs. Thanks, Tom.

## PAL JUDO AND BOXING

PAL Judo and Boxing is being offered on a year round basis, according to Off. Joe Mollo. Joe is the Director of Activities for the PAL and hangs his hat at the old National Guard Armory. For signups call Joe at 552-7495. Judo is open to any boy or girl between 7 and 18. Boxing 10 to 18.



Bashiri Jones, 12, proudly shows his big halibut caught recently in San Francisco Bay. The occasion was a beginners deepsea fishing trip sponsored by PAL. (photo by Lil Fromm)



Boy Scouts Troop 3 of Chinatown with a Scout Salute to the camera after a day of PAL Fishing.



PAL Cadets at the 158th Recruit Class Graduation Reception recently. The Cadets help in serving and cleaning up at the Reception.



Proud members of the Chinatown Post Boy Scouts Troop 3. The Scouts were participants in the PAL Fishing Program. (photo by Herb Lee)

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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Executive Director



## PAL LAW ENFORCEMENT CADETS "SHAPE UP WITH SUE"

by Ernie Galaviz

Keeping a top rated Cadet program, requires constant attention. That is what our Cadets will be receiving, for their body, that is!

I feel we should keep our Cadets well-balanced, physically and mentally. Our Cadets should be in good physical shape to prepare for future agility tests as well as good general health. Our division is now expanding with a physical training program. Selection for the job was not easy, but through close review it concluded with "the best for the best," states Director Ernie Galaviz.

We now welcome Coach Sue Pethman. Sue will be leading our physical training section of the program, along with nutrition and other classes on health habits.

Sue is 20 years old and is a San Francisco resident.

She was raised in Daly City and is a graduate of El Camino High School in South San Francisco. She is presently a receptionist at Chec Medical Center here in San Francisco, and is also an aerobic instructor at Royal Racquet Club in Millbrae. Instructing at Royal she feels was the major kick off to her special interest in staying in shape. Sue has attended special lectures such as Food For Fuel so she may keep an update in gaining more knowledge to apply to our Cadet program.

Sue's special interest is horses. Yes, she has been involved in the training and raising of horses for the past fifteen years. She was a member of the Silver Spurs Color Guard Unit for the San Francisco Grand National and has also participated in showing horses in the Bay Area.

"I plan to give the Cadets a real understanding of nutrition and physical fitness so they may be able to perform to the best of their ability, coping with the lifestyles of today," states Coach Pethman.

Well, Sue, we welcome you with both arms and believe your ideas and concepts will be a great asset to our program.

## "X MAS PARTY"

by Ernest Galaviz

Our Annual Cadet X Mas Party was held on December 4th with a bang. Sgt. Herb Lee prepared the food and all was fancy! You know it was good — when nothing was left.

Music, put on by our own D.J., "Cadet Lt. John Swan" kept the Cadets rockin' and rollin' for a good part of the evening. All Cadets who attended had a very good time and then departed home for their own silent night. "Merry X Mas Cadets."

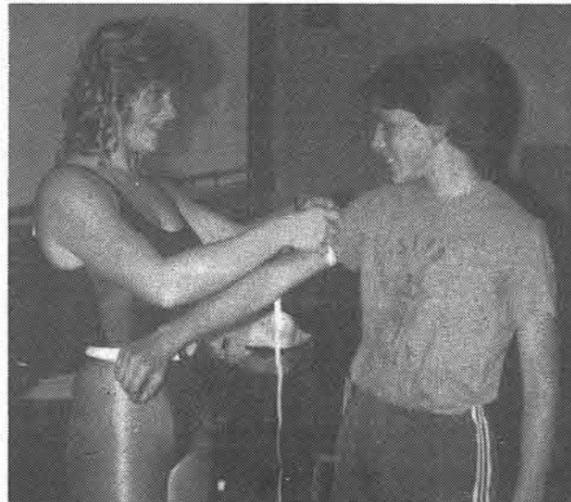
## "X MAS PARADE"

On November 18th our Cadets participated in the San Francisco Emporium Capwell X Mas Parade. This parade opened up the X Mas season, as our color guards led the Cadet marching unit up Market Street, viewed by hundreds of people.

