

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



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TIER II LADDERS FIREFIGHTERS

by Mike Hebel

On February 22, 1984 the California Court of Appeal, First Appellate District, filed and certified for publication the first Appellate Decision concerning the Tier II Retirement System which was voted in November 1976.

The Tier II Retirement System effecting new hires after November 1976 dramatically reduce retirement benefits while extracting a higher rate of contribution. It is estimated, based on the Retirement System's established rates of contribution, that the Tier II Retirement/Disability Benefit package is nearly a 2/3's reduction from the Retirement/Disability Benefits contained in Tier I (for police officers hired prior to November 1976).

DEPARTING FROM POLICE DEPARTMENT

The instant case entitled *SF Firefighters v. City and County of San Francisco* was brought on behalf of six (6) firefighters who have previously been members of the San Francisco Police Department. The six (6) were members of the Police Department prior to November 1976 and accordingly were accruing pension benefits in Tier I. After November 1976 the six (6) left police service and accepted employment as entry level firefighters. Prior to their departure they were informed that their retirement benefits would be governed by Tier II, a substantially inferior benefit structure.

The six (6) firefighters brought an action seeking a declaration that, as participants in the Tier I System while police officers, they have a right to participate in the Tier I Firefighter Plan upon their subsequent employment in the Fire Department.

Both the Trial Court and the Court of Appeal ruled that as firefighters who joined the Fire Department after November 1976, they were not entitled to Tier I retirement benefits.

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MODERNIZING POLICE FACILITIES- A GROWING PRIORITY

By Dave Herman, Co. E

Chairman, Uniform & Safety Committee

In December of 1983 the Uniform and Safety Committee of this Association decided to take a hard look at the facilities being used by this Department. As part of this overall project we endeavored to approach this study from several different perspectives, and in early January of this year many officers filled out questionnaires in regards to capital improvements at the various locations. We also felt it was appropriate to survey and inspect each facility to get some first hand impressions of working conditions. Included also in our review was a restudy of a 1974 Planning Commission Report by the City and County which made some interesting statements at that time about Department facilities.

This was to be our basic approach to what we thought would be some minor improvements and updating at each location but it became very quickly apparent that the problems were much deeper than they had first appeared.

What we were made aware of was, we were dealing with a series of decaying, outdated, neglected and poorly organized facilities, left to operate on a skeletal level

and in many cases having officers use their own monies and time to facilitate needed repairs and updating, just to keep the Stations operating at a barely functional level.

Some of the conditions we discovered were not new problems but ones that had manifested themselves for literally generations of police officers and from one administration to the next. To address the conditions we found it was decided that someone outside the Department should take a look at what we were dealing with.

At that an invitation to Supervisor Louise Renne was sent, and she cordially accepted. On February 7, 1984 Supervisor Renne, some administrative staff from City Hall, Lt. Racine and some of his staff from Planning and Research, President Casciato, and yours truly as tour guide spent the better part of the day touring some of the District Stations, notably Northern Station (built in 1920) Potrero Station (built in 1915) and Mission Station (our second newest district station excluding the Hall of Justice) and several other locations and potential locals were also visited, and what the Good

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RED INK IN THE OVERTIME ACCOUNT (A Continuing Saga of Poor Planning)

by Bob Barry

Co. A

We're out of money again troops (because we didn't budget the overtime account properly), so bear with us until we get around to filling our coffers again. That, in essence, is what the administration is saying in a recent memo issued by Deputy Chief Emil.

Overtime for training, court and members who have accumulated one hundred-sixty hours of compensatory time will continue to be paid (as long as the funds last), but for those that are required to work overtime while

making arrests (primarily the patrol force), or conducting other required police functions on an overtime basis, *overtime pay is being denied until further notice.*

Why, I have to ask, does this practice of "poor planning" or just plain "carelessness" in formulating a sound fiscal budget have to continue? The question is not a new one, as we've been dealing with this problem off and on for years. So when it arises time and time again, the only conclusion I can draw is that paying us the overtime we are due, and paying it in a timely fashion isn't high on the administration priority list. It should be though, as over sixty percent of the San Francisco electorate recently mandated the City through Proposition "J" to formulate a proper budget and to pay us time and one-half for overtime or provide comp time (at our option) for the work we perform.

This mandate, however, seems to have fallen on deaf ears, as the "well" is nearly dry, and the bills aren't being paid properly — or in this particular case — not at all.

I am quite certain that the Police Commissioners, who set policy and manage our department, and the Chief and his administrators who are directly responsi-

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Death of Officer Alex Williams #653, Co. E

I met Alex almost six years ago when we came into the police dept. together. Alex taught me something that no academy class, lecture or film could teach. Alex taught me about being brothers in police work, doing the job together, looking out for each other, being there when you're needed.

On Feb. 25, 1984 the Lord took Alex from us all at

the young age of 31. As the attached article says, Alex always had a love for police work and for this city. Police work and this city have lost a good cop, a beautiful human being, and a true brother to all police officers.

Don Woolard
Tactical Division

Rookies' Night to Be Proud

By Birney Jarvis

Alex Williams had waited seven years for this moment and now, as he got into line to receive his certificate of graduation, he confessed he was feeling "a little nervous."

The nervousness vanished as he stepped proudly across the stage before 700 persons at A.P. Giannini junior high school last night, one of 55 young men being graduated from San Francisco's Police Academy.

All of those 55 rookie patrolmen had reason to be proud — but for Williams, 26, there was a special feeling of relief and achievement.

He has been working in a variety of police-related jobs since 1971, when he became a trainee in a

federally financed recruitment program to help minorities prepare for the police examinations.

Williams first was a police cadet, performing clerical work at the Hall of Justice. Then, when he was 21, he got a job as a building and grounds officer, patrolling at Northern Station.

When he passed the exam for civilian station officer, Williams began three years of work that took him to most of the city's police stations, most recently to the operations center at police headquarters.

He was credited with a number of arrests, including the arrest of a murder suspect, an effort that won him two official commendations.

Reprinted from S.F. Chronicle
Friday, October 27, 1978

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OVERTIME

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ble for "watching the checkbook" don't run their households in this fashion, so why then does this \$100 million a year entity have to continually wallow in "red ink" to the detriment of the men and women of our department? We are constantly being asked to do more and more, but for less and less. That policy, or at least the wide-spread perception of its existence is a serious administrative deficiency that should be rectified.

Make more arrests, write more citations, reduce the number of complaints and reduce the response time to calls for service is the theme of the day, and the overwhelming majority of officers accept these tasks without the slightest grumble. But when it comes time to reach into the mail box for that hard earned compensation — the cupboard is quite bare.

It's time that this inequity be corrected, and it is long past the time that the administration, from the Mayor's office down, places a high priority on this issue and to communicate this "top priority policy" to the men and women of our department who make it all work. That, to me is not a policy that we should grovel for, but one that should come from the top as a matter of good, sound administrative practice.

We are now in mid-March and rapidly approaching the July convention, and many officers will no doubt be working countless hours of overtime during the Democratic Convention. We will undoubtedly be faced with many tactical problems — most of which will be routine for us, and we will no doubt make San Francisco and its political structure shine in the eyes of the world. But when it's all over and the lights go out, will we again be told "thanks" but the cupboard is bare again? Let's hope not! Instead, let's work for some constructive change that the lights go on upstairs well before the convention and keep burning long after. After all, we are the best, and we deserve no less.

TIER II LADDERS

continued from page 1

NO IMPLIED PROMISE

The firefighters had argued on appeal that the Tier I Pension Plan in which they participated as police officers contained an implied promise that should they ever relinquish their employment in the Police Department in order to join the Fire Department, they would become participants in the Firefighters Tier I Plan with no resulting loss of benefits. This argument did not prevail.

The Appellate Court held that it is well settled that a public employee's pension constitutes an element of compensation, and a vested contractual right to pension benefits accrued upon acceptance of employment. But, said the Court, the City Charter neither expressly nor impliedly created a vested right in its Tier I police participants to leave the Police Department in order to join the Fire Department and to accrue pension benefits under the formula established — the identical Tier I Firefighters Plan, regardless when they began their new careers.

Upon leaving the Police Department, these six (6) carried over to the Fire Department, for retirement eligibility purposes, the years of service in the Police Department. They do not carry over the superior benefit structure of Tier I.

REASONABLE PENSION ???

The court concluded: "Upon retirement, appellants will receive a substantial and reasonable pension pursuant to a plan about which they had knowledge prior to leaving their former employment. Therefore, they have no grounds to contest the decision of the City to place them in the Fire Department Plan created for employees of the Department hired after November 1, 1976."

It is not known whether the Firefighters Union will seek a hearing before the California Supreme Court.

The message, then, is:

- (1) Tier I is a superior retirement system;
- (2) Tier II is an inferior retirement system;
- (3) Leaving Tier I is done at your peril.

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Widows & Orphans

The regular monthly meeting of The Widows and Orphans was called to order by Pres. M. Lennon at 2:15 P.M. Wednesday, February 15, 1984 in the Traffic Bureau Assembly Room, Hall of Justice.

The following donations were received and acknowledged by the Secretary:

MRS. JAMES MURRAY — in memory of her husband Lieut. James Murray and her son Patrolman Lloyd Enmark;

STEPHEN J. SANDERS CO — for response to burglar alarm by Offs. Ken Lui & Terry Gan of Southern Station;

SAN FRANCISCO LUGGAGE & LEATHER GOODS CO. — same response as above.

R. NEWHOUSE — in appreciation of fine work of members of The Department. Treasurer Bill Parenti reported the following deaths:

GEORGE BROWN: Born in Ireland in 1893, George became a member of The Department in 1924 at age 31. He worked out of the Chief's Office in the old time Cars for several years. He was transferred to Mission Station working most of the beats before becoming a special duty man, recommencing the issuance of permits and the various other duties that went with his job, George retired in 1952 on service. He was 90 at the time of his death.

LAWRENCE JOHNSON: Larry was born in Texas in 1902 and after serving his country in World War I found his way to San Francisco to join The Department in 1928 at age 26. He worked at Co F (then Stanyan St. Station), transferred to Co O, Old Golden Gate Station at Fulton & 34th Avenue, Larry worked there for 6 years before going to Richmond Station. He remained there until his retirement for service in 1960 at age 58. He was 82 when he passed away.