Our Cadet marching unit are winners of many awards, and were very happy to be a part of such a joyous occasion. Job well done Cadets.



PAL Physical Training Coach Sue Pethman. Don't let her beguiling looks fool you. At physical training, she's tough as nails! Sue is in charge of training for all PAL Cadets specializing in aerobics.



Another shot of Sue Pethman checking the biceps of young David Lazar, a newly appointed PAL Cadet. (photo by Ernie Galaviz)



Cadet Sgt. Ken Ferrari at the chow line with Cadet training coach Sue Pethman.

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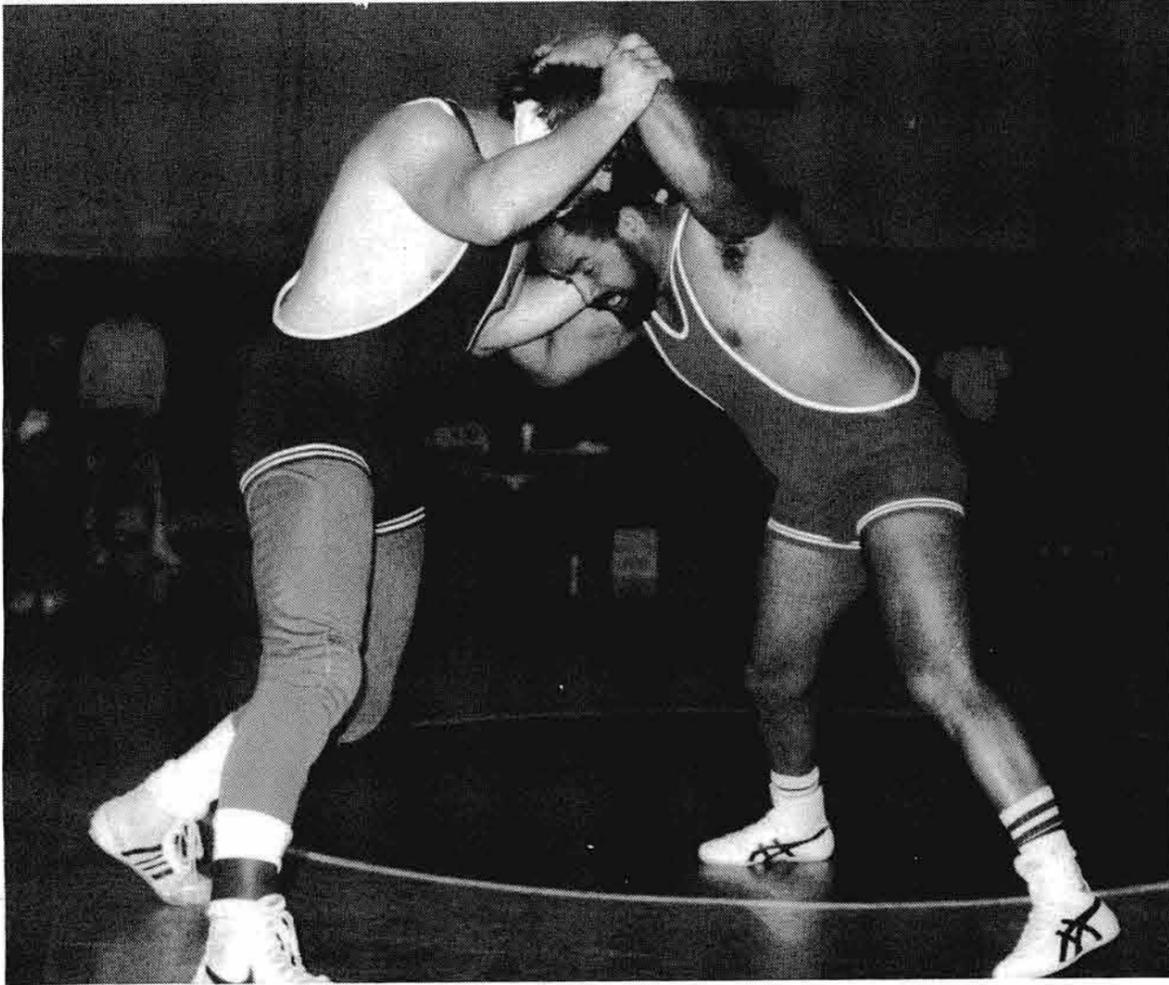
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PAL Cadet Lieutenant John Swan (left), Cadet Scott Fong (right), and former Cadet Sergeant David Paul (middle) provided music for the annual PAL Cadet Christmas Party held recently at Wawona Lodge. Good time had by all.

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# SPORTS



1985 Police Olympic Wrestling event held in Sacramento. Ken Foster S.F.P.D.

## SFPD's "Toughest Cops Alive" Flex Their Muscles at the State Championship

Three members of the San Francisco Police Department travelled south on October 20/21, 1984 to compete in the 3rd Annual "Toughest Cop Alive" State Championship held at the Rio Hondo Regional Police Academy in sunny Whittier, Ca. This strenuous contest is composed of eight separate events that stress the cardiovascular and muscular capabilities of its participants. The events in order are a three mile run, the 16 lb. shotput throw, a 100 yard dash, a 100 yard swim, a 20 ft. rope climb, the bench press, pull-ups, and an obstacle course. The contest is sponsored and coordinated by the Los Angeles Police Department.

Tony Hicks of Co. C, Steve Landi of the 158th Academy Recruit Class, and Lucio Perez of Co. D, represented the first SFPD team to undertake the Southern Californian challenge. A total of approximately 125 police officers, deputy sheriffs, state and federal law enforcement officials entered the TCA. 16 teams entered the team competition portion. The teams offered a wide variety of law enforcement agencies including the LAPD, LASO, FBI, US Secret Service, Sacramento Sheriff's Office, San Jose PD, Fremont PD, and San Diego PD. Police officer representatives from police departments in the states of Texas and Oregon were also present in order to view the event and form their own "Toughest Cop Alive" Championship in their respective states. The melting pot of agencies offered a tremendous amount of camaraderie and a diversified sharing of "war stories" that accompany the mutual job.

On October 20, the entrants met at the posh Holiday Inn in Glendale and received their competition packets. The packets included a complimentary TCA baseball hat, T-shirt, and glass mug. Officers Chuck Foote and Dave Leaton of the LAPD laid out the ground rules and relaxed and it was only interspersed with a few nervous laughs and comments from its expectant contestants. During the meeting, Mike Bender of the Simi Valley PD was introduced to the audience to a well deserved round of applause. Bender has won the individual TCA title for two years in a row. Bender would proceed to win the individual title for the third consecutive year.

The three mile run kicked off the contest at 0700 hrs. the following day. The course was very hilly and offered a variety of turns and curves. Lucio Perez finished in the top three of the field even though he was running with a knee injury. Perez also went on to record the best time among the SFPD team entrants during the swimming competition. Perez managed this even though his swimming goggles fell off as he dove into the water. Perez was lapped by the other swimmers as he struggled to put them back on. He eventually made up the lap difference and caught up to the rest of the field in his beat. Perez attributes his swimming and running performances to his triathletic background which includes daily doses of swimming, running and bicycling.

Tony Hicks displayed his awesome versatility as a

former track standout and turned in the most point productive performances for the SFPD team. Hicks threw the second farthest shotput of the day with flawless form. Hicks claimed he learned his shotput form from watching the shotput throwers on television. Hicks proceeded to submit his most astonishing performance in the TCA 100 yard dash.