STEPHEN MALONE: Born in San Francisco in 1903, Steve entered The Department in 1933 at age 30. He was a patrolman at Central, Northern, Park and Richmond Stations. When appointed a Sergeant in 1949 he was transferred to Central, serving there for 5 years, then Mission Station until his retirement for service in 1961 at age 65. Steve received the following Capt. Comms — In 1940 for arrest of a laundry burglar, in 1952 for arrest of a suspect charged with murder & robbery, in 1953 for arrest of a suspect in armed robbery, kidnap & attempted rape. In 1955 Steve earned a 2nd Grade for arrest of a suspect who had wounded another policeman. Steve was 80 at the time of his death.

PATRICK PFEIFFER: Another San Franciscan born in 1945, joined The Department in 1971 at age 26. Pat worked at Taraval for 2 years, Central for 7 years and Ingleside for 2 years. His last year was spent in Investigations. Pat was a very young 38 at the time he passed away.

REPORT OF TRUSTEES: Sales & Purchases of Common Stock added \$1,191.00 to our yearly income, while the roll over of a \$50,000 Fed. Home Loan Bank certificate added another \$1,450 to yearly income.

Draft of Agreement with Hibernia Bank was presented to all Trustees. This agreement must be approved or disapproved by March 30, 1984. Trustees will vote on same at March meeting.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 3:00 P.M. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary

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WEDNESDAY OF EACH MONTH.**

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POLICE POST #456 NEWS

The computer is down. How many times have you heard that when you called for a vehicle check or any other emergency? It reminds me of a saying that goes like this. "Remember the bookkeeper perched on his stool, green eyeshade tilted, with a quill for a tool? He wasn't too fast, but nowhere in town did you hear the excuse that the computer is down." With all of our computer technology it still comes down to human ingenuity or error as the case might be. As long as it creates jobs and spurs the economy we will do our best to live with it. Just like we will learn to live with bureaucracy. Like one unidentified bureaucrat said, "We're all headless nails around here. Once you get us in, you can't get us out."

One thing that I hope continues forever is American ingenuity and our deep desire to help one another. This is best exemplified by the programs that our San Francisco Police Post #456 is involved in. The beautiful part is that it is your dues that make it work. If you haven't paid your dues as yet, won't you make that extra little effort to do it? And another thing that is beautiful about it is that there is no administrative costs or any other overhead to siphon it off. Boy's State is a prime example and we are always helped in that endeavor by the S.F. Footprinter's. A nicer bunch of guys with as much dedication as this group would be difficult to find. Keep Boy's State in mind if you have any sons that meet the requirements. As I promised in my last column we will have more details on this letter. You can contact Stan Scheld, our Boy's State Chairman, who has all the details and can be contacted at any Police Post #456 meeting. You and your son or sons will not regret it. It is a very fulfilling and rewarding experience.

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

Your Scribe
John A. Russell

◆

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

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NATIONAL SALARY SURVEY

By Mike Hebel, Welfare Officer

The February, 1984 issue of *Police Labor Monthly* reported on a recent survey of the maximum monthly base salary for the ranks of sergeant, lieutenant and captain employed in the largest cities in the United States. As a whole, cities in the West pay the highest salary to police officers. Los Angeles rates not only the highest in the West, but also the highest in the nation. San Diego, as we woefully know, ranks the lowest in the West.

MONTHLY RATES OF PAY

CITY	SERGEANT	LIEUTENANT	CAPTAIN
Los Angeles	\$3,561	\$4,189	\$4,670
San Jose	\$3,033	\$3,512	\$4,065
New York	\$2,990	\$3,427	\$4,459
San Francisco	\$2,927	\$3,347	\$3,930
Washington, D.C.	\$2,808	\$3,116	\$3,538
Denver	\$2,788	\$3,176	\$3,668
Chicago	\$2,768	\$2,934	\$3,447
Seattle	\$2,722	\$3,359	\$3,864
Phoenix	\$2,694	\$3,252	\$3,994
Dallas	\$2,556	\$2,940	\$3,381
San Diego	\$2,552	\$2,940	\$3,399
Houston	\$2,433	\$2,798	\$3,218
St. Louis	\$2,259	\$2,472	\$2,686
Philadelphia	\$2,154	\$2,455	\$2,799
Baltimore	\$1,982	\$2,251	\$2,618
Atlanta	\$1,853	\$2,084	\$2,345

Treasurer's Column

by Duane Collins

MONEY

CASH FLOW

Everyone has heard the term cash flow. Most of you probably understand the concept, but I will go over it once real fast. Each of you has a cash flow. You get a check every two weeks, and you use it to pay your monthly bills at the end of month. The P.O.A. budget works the same way. Each month we get a city check for about \$40,000 and it is deposited, and the bills are also paid out of this at the end of the month.

I try to maintain at least a one month balance of cash in our account for a cushion. So far during my term of office, I have been successful at doing this and have always maintained a balance of \$40,000 plus. This has had a two fold benefit. First, it gives us the needed resources for emergencies and second, it makes money through interest, as the bulk of it is kept in an investment account with Dean Witter.

All of you know that two times a year you get a third paycheck for the month. This also happens to the P.O.A., except, because we get our checks monthly, it only happens once. But it is a whopper, \$40,000. We also have a second major influx of cash. This comes from the variety shows we put on late in the year and amounts to another \$70,000, usually half in July and half in October. This money has been earmarked for our November ballot campaign.

LEGAL EXPENSE

At the January 17th Board of Directors meeting, a discussion took place regarding our outstanding legal bill with Steven Bley, one of our fine defense attorneys. Several figures were tossed about that should be made known to you, the membership. When I took office in 1982 I was informed of an outstanding balance in our 860 account of approximately \$70,000. I was appalled at this, as it was more than we owed on our building (\$65,000) and I made a personal commitment to eliminate this by the time my term of office was over. As of that meeting, I had knocked the bill down to \$49,000, but there was still concern as we had just lost a legal battle that was going to cost us another \$16,000. According to some members of the board, this, in actuality, made us "insolvent". I am happy to report to you, and the board, that as of now we only owe \$21,000 on this account, and are again "solvent." The January windfall was almost entirely applied to this bill. If I can, next year we will do the same thing and pay it off entirely, unless of course, I can pay it off sooner, and believe me, I intend to try.

BUILDING EQUITY

There has been a lot of talk about the equity in the office building. I have to agree with Brother Hebel and echo his concerns. Although tempting, I would oppose any attempt to refinance it at this time for any reason.

PRESIDENT'S MESSAGE

by Al Casciato



Since December 18th when Supervisor John Molinari introduced the charter amendment for night differential for police, I have been in the process of lobbying the members of the Board of Supervisors and various city officials, including the mayor and the chief of police asking for their support of this charter amendment.

It has been a long and difficult journey but I am very pleased to report to you that on March 5th the Board of Supervisors voted 9 to 1 to put the charter amendment on the ballot. As of this writing, the mayor is considering endorsing the proposition and also I am waiting for the Chief and the Police Commission to formally adopt their positions, which I believe will be in the favor of the proposition. The Civil Service Commission has already voted 5 to 0 to strongly recommend passage of this fair and equitable charter amendment.

It is now incumbent upon you, the members, to begin your job of working and contacting your friends, neighbors and relatives here in the City. It is they, the voters, who will make the final decision on this charter amendment in June. You must talk to them, convince them that this charter amendment is in the best interest of the city, in the best interest of the working police officer and is in particular, in their own best interest for the future quality of life for San Francisco.

I ask all of you to participate in this campaign even those of you who are on the day watch because this additional benefit will give us all a better opportunity for mobility within the department and also give us all greater opportunity in our selection of watches.

Though money is tight now in the Police Officers' Association and our funds will be limited in the campaign. Primarily due to that fact, that we had many outstanding attorney bills. After one year in office I've managed to reduce the debt, but I feel that even though money is limited I believe that you will make the difference that we do not need a lot of money to finance this campaign and that we will be victorious in June if all of you do your part in putting your energy, your time and your commitment behind this proposition.

Fellow Police Officers:

The present FI cards are hard to carry, waste space and no one uses them. If you are interested in redoing the FI cards, please contact me at Ingleside station with your ideas.

John Ehrlich

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Guy Wright

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If you want to wreck a police force, install a judge as de facto police chief and an activist lawyer as his aide de camp. That describes the situation in San Francisco, and it's a mess.

Nothing personal. Several judges and lawyers have filled these roles at different times and it always comes out the same: Golden intentions, God-awful results.

For a decade police promotions here have been all but frozen by a tangle of discrimination suits, countersuits and appeals. As a result, there's a shortage of sergeants, a shortage of lieutenants — even a shortage of captains because there aren't enough lieutenants to form a pool for the captains' exam.

I can count only six real lieutenants now working at their rank — this in a city that should have close to 100. Last fall there were 10, but Chief Con Murphy promoted four to acting captains to fill vacancies at the top.

So we have lieutenants pretending to be captains, sergeants pretending to be lieutenants and patrolmen pretending to be sergeants — all because of a 10-year argument about skin color.

Anyone who finds comfort in this situation is terminally stupid. Whatever the sins of the past, this nonsense is worse. All parties to this spite fight should be locked in a dank cellar without food or drink until they reach a settlement — and that specifically includes the judges and the lawyers on both sides.

Because of their litigation, there have been no promotions to lieutenant since 1973. In 1982 new exams to fill 77 slots were begun but they quickly hit a snag. Of 400 candidates, 170 passed the Phase One test and went on to take Phase Two. But the Phase Two results were sealed because 80 of those who flunked Phase One charged the exam was fault-ridden. Their suit is now in court.

Last fall Chief Murphy gave 45 of the lieutenant candidates temporary promotions, citing "a crisis situation." He used an odd scoring system: 20 points just for taking the Phase One test, another 20 points for passing it and 15 points for not being a white male. As a result, two promotions went to candidates who flunked the test.

But Murphy's system gave 29 percent of the promotions to minorities, even though they accounted for only

11 percent of the applicant pool. That pleased minority activists — and drew a lawsuit by the Police Officers Association.

The promotional picture for sergeants is equally fouled up. Prodded by a "judge," the City hired outside help to devise a bias-free sergeants' exam. It was administered last year to a pool of candidates that was 26 percent minority.

There was no challenge until the test scores were posted, showing that only 10 percent of those who passed were minority applicants.