Hicks blazed across the finish line in a TCA record breaking 10.6 seconds and beat the previous 10.7 record. Hicks became the first SFPD officer to be immortalized in the TCA record books and became the first Northern Californian peace officer to accomplish the task. Hicks went on to perform the best rope climb and pull-ups among the SFPD team. Hicks also went on to record the second best overall time during the obstacle course event. Hicks was barely edged out by superman Mike Bender. Bender set a new record for the event.

Steve Landi, a former Daly City PD Officer, was the muscleman for the team and turned in the top bench press for the team. Landi obtains his daily iron requirements by pumping heavy weights for relaxation. Landi went on to show his sterling proficiency and turned in the second best times for the team during the swim, rope climb, pull-ups and obstacle course. Landi was the only member of the team to complete all eight events. Perez opted to scratch from the obstacle due to his knee injury and because he was scheduled to enter the New York City Marathon the following week. Hicks decided not to finish the swim phase in order to save his upper body strength and anaerobic capacity for the obstacle course.

When the final scores were totalled up, the SFPD team came in a competitive fifth place. The fifth place showing was indeed surprising because the top three times of a team are recorded to place. Some teams were composed of 15 to 17 individuals and had the obvious opportunity to record the most points. Tony Hicks was awarded with an individual award for breaking a TCA record in the 100 yard dash. Steve Landi was presented the teams fifth place trophy at the graduation exercises of the 158th recruit class. The SFPD team turned in a respectable performance and could possibly produce a better one next year if it can field a larger team.

Lou Perez, Co. D

## WRESTLERS!

ANYONE who may be interested in wrestling come up to the Police Gym, 5th floor of the Hall of Justice, on any Wednesday at 12 noon. Any level of experience or physical condition is welcome. Our objectives are to get in a good work-out; to avoid injuries and, for those who are interested, to try and develop a team for the Police Olympics.

We don't have a coach, so if anyone has experience in this area it would really be appreciated if he would help us develop a program.

If you are interested please call Inspector Jim Hampton in Juvenile, 553-1321 or Curt Cashen, Photo Lab, 553-1164. Or JUST SHOW UP!!!

## GOLF CLUB NEWS

On Friday, November 16, 1984 the San Francisco Police Golf Club held its regularly scheduled monthly tournament at Bennett Valley Golf Course in Santa Rosa.

Under cloudy and sometimes rainy skies twenty-seven 'hearty' souls showed up and completed eighteen holes of golf. Needless to say there were many more with sense enough not to drive 40 or 50 miles to play golf in the rain.

Of those who played the low gross winner was Dennis Martel who shot a seventy-eight. The overall tournament winner was John McClelland who shot 84 and with his 17 handicap had a net sixty-seven. In second place was Dennis Martel with a net sixty-nine followed by Johnny Phillips also with a net sixty-nine.

The flight winners were first: Vic Macia and Jerry Cassidy, second; Bill Grosward and Mike Brady, third; Bob Cirimele and Jack Daly.

The guest winners were Bob Lall and Bill Lee in that order.

Now that I have identified the real golf "nuts" I'll bet those who didn't win aren't so disappointed; at least no one will know they are 'nuts' too.

By the time this article comes to print the final tournament of the year will have taken place at Harding Park in San Francisco, that is unless mother nature steps in and sends more rain.

The 1985 Golf Club schedule is nearing completion. Some of the courses they have already confirmed are: Sunnyvale, San Jose Muni, Las Positas, Franklin Canyon, Mt. Shadows, Napa Muni and Diablo Creek.

There will also be an overnigher probably sometime in May and a weekend trip with wives in August or September.

I am now accepting the 1985 dues which are \$10. (make all checks payable to the San Francisco Police Golf Club). The club is open to all active and retired sworn members of the San Francisco Police Department. Nineteen Eighty-four saw a record number of members of the club (163). Send all dues to me as below and I'll send you all pertinent information.

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# SEASON'S GREETINGS

## THE LAST WORD

by Pete Maloney  
Editor



In my research, including the Bible, to formulate a Christmas message for my column, I found many familiar passages but no inspiration. About the only thing I found were the opening words of the Gospel of John in the New Testament: "In the beginning was the word. . ."; it reminded me of the pompous title of this column.

Then having all but given up I reflected on an experience I had as a young bachelor patrolman, in which I, with the best of intentions, embarrassed myself twice.

My partner (now retired Ron Martinez) and I were dispatched to Fair Oaks near 26th St., to a basement apartment that was plain, home to a Latin family, and cleaner than a hospital surgical theater, to take a burglary report. We were met by a striking young woman and her five-year-old daughter whose beauty and innocence still warms my memory.

I made my first mistake by assuming that the lady of the house would be more comfortable speaking Spanish and addressed her in that language. She politely informed me, in better English than my Spanish, that she would prefer to speak English. Ron and I proceeded to examine the scene of the intrusion to their home under the curious gaze of the little girl, while Ron enjoyed my obvious embarrassment, and prepared the report.

Shortly before we finished the young ladies were joined by the equally handsome man of the house and in an attempt to make a friendly exit asked the little girl what she expected to receive from Santa Claus at Christmas, which was a few days away. Her father spoke to his daughter and asked her to explain that they were 'Jehovah's Witnesses' and did not believe in exchanging gifts and the Santa Claus tradition and that Christmas had a deeper meaning.

I quickly left, leaving Ron to give the parting instructions on scene preservation and all the while I tried desperately to dislodge my size twelves from a mouth that had so readily made a place for them.

Now as I remember the incident and my embarrassment I would like to pass on one of my lessons learned and a wish for all of you, especially the police family.

While we exchange gifts and spoil our children let us not forget to teach them the true meaning of the season.

And may I, with my wife Lizzy and my daughter Beth, wish you a happy, safe and holy Christmas.

**Feliz Navidad, Prospero  
Ano Nuevo y Felicidad!**

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## ON THE STREET/Tom Flippin



## RACE TO SUCCEED FEINSTEIN

continued from page 1

legislation inimical to our interests.

If Willie Brown runs in 1987, the San Francisco Police Officers' Association must in my view take a hard look at endorsing his candidacy.

### ASSEMBLYMAN ART AGNOS

Art Agnos, Democratic Assemblyman from San Francisco since 1976 when he won the seat after beating the late Harvey Milk in the June Primary that year has been one of the POA's strongest political allies.

Agnos earned his political spurs while serving as an aide to the Assembly Speaker Leo McCarthy. When John Foran vacated his Assembly seat to become a State Senator in 1976 Agnos was elected to the Assembly and now secures between 70-85% of the vote each election.

Agnos is a strong labor vote and has never failed to support the POA on our most important issues both locally and in Sacramento. In addition, Agnos knows about strong law enforcement on a personal basis as he was gunned down but survived as one of the Zebra victims in the winter of 1973-74.

Agnos must be rated as the favorite if Willie Brown does not run for Mayor. He holds the support of the Moscone coalition to the left, has a strong ethnic base from the Asian, Hispanic and Greek community and has authored legislation that appeals to moderates on a variety of issues. His only political drawback appears to be fundraising ability in a race that will attract a million dollars in campaign contributions for the winner.

Agnos has made no noises that he will enter the race but will have a free ride as his Assembly seat is up in even numbered years.

### HONGISTO THE MAVERICK

Supervisor Richard Hongisto is definitely a contender for the Mayor's chair though probably as a spoiler than one who can win the race. Hongisto has shown his political muscle by beating an incumbent Sheriff in 1971, being re-elected by an overwhelming margin in 1975 and then after a hiatus as Police Chief in Cleveland returning to San Francisco for more electoral success.

In 1980 Hongisto was elected to the board of supervisors, and then re-elected with a strong place showing in 1982 showing strength across the City.