Then came demands to lower the passing grade and to change the weight given to different parts of the test. Giving the written part more weight helped Asians but hurt blacks. Giving the oral part more weight had just the reverse effect. But in each case the bottom line remained the same — minority candidates made up only 10 percent of the passing group.

Last week their counsel, Lois Salisbury of Public Advocates, served notice that she intends to file suit charging that the exam was "fundamentally flawed" and she wants The City to pay an expert \$10,500 to prove it. If she gets her way, there will be no promotions for years and years.

Reprinted from the S.F. Examiner
February 28, 1984

Dear Editor:

Attached to this memo please find a copy of a response to an article which appeared in the San Francisco Examiner, by Guy Wright. I felt that the article was in part inaccurate and left some things unsaid. I thought it might make interesting reading in the POA Newspaper.

James Hughes
Mission Station

Mr. Guy Wright
San Francisco Examiner
110 5th Street
San Francisco, Calif.

Dear Mr. Wright;

I was able to read the article in your column, which appeared in the February 28th edition of the San Francisco Examiner and which dealt with the police department's promotional problems. I felt it necessary to advise you of a couple of mistakes in the material content of your article and to appraise you of the actions of some of the members of the police department in regard to this current set of circumstances.

First you said that Chief Murphy gave 45 of the Lieutenant candidates temporary positions citing "a crisis situation." This is correct; however, you indicated the scoring point system incorrectly. The system is 45 points for seniority (4.5 per year), 20 points just for taking the test, 20 points for passing and 15 points for being non-white. This system resulted in the temporary promotion of five (5) persons who failed the last test, not two (2).

I realized the problem inherent in this point system and suggested an alternative, which is as follows: Thirty-two points for seniority (based on ten years as follows: 5, 5, 4, 4, 3, 3, 2, 2, 2, 2, a decline point system), 10 points for serving as an FTO (field trainer) or FTO/Sgt for a period of two years, 15 points for a BA, 10 points for a Masters, 10 points for an advanced POST Certificate (a certificate from the state of California) and 23 points (max) on the last test calculated at 25% of your percent score on the test. This system was adopted from standard practice materials in private industry and following a specific format for candidate evaluation. A maturity curve (this is the seniority and

FTO points), a professional development segment (this is the points for a BA, a Masters, and an advanced POST certificate) and a skills evaluation (the percentage score on the test, which was lowered due to the protest on the test).

This system of evaluation was submitted by me to the Police Administration and the response was "the selection process as submitted is good; however, there is no proven relationship between it and the ability to do the job." I then asked what the proven relationship was on the selection system used and the ability to do the job and have yet to receive an answer.

Your article also indicated that this system produced a suit by the Police Officers Association. This is incorrect as no suit was filed; however, the Association did file a suit against training conducted by the Police Department for minorities which whites were excluded from attending. This suit was lost as the consent decree requires such training. I must repeat however, no suit has been filed in regard to this temporary promotional system.

One must reflect on how the consent decree came into being. The minority officers association in conjunction with other agencies filed a discrimination suit against the Police Department some time ago. The ensuing court battle showed no discrimination by the City or the Police Department; however, minorities were underrepresented in the Police Department. How could such a thing occur, no one really knows, be it the social desires of each ethnicity, the social status of the position, or a multitude of other causes, but, it was not shown to be discrimination.

Now we are faced with correcting this lack of representation in the police force. This is also true of promotive positions within the department.

With a larger minority candidate pool in the rank of Police Officer the result in testing (all factors only on job knowledge) the result should be a larger representation in promotive positions. This being true at the Sergeant to Lieutenant level also; however, this was not felt to be the case and additional training was conducted for minorities attempting to become Lieutenants. Also on the latest Sergeant's test the weighting on the various phases of the test were evaluated to enhance the minority passing grade or the percentage. This did not occur, at least in the last Sergeant's test as the public advocates plan to challenge the test due to adverse impact.

I feel that if we are to discriminate (against whites), let's be honest about it and up front. Do not conduct training for only one class of candidates, do not play with the scoring system, give all members of the minority classes a handicap score or add points (number of points known before testing) and then allow the testing to be honest. If the city of San Francisco and the Police Department is going to discriminate let's be honest about it. Although I do not agree with conditions of the past in the south at least they were honest.

In the final analysis of the ethnic representation in the city jobs one must look into each department of the city and discriminate accordingly to gain appropriate representation in each department. Does the city engineering department have all ethnicities represented; are bus drivers a reflection of the makeup of the city; is the city hospital staff representative of the city, etc. You can see my point: if we look at one let's see them all, and if we discriminate let's do it with as much integrity as is possible.

Sincerely,
James Hughes
Sergeant of Police

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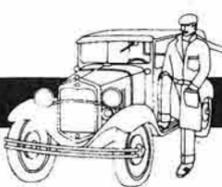
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QUEST FOR TRUST

by Dan Lawson

I'm concerned because it appears the current testing process minimizes the possibility of qualified candidates being promoted in this department regardless of race. This concern results from experiencing delays, decision changes and other mysterious occurrences. It is no wonder many of us question whether the consent decree's intention is to conduct fair promotional exams with the goal of including as many protected class individuals as possible or whether their intention is to promote protected class individuals at any cost.

I am concerned and I am also confused. I have had the opportunity to work as a volunteer on a number of Q-2 oral boards conducted by the Consent Decree Unit. My reasons for volunteering were twofold: 1) provide input in the selection of prospective San Francisco Police Officers and, 2) monitor and evaluate the process used by the Consent Decree Unit to orally screen candidates. My overall impression of the process was that it was prepared and conducted both professionally and objectively. During this time I came to accept the staff as competent and well intentioned individuals. Although my involvement in the current promotional leaves me a little less than objective I must admit that the quality of the Sgt./Insp. exams (Phase II and Phase III especially) (subject material, presentation,

organization etc.) was good and I must compliment the Consent Decree Unit.

Compliments aside, all of us, including the City, the Police Department, the Advocates for Justice, and the Consent Decree Unit must maintain the primary goal of promoting qualified candidates. Neither extended lists, compromises, nor quotas will accomplish this goal. At times I question my own motives, asking whether I am more concerned with getting a promotion and the pay raise that goes along with it or am I truly concerned about quality candidates and the future of my profession.

I am an idealist and in so being I want to believe that the Consent Decree Unit has presented a multi-dimensional exam in an attempt to promote the most inspired and qualified candidates. I understand the unit is working under Federal Guidelines but the fairness and objectivity of appointments must be maintained to ensure our belief in the democratic process.

Just as we must remember that it is important to balance personal goals with the quality concerns of our profession, the Consent Decree Unit must be careful to follow federal mandates but ensure that the testing process assures the most qualified candidates are promoted.

I believe much of our confusion lies in our distrust of the federal decisions in this process. Although federal involvement is bigger than all of us, pertinent, factual, bottom line information (i.e. reasons for attempting to drop 80 questions from the first phase of the exam) must be provided to all those interested. Rumors are the result of a breakdown in effective communication. Many of us have nothing to base our beliefs on other than non-factual rumors which create a breeding ground for misgivings and mistrust. A consistent open forum of some kind whether it is a rumor hotline or frequent bulletins (especially during promotional periods) is the first step toward improving our understanding of the entire picture and convincing us that the Consent Decree Unit deserves our trust.

Modernizing Police Facilities

continued from page 1

Supervisor observed was our everyday working environment.

The following day the San Francisco Chronicle on page 6 carried an account of the tour entitled NORTHERN STATION IN SHOCKING SHAPE, SUPERVISOR SAYS. Needless to say Supervisor Renne was appalled at the conditions she observed, and the environment the Department's personnel were working in. HER observations were that of an individual who doesn't toil in this industry on a daily basis. YET it was still obvious to her that these facilities were in atrocious condition.

At this point, it was apparent that the station conditions had become a public matter (as well it should be) and several days after Supervisor Renne's tour, Mayor Feinstein and Chief Murphy made an unexpected visit to Northern Station to make, I assume, some observations of their own about the conditions.

As a result of what has taken place regarding media coverage and the new awareness of the situation by public officials, and administrators, the Chief of Police has organized a Task Force of the Department, and outside City administrators to study our facilities, set priorities, and evaluate possible new locations and alternatives to our present locations. Incorporated also into this Task Force study are some direct suggestions made by members of the POA Uniform and Safety Committee relative to alternative sites. But what does all this mean? Potentially a great deal, or nothing at all.

What City Hall and this Administration must do is set forth some real priorities by which this Department will be capable of providing superior police and emergency services to the citizens of the City and County of San Francisco, and to do so the City must consider the building and relocation of many of its District Police Stations to provide the kind of modern services that will be required as we move toward the 21st Century.

It is without question a matter of rethinking some priorities. It is also a question of appropriation and serious evaluations should be made towards that end.

The Members of the Police Officers' Association Uniform and Safety Committee feel a clean and modern facility is an integral part of efficient police services, and the providing of adequate environments is a responsibility of public officials, administrators, and employees alike. This is to ensure that Public Services meet anticipated expectations by the general public and for their foreseeable needs.

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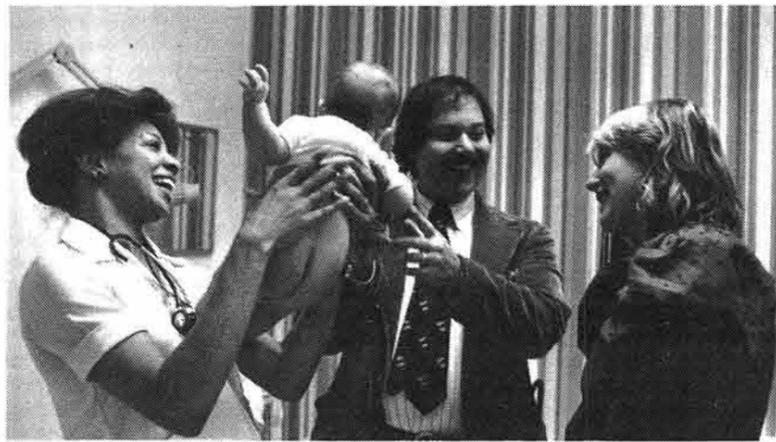
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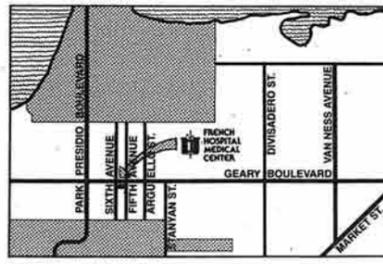
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Remember, you have a choice. Compare the alternatives. Read the Health Service System's Comparison of Benefits Chart. It's time for a change to the French Hospital Health Plan.