Hongisto has been quite the maverick at the Board of Supervisors moderating his views on labor issues but still possessing a strong social consciousness especially on gay issues.

Some say that Hongisto can't put it all together, that he'll take votes away from another candidate but based upon his independent attitude, no one can say what candidate will be hurt by his entry to the race.

The relationship between Hongisto and the POA has been strained but improving as he will usually vote against our labor issues but has been somewhat supportive as of late.

### SUPERVISOR QUENTIN KOPP

Supervisor Quentin Kopp, first elected in 1971 re-elected by huge margins in 1975, 1977, 1980 and 1984 is the strangest candidate for Mayor from right of center. His only defeats have been to Feinstein in the runoff for Mayor in 1979 and a recent race for the Board of Equalization where he dropped out after the deadline for removal of his name from the ballot.

Kopp seems to be in a position where he can't get a consensus from the City in a one on one race. But his changes of getting into a runoff with Molinari or Agnos are excellent.

Kopp has been characterized as the town grouch by some groups and the POA has been the recipient of his wrath over the years. It is ironic, however, because

Kopp worked closely with the POA in his first three years on the Board of Supervisors but his fiscal conservatism has caused a break with our organization.

Kopp still gives us a fair hearing and on occasion will support our issues but there is a lot of history between the POA and Quentin.

### SUPERVISOR MOLINARI

Supervisor John L. Molinari secured a seat on the Board of Supervisors in 1971, was re-elected in 1975, re-elected narrowly in 1977 and then swept to victories in 1980 and 1984, most recently outdistancing Kopp and Renne to become President of the Board of Supervisors.

Molinari appears to be the strongest contender for the Mayor's chair unless Agnos decides to run. He seems to have the blessing of Mayor Feinstein if the recent reports in the press are being accurate.

Molinari's relationship with the POA is directly opposite to that of Kopp's. Molinari was at bitter odds with the POA in 1975 and the year after but in recent years has been a strong ally at the Board of Supervisors on a variety of issues. Molinari has shown an ability to raise vast sums of money for his campaign and in attaining the presidency of the Board of Supervisors will use that position for more political power.

With Willie Brown staying in Sacramento, the choice between Molinari and Agnos with Nelder close behind will be an important one for the POA.

### SUPERVISOR WENDY NELDER

Supervisor Wendy Nelder, daughter of former Chief, former Supervisor and present police commissioner Al Nelder was elected to the Board of Supervisors by a whisker in 1980 and then elected President of the Board of Supervisor in 1982 with a huge mandate.

Nelder has had a lot of turnover in her staff, has suffered strong criticism from her colleagues and has accumulated negative comments recently for her AIDS/Water stance.

But Nelder has been a strong supporter of the POA on virtually every issue, has been totally accessible as a public official and has genuine support amongst many of our members.

The question with Nelder is can she win a Mayor's race at this stage in her career?

### SUPERVISOR LOUISE RENNE

Supervisor Louise Renne is definitely a dark house candidate for Mayor of the City & County of San Francisco. But she has proven a strong vote getter after being appointed to the Board of Supervisors in 1978 to replace former Supervisor Feinstein. In 1980 and 1984 she was elected in her own right and re-elected with large margins in all sections of San Francisco.

Louise was upset when the POA Board endorsed Congresswoman Barbara Boxer over her in the June 1982 Congressional Primary, a race Renne now states she should not have entered.

The POA is attempting to bridge the gap over our relationship with Renne as she has voted against our concerns on occasion. The POA Board is confident that Renne will be an ally in future but strong consideration for an endorsement of Renne for Mayor does not appear to be in the cards.

The above candidates of course do not represent all of the possibilities for the November 1987 race for Mayor. But such a race requires high name identification and the ability to coalesce support early both from interest groups and money. It is of extreme importance that the POA play a role in the race for Mayor of San Francisco because our benefits, composition of the command staff and future of the San Francisco Police Department is at stake.