If you have questions, or would like a tour of our excellent facilities, call us at 666-8881.



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AROUND THE DEPARTMENT

by Don Carlson

HE'S GOT YOU SURROUNDED...That is, if you're at Scott & Lombard, or at 19th & Taraval, or eastbound on the Central Freeway! Insp. Herman Clark's sartorial excellence jumps out at you from the Grodins' billboards at those locations. And, of course, Herm hasn't had to take any #\$\$%! from any of his colleagues over this either. Riiiiight! How did they pick Herman? Maybe Bob Geary wasn't interested!

SPEAKING OF BOB...He went to Australia to scout some acting jobs, but took time out for some boxing workouts. Bob felt the weather down under in February was suitable for training: it resembled the summer weather in Sacramento during which the Police Olympics will be held.

E. E., PHONE HOME...That would be newly-born, 7 lb., 13 oz. Erin Elizabeth Fontana, first child of Dave (TAC) and Therese Fontana. Erin, who arrived at 0813 on March 6, 1984, and momma Therese are doing fine, but Daddy Dave's not so sure about himself!

DEAR ABBY/ABIGAIL VAN BUREN

February 22, 1984

—Submitted By
A. C. Casiato

Lie Detector Tests Lie

DEAR ABBY: Because you are able to reach so many people, I submit the following facts:

Scientific studies show conclusively that polygraph tests (the so-called "lie detector") tend to be wrong about one-third of the time! Even worse, the evidence affirms a strong bias against the innocent person; 47 percent of the suspects who were erroneously classified as "deceptive" were later shown to have been telling the truth.

I have been personally involved in three murder cases where the prosecution offered to drop charges against the suspect if he passed the lie detector, in exchange for an agreement to permit the polygraph results to be used in evidence if the suspect failed. In all three cases, the suspects did fail, the polygrapher's testimony formed the heart of the prosecutor's case, the men were each found guilty and sentenced to life in prison.

Later each of these "convicted murderers" was found to be INNOCENT and was freed—but only after spending from one to five years behind bars!

Many wrongly accused people were eager to be tested, confident that their innocence would be confirmed, only to fail the test.

There is nothing scientific about the polygraph, and people should be encouraged to refuse to submit to it.

DAVID T. LYKKEN
Professor of Psychiatry and Psychology
University of Minnesota

DEAR DR. LYKKEN: Thank you for the valuable input—and an appropriate item for George Washington's birthday.

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Left to right: Off. Harry Soulette, Mission; Gerry Vibal, President, Filipino Ass'n. of Municipal Employees; Off. Steven Ortiz, Mission; Off. Rey Ibay, Mission; Insp. Juan Morales, General Works; held at Grosvenor Inn, S.S.F. on February 19, 1984.

RE: PRIVATE SECURITY SERVICES OFFERED BY LOCAL LAW ENFORCEMENT OFFICERS AND AGENCIES

This state agency is responsible for the licensing and regulation of private patrol companies and the security guards employed by them.

Police officers, sheriff deputies, and some law enforcement agencies are showing an increasing interest in becoming involved in the private security industry. For this reason, the bureau offers the following information regarding legal restrictions, Business and Professions Code requirements, and Department of Consumer Affairs legal opinion.

First, the definition of a private patrol operator is contained in Business and Professions Code Section 7521(b) and reads:

"(b) A private patrol operator, or operator of a private patrol service, within the meaning of this chapter is a person, other than an armored contract carrier, who, for any consideration whatsoever:

Agrees to furnish, or furnished, a watchman, guard, patrolman, or other person to protect persons or property or to prevent the theft, unlawful taking, loss, embezzlement, misappropriation, or concealment of any goods, wares, merchandise, money, bonds, stocks, notes, documents, papers, or property of any kind; or performs the service of such watchman, guard, patrolman, or other persons, for any said purpose."

I. OFF-DUTY PEACE OFFICERS EMPLOYED BY LICENSED PRIVATE PATROL OPERATORS OR OTHER PRIVATE EMPLOYERS

Business and Professions Code Section 7522(1) — after January 1, 1984, will be (k) — exempts peace officers from guard registration requirements, provided: (a) they are employees (but not independent contractors) of a private employer; (b) they do not contract their services; (c) the sheriff or chief of police has determined that this activity is not inconsistent with their law enforcement duties (Government Code Section 1126).

The statutory authority for this exemption is contained in Business and Professions Code Section 7522(1) which reads:

"A peace officer of this state or a political subdivision thereof while such peace officer is employed by a private employer to engage in off-duty employment in accordance with the provisions of Section 1126 of the Government Code. However, nothing herein shall exempt such peace officer who contracts for his or her services or the services of others as a private investigator or private patrol operator." (emphasis added)

Example: The officer is on a payroll. All deductions are made and covered by the private employer's Worker's Compensation and liability insurance. The officer's activities as a private security guard are exempt.

II. OFF-DUTY PEACE OFFICERS CONTRACTING TO PROVIDE BODYGUARD OR SECURITY SERVICES

Business and Professions Code Section 7523(a) requires a license of any person or business entering into

private security. There is no exemption which allows off-duty peace officers to start a private security business without benefit of a private patrol operator license issued by this agency. It must be noted that bodyguard work requires a private patrol operator's license. A private investigator's license does not include bodyguarding.

Exempt: One or more officers who wish to start a business proposing to offer bodyguard or security services must first obtain a private patrol operator's license. For more information, please call the bureau and ask for a private patrol operator licensing package. Any questions will be gladly answered.

III. LAW ENFORCEMENT AGENCIES WHICH CONTRACT FOR PRIVATE SECURITY SERVICES

During the past few years, it has come to the bureau's attention via private industry, contract guard unions, and the media, that some police and sheriff departments have contracted with private businesses to provide security services via uniformed or nonuniformed on-duty and off-duty officers.

The bureau requested a legal opinion from the department's staff counsel. Legal Opinion No. 82-34 was received which clarifies the issue.

Legal Opinion No. 82-34 states in part "Here, the police department..., is actively engaged in contracting with private businesses to assign officers in police uniforms driving city police vehicles to provide security services. The department itself is receiving direct compensation for this service.

While sections of the Business and Professions Code provide express exemption from the provisions of the Private Investigator Act...for individual peace officers or employees of public agencies, we are unaware of any express exemption contained in the act as regards public agencies operating or offering private contract security services.

While sections of the Business and Professions Code provide exemption from the provisions of the Private Investigator Act for specified public employers and peace officers, no statutory exemption is accorded to public agencies seeking to offer private security services. (emphasis added)

Nor are we aware of any common law or decisional authority which immunizes or exempts such public agencies from the licensing requirements of the statutes. To the contrary, existing statutory law contained in the Government Code raises serious question as to whether a local or public agency may contract with private entities to provide private security service.

Consequently, we conclude that an unlicensed local police agency which purports to offer private contract security services for compensation to private clients is engaged in unlicensed and unlawful activity as a private patrol operator within the meaning of Section 7521(b)."

If you have any questions regarding the bureau's position on these matters, please call Richard L. Robinson at (916) 739-3028, or write to the bureau attention of Richard L. Robinson at Department of Consumer Affairs, Bureau of Collection and Investigative Services, 1920 - 20th Street, Sacramento, CA 95814.

Gary R. Kern
Chief

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LETTERS

Thanks

Mr. C.A. Casciato
President
San Francisco Police
Officers Association
610 Seventh Street
San Francisco, CA 94103

Dear Al:
Because of your generous contribution, the fund raising event at OZ was an outstanding success.

Louise and I are grateful for your support and most especially for the confidence you have shown in my record on the Board of Supervisors.

Thank you so very much for your participation in launching the campaign.

Sincerely,
John L. Molinari

AB 1

"SODOMITES IN THE LAND ARE AN ABOMINATION UNTO THE LORD AND WILL SURELY BE PUT TO DEATH."

— State Senator
H.L. Richardson
February 16, 1984
California Senate Chambers

Dear Friend:

Those words were spoken by Senator Richardson last month on the floor of the State Senate during debate over AB 1, the lesbian and gay employment rights bill.

Despite Senator Richardson's vicious opposition, the bill passed by a vote of 22 to 16. After seven years of hard work, we have achieved a major victory in the struggle for human rights.

But the struggle isn't over.

Senator Richardson is attempting to exploit public fear and misinformation about the AIDS epidemic as part of his campaign to stop AB 1. In a letter to Governor Deukmejian dated February 17, 1984, Richardson urged the Governor to veto AB 1 because:

"You, as Governor, simply cannot place the citizens of this state in potential grave jeopardy by signing this bill...there has never been any major indication of the need for this bill...it makes little sense to play Russian roulette with the lives of our citizens because so much is unknown about this terrible disease."

Senator Richardson and his "moral majority" allies like Senator John Doolittle have launched an intensive campaign directed at Governor Deukmejian. Here's what they are saying:

"Do you want them working with your children? That is what is really at stake...."

In my district, let me tell you, if he's an avowed homosexual, he by definition isn't qualified."

—State Senator
John Doolittle

"Don't argue with me. This is the Lord speaking."

—State Senator
H.L. Richardson

Governor Deukmejian has three options: he can sign AB 1 into law, he can veto it; or he can allow it to become law without his signature.

He has two weeks in which to make his decision.

Now, more than ever before, your voice can make the difference. In the past year, over ten thousand Californians like yourself have joined the campaign for AB 1.

Today I need each one of you.

Senator Richardson knows that time is running out. He and the right-wing fundamentalist preachers are flooding the Governor's office with telegrams, letters and phone calls in a coordinated and well-financed effort to intimidate Governor Deukmejian.

Please, write to Governor Deukmejian today.

Ask your friends to write.

Ask your family to write. Ask your co-workers to write.

Ask the members of your church, union, business association, political club or social organization to write.

I believe that the vast majority of Californians are fair-minded people who share our belief in equal rights and equal opportunity.

But belief alone is not sufficient.

I need your letters and I need them today.

P.S. Telephone calls and petitions to the Governor are not enough. Take the time to send a personal, hand-written letter explaining why YOU want AB 1 signed. If you have experienced discrimination or if you know someone who has been discriminated against, describe the situation. If you are afraid to sign your name, send the letter unsigned and explain why you are afraid to sign it. These are the letters that demand attention.

Please do it now!

Sincerely,
Art Agnos

Thanks

Brother members:

I would like to take time to thank the Screening Committee for approving an expenditure of P.O.A. monies for filing fees and

attorney fees to file an appeal in Superior Court by way of a Petition for Writ of Mandate in my particular case.

I have been a P.O.A. member since 1963 and was not personally involved other than voting and mailing out literature to friends to vote for P.O.A. ballot propositions.

In 1979 by brother, Peter Libert, and four other motorcycle officers were arrested and suspended. My brother turned to the P.O.A. for assistance and he was not let down. Prior to the first Commission Hearing I remember asking him what he would do if he was not returned to duty pending criminal charges and he said "Al Casciato is making arrangements to line us up with jobs." At the time he had three school age children and his wife did not work. This was my initial contact with the P.O.A. and what it represents.

In 1982 P.O.A. Welfare Officer Mike Hebel represented me in a Workmen's Compensation Hearing and in early 1983 Mike said he would handle my case when I filed an Application for Determination.

I was off work from September 17, 1982 to November 18, 1982. Prior to coming back to work I called Mike Hebel, sometimes at his home, for advice and guidance. I was not let down. After filing my Application for Determination I called Mike Hebel, sometimes at his home, regarding my case and he eased my mind on many an occasion.

Regardless of the outcome of my appeal in Superior Court, I personally know that I got a 100% effort from my association. Again I would like to express my appreciation for the benefits I received from being a member of the San Francisco Police Officers Association.

Fraternally yours,
Paul Liebert

Ambassador Geary

Dear Mr. Croce A. Casciato:

This letter is to acknowledge the visit of your officer, Bob Geary, to this Department during the period of his stay in Australia from the February 13 to March 7, 1984.

Our Sergeant 3rd Class Geoffrey Little, of

Waverley Police Station, an International Police Association member, was Bob's host for the time of his visit to Sydney and he showed him through a number of our Police facilities, including a trip on the Sydney Harbour with our Water Police. Officer Geary was introduced to our Police Commissioner, Mr. Cec Abbott, Q.P.M., and suitable presentations were exchanged.

Officer Geary is certainly a very interesting individual and his numerous accomplishments are quite impressive. We feel that he has made a worthwhile contribution to fostering better relationships between our respective Police Forces, and he has assisted us in our relationships with the public during his stay in Sydney.

May I take this opportunity to extend our very best wishes to your Association and its members.

Yours sincerely,
George B. Stone,
Inspector

Vest Test

Dear Lt. Racine:

I would like to thank you for the opportunity of being present at the demonstration and testing conducted on February 28, 1984 at the Police Range. Observing the test of the American Body Armor Products and other included vests was very informative and enlightening.

Upon reviewing the data that was presented, I feel the American Body Armor type II vest is an excellent piece of equipment with some highly innovative features.

As Safety Director for the Police Officers' Association, I would like to endorse any inclination the Department may have towards acquiring this item. This new vest appears to be the needed update to the somewhat aging vest the Department is presently using.

Thanks again for the courtesy and opportunity of being present at this important test.

Sincerely
Dave Herman, Chairman
Uniform & Safety
Committee

Convention Pep Talk

Dear Al:

The largest Democratic Convention in history convenes in San Francisco next July 16. More than 30,000 persons are expected to attend, including media from throughout the world.

The challenge for San Francisco and the entire Bay Area to host such a historic event is enormous, and will require a great effort by all of us. That's why I am asking that you serve as a member of San Francisco's Host Committee for the convention.

This bi-partisan committee is charged with planning a variety of major receptions and events and simply with making each convention-goer feel at home. Of course, the convention provides an unparalleled opportunity for us not only to offer the hand of hospitality, but to show our city and our area and their very best.

The Host Committee will play a vital role in the convention. The committee will represent a broad community-wide effort to assure San Francisco truly fulfills her reputation as "everyone's favorite city."

I hope you will return the enclosed card and accept membership on this important effort. Sincerely,

Dianne Feinstein
Mayor

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February 21, 1984

Board of Directors Meeting

The meeting was called to order at 3:07 p.m. with the Pledge of Allegiance.

The first item of business was the swearing in of the new Board of Directors. President Casciato swore in new Board members Bob Barry, Central Station; Jim Murphy, Ingleside Station; Don Carlson, Headquarters; and Alex Fagan, Inspectors Bureau as well as the remaining incumbent members.

Present were Barry, Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Carlson, Hebel, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Excused were Dito and Fagen.

It was then M/Hebel S/Chignell to approve the Treasurer's report. The motion passed unanimously on a voice vote.

A lengthy discussion then ensued pertaining to upcoming proposed Charter amendments, the status of the Q-35/Q-50 Examination, the Q-60 Examination and the Overtime Lawsuit.

Luisa Blue, candidate for the Health Service Board then made a presentation to the Board of Directors seeking its endorsement.

A discussion then took place pertaining to the monitoring of cumulated overtime.

Joe Gaggero, incumbent member of the Health Service Board then made a presentation to the Board of Directors seeking its endorsement. It was then M/Chignell S/T. Collins to endorse Luisa Blue as the candidate for the Health Service Board. The motion passed unanimously on a voice vote.

A token of esteem was then presented by President Casciato to Brother Bob Huegle commemorating his years of service on the Board of Directors.

Brother Chignell then gave a COPS Committee Report wherein he indicated that efforts were being

made to recruit the Richmond Police Department as a new member. He also informed the Board that COPS would be conducting an Endorsement Convention in April and its regular convention in June, 1984.

A discussion then ensued pertaining to the recent Board of Directors elections. It was then M/Hebel S/D. Collins that henceforth a Board of Directors should decide whether retired members should vote on various issues in accordance with the Constitution and By-Laws. The motion was then amended by Linehan S/Barry that a Bulletin be issued which reflects only the active members' votes on the three (3) policy questions presented on the recent Ballot. The motion failed. Voting yes: Barry, Linehan, Parenti, T. Collins, Doherty, McAlister, and D. Collins. Voting no: Keys, Dempsey, Novello, Connolly, Murphy, Rapagnani, Carlson, Hebel, McKee, Schmidt, Chignell, Casciato and Flippin. The original motion then passed unanimously.

A lengthy discussion then ensued pertaining to a proposed Charter amendment which would extend the probationary period of new officers. Lt. Barry made a presentation in behalf of the Field Training Program. It was then M/Chignell S/Schmidt that we support the existing Charter amendment with an 84 week cap on probation solely for performance standards and that a 12 month probation from the date of hire remain in effect for disciplinary/misconduct cases, furthermore that if the Chief does not support the above the POA will oppose the Charter amendment. After a brief discussion the motion was withdrawn. It was then M/Hebel S/Carlson to support the Charter amendment pertaining to probationary extensions with a cap of 84 weeks. The motion was ruled out of order due to the fact that Brother Hebel had voted against such a measure at an earlier Board meeting. It was then M/Chignell S/Schmidt to support the proposed Charter amendment as written. The motion failed. Voting yes: Keys, Connolly, Hebel, and Casciato. Voting no: Barry, Linehan, Dempsey, Parenti, Novello, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Carlson, Schmidt, D. Collins, Chignell and Flippin. Brother McKee abstained. It was then M/Chignell S/Barry that we support the existing proposed Charter

amendment with an 84 week cap on probation solely for performance standards and that a 12 month probation from the date of hire remained in effect for disciplinary/misconduct cases, furthermore that if the Chief does not support the above the POA will oppose the Charter amendment. The motion failed. Voting yes: Barry, Keys, Hebel, Schmidt, Chignell, and Casciato. Voting no: Linehan, Dempsey, Parenti, Novello, Connolly, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Carlson, D. Collins and Flippin. Brother McKee abstained. It was then M/Linehan S/Parenti that we support an 18 month probation period from the date of hire. The motion failed. Voting yes: Linehan, Keys, McAlister, Carlson, Hebel, Chignell, Casciato and Flippin. Voting no: Barry, Dempsey, Parenti, Novello, Murphy, T. Collins, Doherty, Rapagnani, Schmidt and D. Collins. Abstaining were Connolly and McKee. It was then M/Rapagnani S/D Collins that we support the existing Charter amendment with an 84 week cap on probation solely for performance standards and that a 12 month probation from date of hire remained in effect for disciplinary/misconduct cases and furthermore that if the Chief does not support the above the POA will oppose the Charter amendment. The motion passed. Voting yes: Barry, Keys, Dempsey, Parenti, Novello, Connolly, Murphy, Doherty, McAllister, Rapagnani, Carlson, Hebel, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Linehan and T. Collins. Brother McKee abstained.

It was then M/Hebel S/Linehan to take special item #1 out of order. The motion passed. Voting yes: Barry, Linehan, Parenti, Novello, Connolly, T. Collins, Doherty, Carlson, Hebel, McKee, Schmidt, D. Collins, Chignell, and Flippin. Voting no: Keys, Dempsey, Murphy, Rapagnani and Casciato.

It was then M/Chignell S/Barry that Brothers Linehan, D. Collins, and Peter Maloney be appointed as the Publications Committee with Maloney as Editor. After a lengthy discussion the motion passed. Voting yes: Barry, Linehan, Parenti, Novello, Connolly, T. Collins, Doherty, McAlister, Hebel, D. Collins, and Chignell. Voting no: Keys, Murphy, Rapagnani, Carlson, McKee, Schmidt, Casciato and Flippin. Brother Dempsey abstained.

It was then M/Schmidt S/Rapagnani to add Brothers Flippin and Carlson to the Publications Committee. The motion passed. Voting yes: Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Murphy, T. Collins, Doherty, Rapagnani, Carlson, Hebel, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Barry and McAlister.

It was then M/Barry S/Linehan to purchase five (5) tickets to a dinner being conducted by the Filipino Association of Municipal Employees of San Francisco to be held on February 19, 1984 wherein Brother Rey Ibay will be honored as the outstanding Filipino employee of the City and County of San Francisco in the field of law enforcement. Tickets are \$18.00/person. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/D. Collins that the Board of Directors formally recognize the years of outstanding service to the POA from Brother Gale Wright with a token of esteem. The motion passed unanimously on a voice vote.

It was then M/Chignell S/Barry to oppose agenda special item #3 regarding increasing the power of the Chief of Police to suspend in disciplinary matters from 10-30 days. The motion passed unanimously on a voice vote.

It was then M/Barry S/Rapagnani to donate \$500.00 to the COPS Endorsement Conference to help fund a

continued on page 9

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RETIRED SFPD OFFICER **661-5300**

Board of Directors Meeting

continued from page 8

Cocktail Reception. The motion passed unanimously on a voice vote.

It was then M/Barry S/Linehan to purchase four (4) tickets to an event in tribute to Supervisor Carol Ruth Silver. The motion passed. Voting yes: Barry, Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Murphy, T. Collins, Doherty, Rapagnani, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: McAlister and Carlson.

It was then M/Rapagnani S/Schmidt to purchase two (2) tickets to special item #9, an event being conducted by the supervisor Kennedy Election Committee. The motion passed. Voting yes: Barry, Linehan, Keys, Dempsey, Parenti, Novello, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Connolly and Carlson.

It was then M/Rapagnani S/Flippin to table special items #10 and #12. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Chignell to oppose the proposed Charter amendment pertaining to the reduction of the size of the Board of Supervisors. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Rapagnani to appoint

Brother Dempsey as the Sergeant-At-Arms of the Board of Directors. Motion passed unanimously on a voice vote.

It was then M/Chignell S/D. Collins to approve the Community Services Committee as constructed by President Casciato. Motion passed unanimously on a voice vote.

It was then M/Carlson S/Schmidt to approve the Civil Service Committee as constructed by President Casciato. Motion passed unanimously on a voice vote.

It was then M/Schmidt S/Flippin to approve the Legislative Committee as constructed by President Casciato. Motion passed unanimously on a voice vote.

It was then M/D. Collins S/Carlson to appoint Brother Al Benner as the Parliamentarian of the Board of Directors. The motion passed. Voting yes: Barry, Dempsey, Parenti, Novello, Connolly, Murphy, Doherty, Rapagnani, Carlson, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Linehan, Keys, T. Collins and McAlister.

It was then M/Rapagnani S/D. Collins to appoint Brother Hebel as the Welfare Officer. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Flippin to adjourn at 1821 p.m. The motion passed unanimously on a voice vote.

Respectfully submitted,
Gerald J. Schmidt
Secretary

ADDENDUM TO MINUTES OF 2/21/84

PERMANENT COMMITTEES

SERGEANT-AT-ARMS:

Mike Dempsey, Co. G

BLOOD BANK: (3)

Tom Vigo, Robbery; Jan McKay, Backgrounds; Roy Sullivan, Academy

COMMUNITY SERVICES: (10)

Ray Canepa, FOB; Willie Frazier, Commission; Ed Torres, Co. G; Dan Gardner, Co. E; Lynn Torres, Academy; Dave Herman, Co. E; Bob Mahoney, Mounted; Mike Mahoney, Co. C; Mary Petrie, Community Services; Bob Huegle, Sex Crimes

CIVIL SERVICE: (3)

Mike Hebel, Academy; Vic Wode, Range; Jim Murphy, Co. H.

HEALTH SERVICE: (3)

Vic Wode, Range; Jim Murphy, Co. H; Mickey Griffin, Academy

LABOR RELATIONS: (5)

Mike Hebel, Academy; and Executive Board: Al Casciato, President; Paul Chignell, Vice-President; Duane Collins, Treasurer; Gerry Schmidt, Secretary

PUBLICATIONS: (5)

Peter Maloney, Co. H; Don Carlson, Academy; Dan Linehan, Co. B; Tom Flippin, Muni; Duane Collins, Tactical

BUILDING MAINTENANCE:

Gale Wright, Hit & Run

BOARD OF SUPERVISORS: (3)

Gerry Schmidt, Crime Lab; Don Carlson, Academy; Jim Murphy, Co. H

SCREENING COMMITTEE: (4)

Executive Board: Al Casciato, President; Paul Chignell, Vice-President; Duane Collins, Treasurer; Gerry Schmidt, Secretary

LEGISLATIVE COMMITTEE: (5)

Don Woolard, Tac; Gerry Schmidt, Crime Lab; Reno Rapagnani, Tac; Don Carlson, Academy; Jim Murphy, Co. H

WELFARE OFFICER:

Mike Hebel, Academy

COPS: (4)

Roy Sullivan, Academy; Gerry Schmidt, Crime Lab; Don Carlson, Academy; Paul Chignell, Auto

PARLIAMENTARIAN:

Al Benner, Recruitment

GRIEVANCE: (5)

Gerry Schmidt, Crime Lab; Greg Winters, Fraud; Jim Murphy, Co. H; Don Carlson, Academy; Tom Flippin, Muni and Vice-President (P. Chignell) to receive all grievance material.

PRESIDENT'S COMMITTEE

OFFICE OF CIVILIAN COMPLAINTS: (3)

Paul Chignell, Auto; Phil Dito, Burglary; Gerry Schmidt, Crime Lab

MEET & CONFER - GENERAL ORDERS: (2)

Joe Reilly, Co. A; Tom Flippin, Muni

POLICE MUSEUM:

Bob Fitzer, Crime Lab

STATE LOBBY:

Paul Chignell, Auto

FEDERAL LITIGATION: (5)

Jack Ballentine, Mental Health; Roy Sullivan, Academy; John Willett, General Works; Greg Winters, Fraud; Mickey Griffin, Academy

SPORTS: (12)

Don Carlson, Academy; Layne Amiot, Co. E; Gary Castel, Co. B; Glenn Pennebaker, Academy; Mark Hurley, Muni; Jill Connolly, Co. G; Joe Mollo, Community Relations; Phil Dito, Burglary; Dave Herman, Co. D; Mike Keys, Co. C; Tom Arnold, General Works; Jerry Donovan, Hondas.

LEGAL SERVICES: (2)

Greg Winters, Fraud; Jim Murphy, Co. H

UNIFORM & SAFETY: (10)

Dave Herman, Co. E; Jerry Salvador, Academy; Gabe Harp, Academy; Al Bernardi, Academy; Glenn Pennebaker, Academy; Leon Lowe, Co. A; Joe Zamagni, Academy; Ed Springer, Academy; Don Woolard, Tactical; Nelson Lum, Co. A

PUBLIC RELATIONS: (2)

Matt Perez, Academy; Joe Hession, Jr., Co. F

CONSTITUTION & BY-LAWS: (4)

Henry Friedlander, Community Services; Jim Murphy, Co. H; Don Carlson, Academy; Roy Sullivan, Academy

BUDGET: (5)

Duane Collins, Tac; Gale Wright, Hit & Run; Don Carlson, Academy; Greg Winters, Fraud; Jim Murphy, Co. H

INSURANCE: (5)

Gale Wright, Hit & Run (exp. '84), Tony Bell, Retired (exp. '84), Dave Herman, Co. E (exp. '85), Pat Correa, Co. D (exp. '85), Roy Sullivan, Academy (exp. '85).

DEMOCRATIC CONVENTION: (5)

Mickey Griffin, Academy; Forrest Fulton, Mental Health; Ron Parenti, Co. E; Terry Collins, Co. I; Roy Sullivan, Academy.

TO: EMPLOYEE ORGANIZATIONS

FROM: JANE IRWIN, DIRECTOR
PAYROLL/PERSONNEL SERVICES
DIVISION

SUBJECT: SAN FRANCISCO CITY/COUNTY
PAYROLL/PERSONNEL SYSTEM
CONVERSION

During the first quarter of 1984 the City will start converting departments to the newly installed Payroll/Personnel System.

The first three conversions have been scheduled and are shown on Attachment 1. As additional conversions are scheduled you will be informed. Please notice that the pay period has been changed from Wednesday-Tuesday to Saturday-Friday. The payday for all City employees on the new system will be every other Tuesday.

Throughout the conversion period, which will extend to June 1985, you will be receiving data and employees' deductions from both the old payroll system and the new payroll/personnel system.

The new system will provide you with improved service and data. A major improvement will be that you will be receiving employees' deductions after the end of each biweekly pay period. Payment will be made through the Controller's vendor payment system.

There will be some differences between* the two systems. The department number will change from the current payroll number to the FAMIS accounting system number. Attachment 2 lists all departments and their FAMIS number. Your organization code number will also change. The new code will be supplied at a later date. Attachments 3 through 5 are samples of the new input documents and the biweekly detail report of deductions taken.

Fees for new system deduction processing will be assessed at six cents (0.06¢) per line with a minimum charge of six dollars (\$6.00) per deduction pay cycle.

You may call (415) 621-3834 if you have questions or want additional information.

ATTACHMENT 1

Conversion Group I
First New System Pay Period: March 24 - April 06, 1984
First New System Release Date: April 17, 1984

Departments:
Recreation and Parks

Conversion Group II

First New System Pay Period: May 5 - May 18, 1984
First New System Release Date: May 29, 1984

Departments:
Board of Supervisors
CAO
Civil Service
Controller
Health Services
Mayor
Permit Appeals Board
Public Administrator/Guardian
Retirement System
Rent Arbitration Board
Real Estate
Recorder
Registrar
Treasurer
Tax Collector

Conversion Group III

First New System Pay Period: June 30 - July 13, 1984
First New System Release Date: July 24, 1984

Departments:
Assessor
Academy of Sciences
Agri. Weights/Measures
Art Commission
Asian Arts Museum
City Attorney
City Planning
Commission on Aging
Coroner
County Clerk
District Attorney
Fine Arts Museum
Human Rights Commission
Law Library
Municipal Courts
Parking Authority
Public Defender
Public Library
Purchasing
War Memorial

ATTACHMENT 2

PAYROLL PERSONNEL SERVICES DIVISION

Alphabetical Departmental Listing

DEPARTMENT	PAYROLL	FAMIS	DEPARTMENT	PAYROLL	FAMIS
Academy of Science	19	60	Public Health		
Adult Probation	25	13	Central Office	50	83
Agriculture/Weights & Meas	50	72	Laguna Honda Hosp.	51	85
Airport	64	27	Mental Health	52	87
Aquarium	19	60	S.F. Gen. Hosp.	53	86
Art Commission	16	28	Emergency Hosp.	54	84
Asian Arts Museum	18	62	Public Library	14	41
Assessor	05	02	Public Utilities		
Board of Supervisors	01	01	Commission	62	40
CAO	26	70	Hetch Hetchy	68	32
City Attorney	04	05	MUNI	65	35
Civic Auditorium	35	71	Light, Heat & Power	63	49
City Planning Comm.	61	29	Water	66	47
Civil Service Comm.	71	30	Public Works		
Clean Water	47	92	General Office	36	90
Comm. on Aging	02	26	Bldg. Repair	38	90
Community College Dist.	98	14	Contr. Permit	39	90
Controller	60	09	Eng. & Traffic	40	90
Convention Pac. Mgmt.	35	93	St. Cleaning	42	90
Coroner	57	74	Sewer Repair	43	90
County Clerk	31	15	Rd Fund St. Repair	45	90
County Education Budget	69	07	Purchaser	37	91
DeYoung Museum	18	61	Real Estate	34	71
District Attorney	05	04	Recorder	30	78
Electricity	49	75	Records Center	--	82
Finance & Records	27	76	Recreation & Parks	12	42
Fire Uniform/Civilian	10	31	Registrar	29	80
Pine Arts Museums	18	61	Rent Arbitration Board	73	65
Health Service System	90	33	Retirement	72	44
Human Rights Comm.	79	34	Sheriff	07	06
Juvenile Court (Prob.)	23	12	Social Services	56	45
Juvenile Hall(Log Cabin)	24	12	Superior Court	21	10
Law Library	22	63	Tax Collector	28	08
Legion of Honor	18	61	Treasurer	06	08
Mayor	02	25	War Memorial	15	46
Municipal Court	20	11			
Parking Authority	02	36			
Permit Appeals	11	37			
Police Uniform/Civilian	09	38			
Port Commission	67	39			
Public Administrator	32	79			
Public Defender	08	05			

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P.O.A. SUPPORTERS - A HISTORICAL VIEW

By Dan Linehan
Director Southern Station

As a member of the Board of Directors during the last four years, I have had several occasions to meet with many of our elected officials. During this time I realized how few of our elected leaders really understood the working conditions inside the S.F.P.D. or what our members face daily "on the street". Too often the only contact with these policy makers had with the Police Department, was thru the administrations staff. We as a labor organization, will be making a fatal mistake if we allow management to speak in behalf of our membership. We only need to look at the way the present police administration is handling the time and one-half overtime situation to know where their interests lay. We must have contact with our elected officials, if our concerns are to be addressed.

This past year has been a wonderful opportunity for me, as chair of the legislative committee, to get to know most of our elected officials. As I sought passage for our last charter amendment, (salary structure correction) I often times listened to the concerns that our leaders had as individuals, and their constituency had about the police department. I walked away with a new understanding about them and they, about the members of our department. If we are ever able to truly understand each other, we must continue to discuss our differences before they become problems. We must remove the mystique of the police uniform and make people aware that we are human beings with our own

concerns. When this happens we will find that our concerns are not very distant from the concerns of others. The lines of communications are open to many areas of San Francisco. These lines must be used when disagree, as well as when we agree on an issue. We must be willing to listen as well as talk.

Often times the positions of support for our elected officials of San Francisco, by our association speak louder that we could ever imagine. The most important item that our organization can give is our endorsement. When we lend our name to a candidate, we further serve our membership's quest to better our working conditions. Very soon we will be fighting to pass another charter amendment. This measure will bring our memberships compensation for working night time hours (5 p.m. to 7 p.m.) to the levels of most other civil service classifications. If we are to be victorious this June we must have the support of key elected officials. I feel that an historical view of where our support has come from in the past will indicate where we will be supported in the future. Perhaps the casual observer of P.O.A. politics may come to understand why we must continue to be active in the political arenas and why we support certain individuals. We must continue to broaden our support and support the people who have supported us.

The below chart shows where our support is for our charter amendments during the past two years. It is important to remember who supported us when we needed it. The time will come for us to know who our friends are.



Phil Burton



Sala Burton



Barbara Boxer



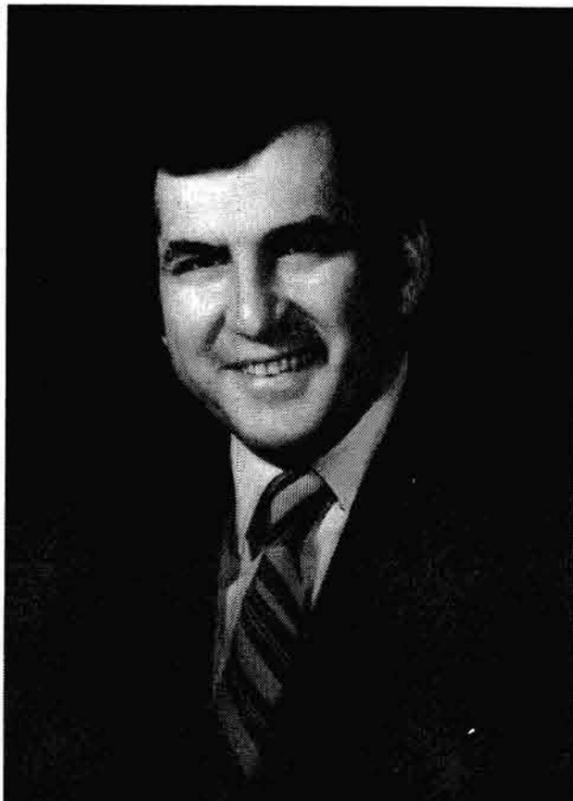
Art Agnos



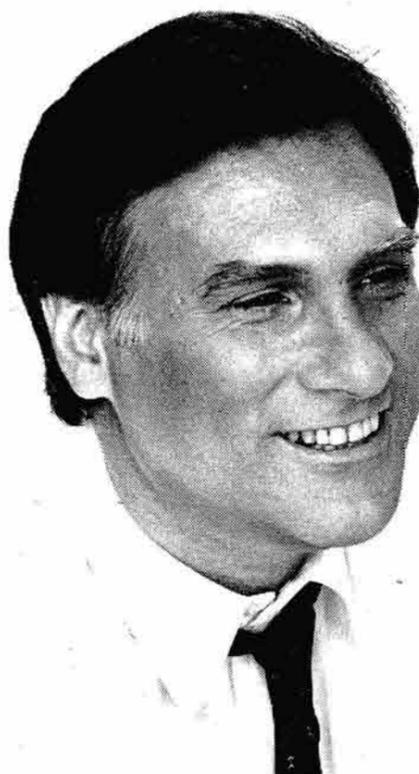
Wendy Nelder



Willie Brown



Lou Papan



John Molinari

**REPORT CARD OF ELECTED OFFICIALS
AFFECTING SAN FRANCISCO**

NOVEMBER 1982 PROPOSITION "I" WOULD HAVE CORRECTED THE TWO-TIERED RETIREMENT SYSTEM MEASURE FAILED 46% TO 54%	NOVEMBER 1982 PROPOSITION "J" ALLOWED TIME AND ONE HALF FOR HOLIDAYS AND OVERTIME MEASURE PASSED 60% TO 40%	NOVEMBER 1983 PROPOSITION "I" WOULD HAVE CORRECTED OUR SALARY FORMULA PROBLEMS MEASURE FAILED 46% TO 54%
--	--	---

CONGRESS			
PHIL BURTON D.—S.F.	YES	YES	— ¹
SALA BURTON D.—S.F.	— ²	— ²	YES
BARBARA BOXER D.—S.F./MARIN	YES	YES	YES
LEO McCARTHY LT. GOVERNOR	YES	YES	YES
STATE LEGISLATURE			
WILLIE BROWN SPEAKER D.—S.F.	YES	YES	YES
ART AGNOS D.—S.F.	YES	YES	YES
LOU PAPAN D.—S.F./SAN MATEO	YES	YES	YES
JOHN FORAN D.—S.F./SAN MATEO	YES	YES	YES
MILTON MARKS R.—S.F./MARIN	NO	NO	YES
LOCAL OFFICIALS			
DIANNE FEINSTEIN —MAYOR	NO	NO	NO
BOARD OF SUPERVISORS			
WENDY NELDER PRESIDENT OF THE BOARD	YES	YES	YES
JOHN MOLINARI	YES	YES	YES
HARRY BRITT	YES	YES	YES
DORIS WARD	YES	YES	YES
CAROL RUTH SILVER	YES	YES	YES
NANCY WALKER	YES	YES	YES
WILLIE KENNEDY	YES	YES	NO ³
BILL MAHER	YES ⁴	YES ⁴	NO
QUENTIN KOPP	NO	NO	YES
RICHARD HONGISTO	NO	NO	YES
LOUISE RENNE	NO	NO	NO
LEE DOLSON	YES	YES	— ⁵
SAN FRANCISCO DEMOCRATIC CENTRAL COMMITTEE			
	YES	YES	YES
SAN FRANCISCO REPUBLICAN CENTRAL COMMITTEE			
	NO	NO	NO

Yes means a supportive position to the POA. No means an opposing position

FOOTNOTES

- ¹ CONGRESSMAN PHIL BURTON DIED EARLY IN 1983
- ² PRIOR TO BEING ELECTED IN A SPECIAL ELECTION UPON THE DEATH OF CONGRESSWOMAN SALA BURTON'S HUSBAND PHIL
- ³ SUPERVISOR WILLIE KENNEDY ORIGINALLY VOTED AT THE BOARD OF SUPERVISORS NOT TO PLACE ON THE BALLOT. UPON PASSAGE AND PLACEMENT OF THE BALLOT LATER SUPPORTED OUR ISSUE DURING THE CAMPAIGN
- ⁴ SUPERVISOR MAHER SUPPORTED THE P.O.A.'S

ISSUES WHILE A CANDIDATE FOR THE BOARD OF SUPERVISORS

- ⁵ FORMER SUPERVISOR DOLSON SUPPORTED THE P.O.A.'S POSITIONS WITH GREAT CONSISTENCY, HOWEVER HE WAS DEFEATED IN HIS BID FOR RE-ELECTION FOR THE BOARD OF SUPERVISORS.
- * ON MARCH 5, 1984 THE BOARD OF SUPERVISORS PLACED A NIGHT-DIFFERENTIAL CHARTER AMENDMENT AUTHORED BY SUPERVISOR MOLINARI. VOTING YES WERE SUPERVISORS MOLINARI, NELDER, BRITT, KENNEDY, SILVER, MAHER, WALKER, KOPP, AND RENNE. VOTING NO WAS SUPERVISOR HONGISTO



Nancy Walker



Willie Kennedy



Quentin Kopp



Richard Hongisto



Harry Britt



Carol Ruth Silver



Louise Rene

OVERTIME PETITION

Editor Note: This petition was submitted for publication late last year but was delayed after consulting with the passer of the petition, Mario Di Lorenzo, Co. I. because action was being taken in concert with efforts to restructure the Comptrollers Payroll Conversion Plan.

Mario indicated that feelings are strong that nothing effective is being done to address the overtime issue at this time and with the perfect right to do so demands it be published.

It should be clearly understood that the signitors (and I am one of them) do not wish this just and timely payment of overtime be at the expense of sacrificing an entire pay period.

10/08/83

WE, THE UNDERSIGNED MEMBERS OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION, DEMAND THAT THE SFPOA FILE SUIT AGAINST THE CITY AND COUNTY OF SAN FRANCISCO ON THE FOLLOWING THREE ITEMS:

1. That Overtime checks (Regular OT, Holidays, Court, EWW, Range, etc...) be paid to members no later than the first day after the pay period worked. If Overtime is not paid as specified, that the City and County of San Francisco pay the highest prevailing interest rate to members on said moneys owed and in addition, pay members owed a penalty of 10% of amount owed.

2. That Retirement Checks (Service, Disability, etc...) be paid on a monthly basis, starting no later than thirty days from date of retirement. If Retirement check is not paid as specified, that the City and County of San Francisco pay the highest prevailing interest rate to member on said moneys owed and in addition, pay member owed a penalty of 10% of amount owed.

3. That all moneys owed for Overtime, Sick Time, Vacation, etc... be paid within thirty days of Date of Retirement. If not paid as specified, that the City and County of San Francisco pay the highest prevailing interest rate to members on said moneys owed and in addition, pay members owed a penalty of 10% of amount owed.

MARIO DI LORENZO
 RICHARD DELL'AGOSTINO
 RICHARD W. WIEBICKI
 MICHAEL MILLANE
 RICHARD CAMARA
 JOSEPH FINIGAN
 BIRON FONG
 EMILE FORTENBERRY
 JIMMIE BRADY
 MICHAEL BLOCH
 DAVID HOUSEHOLDER
 ANTHONY DELZOMPO
 ROBERT L. VITALI
 LES KRATOWSKY
 PAUL J. MANASCALCO
 PAUL E. AMARALDO
 RALPH E. DOMER
 JOSEPH COTCA
 VLADIMIR SHEZOLEFF
 CEBALLOS, MARIO F.
 BALLINGTON, ROBERT S.
 THOMAS A. BURNS
 MICHAEL T. SUGRUE

HENRY FIKKERS
 JEAN J. POWERS #2226
 MICHAEL GAYNOR #1524
 DINO ZOGRAFOS #1134
 ANDREW ROLFES #2192
 WADE D. BAILEY 504
 MARK H. MARSEN #1166
 PHILIP TUMMARUOS #803
 WILLIAM SCOTT #1488
 JAN FONG #1504
 DIANE P. NEARY #2239
 JENNIFER THOMPSON #1147
 ERIC ALEXIS TERRERO #135
 DONALD CONDENCIA #1177
 STEVE R. MORA #737
 DAVID TOM #2246
 JACK COHEN 1063
 JULIE A. YEE 1103
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Editor's Note: Appearing here are some of the six hundred and fifty (650) signators at the time of original submission. Since that time Mario indicates some two hundred more have signed.

December 15, 1984
 Mario DiLorenzo
 Taraval Station

Dear Mario:
 I received your copy of the petition that was circulated regarding the overtime checks, retirements checks and all monies owed for overtime, sick time, and vacation pay.
 I would like to inform you that at the present I have discussed the suit with our attorney for the POA and he is looking into the legal ramifications of filing such a suit and the possibility of winning such a suit. In the meantime I have spoken with the Labor Council people regarding this problem and all of the other unions are in agreement with it. I have met with these labor people and we have presented many of these thoughts to several members of the Board of Supervisors and presently we are anticipating that members of the Board of Supervisors might possibly put on charter amendments which will regulate overtime payment and also payment of the retirement checks within the 30 day period as you have requested in your petition.
 I feel personally that your efforts in getting this petition were an immense help when I took this to the Labor Council people. I thank you for your efforts in gathering all of the signatures and forwarding them to the POA. Without people like you this organization would not be strong.

Thank you very much,
 Al Casciato

Al Casciato
 President, SFPOA

Dear Al,
 Now that the rhetoric with the City (Board of Supervisors and the Comptroller), regarding the receipt of our overtime checks on time, has proven fruitless, I think it is time we took a tougher and more realistic approach, that of filing suit against the City (as petitioned above) for what is rightfully ours.
 Where else in the public or private sectors do employees have to wait six to eight weeks for their overtime checks, and more than three months after retirement, for their first pension check?
 Mario DiLorenzo
 Patrolman Co. I

SFPD WILDERNESS ADVENTURE YOUTH PROGRAM



Fran Ayresman (center) is retired from Wells Fargo Bank and donates countless hours of her time and creativity to baking special pastries for the kids and officers in the program. Marcus Cortez (left) spends numerous hours at our office helping us with office work.



Jim Brenner of 4H (center with mustache) has given countless hours to the development of the Youth Program. Without him the program would not exist. Brian Maloney (being carried) has donated countless hours on the ropes course, in the office, and at the Run for Youth. He is also a Senior Cadet.



Lorna Kollmeyer who, along with Len Wallach, has volunteered her valuable services to the Run for Youth from the beginning and has dedicated herself to continue to do so.



Terri Fletcher volunteers her help in the office. She is also a police cadet. Jason Wong helps out on the ropes course.



Rudy Barbosa, retired president of the San Francisco Postal Workers Union, has donated countless hours to our barbecues and our Run for Youth. As with all our "senior citizen" volunteers, Rudy's energy and enthusiasm would be the pride of any teenager.



The PAL Cadets who have volunteered for each of the SFPD Runs for Youth as well as other events.



Edy Lewis (far left) helps out at the office. She is also a starting guard on Wilson High's championship basketball team. She hopes to join the SFPD. Michael Gong (2nd from right) enthusiastically volunteers at the office and on the ropes course. He is also a police cadet.



These three tall people volunteered their services to provide entertainment at the 1983 SFPD Run for Youth.

THANK YOU

by
Walt Scott and Bill Johnston
Community Relations Unit

To run an extensive program such as the SFPD Wilderness Adventure Youth Program (over 1000 youth and 150 police officers in each of the last two years) requires a tremendous amount of dedication and time from many people. In going through our photographs from the past year we found pictures of some of those who have volunteered their time and energy with us. They are representative of many others, and we want to take this opportunity to thank all who have helped us during these past two years.

Thank you also to these organizations which have given so much to the Youth Program. **The San Francisco Police Officers' Association:** We can probably look all around the United States to find an organization of the size of the SFPOA which has been so generous and supportive of a youth program. Without the support of the SFPOA 2,500 youth and 300 police officers would have never been able to get to know and understand each other so well.

4H-University of California Cooperative Extension: This organization has moved from serving farm youth only to serving urban youth as well. A great deal of the impetus for this movement has been through Jim Brenner of the San Francisco/San Mateo County office. 4H/UC provides training and equipment as well as an invaluable insurance policy for the SFPD Youth Program.

The Urban Pioneers of J. Eugene McAteer High School: They are students in a unique program developed and taught by Wayne McDonald. This program uses the challenges of the outdoors as well as the city to learn compassion for others and skills for successful living. Wayne and his students are the builders of the new SFPD/4H/Urban Pioneer Ropes Course in San Francisco's Glen Park.

Len Wallach and The Winning Team: Len and his Winning Team are the race directors for the Bay to Breakers, the 1984 Summer Olympic's marathon, and many other major races throughout the United States. Len has personally volunteered his services to the SFPD Run for Youth for the past two years as well as for future SFPD Runs for Youth. Our run will be in good hands for years.

Sierra Club/Inner City Outings: This dedicated group of outdoor leaders volunteers to lead raft trips, backpacking trips, and rockclimbing experiences with urban youth. We have had joint trips with them in the past, and we are ready to greatly expand our program with them. They provide expertise which allows inexperienced officers and youth to share the outdoors in safety and confidence.

The Yosemite Institute: This prestigious outdoor educational program provides experienced guides, training, food, and basecamp for many Youth Program backpacking trips. We have successfully fundraised with them for the past two years, and working with them has been invaluable to the development of our program.

Boreal Ridge Ski Area: This ski area does a lot of outreach to skiers with physical disabilities and school groups. When Bob Gillaspie and Duane Otis of the Juvenile Bureau told Boreal about the SFPD Youth Program, they decided to donate all of last year's rental equipment to us. We now have over 1,000 pairs of ski boots, 400 sets of ski poles, and 200 pairs of skis. Now, through the SFPD, many San Francisco youth who could never before afford to go skiing will be given the opportunity to do so.

4H/Urban Outdoor Adventure Center West Fort Miley Ropes Course: They have provided an invaluable activity for us. The Ropes Course brings our groups together while providing challenges and successes for all involved. It has become so popular that we are building our own course this spring.

PAL Cadets — They have helped at our SFPD Runs for Youth and at numerous other events. You will see them working almost anywhere that there is a good cause.

The Golden Gate National Recreation Area: They have provided storage space, meeting space, and a base camp facility in bunkers at beautiful Baker Beach.

The following Generous Corporation and Foundation Donors: Chevron, USA; James Irvine Foundation, Bothin Helping Fund, Morris Stulsaft Foundation, O'Dell Fund, Goldman Fund, Hearst Foundation, Koret Foundation, San Francisco Examiner, Foremost-McKesson Foundation, North Face Corporation, Friedman Foundation, Louis R. Lurie Foundation, California Bankers' Association, Shaklee Corporation, First Interstate Bank, Natomas Corporation, Compton Foundation, Safeco Corporation, IBM, Pacific Telephone, Metropolitan Life Insurance Company, Mayor's Summer Tooth Fund, and the Embarcadero Center.

We want to finish by thanking everyone who has helped us and whose name is not in here. We are very grateful to you!



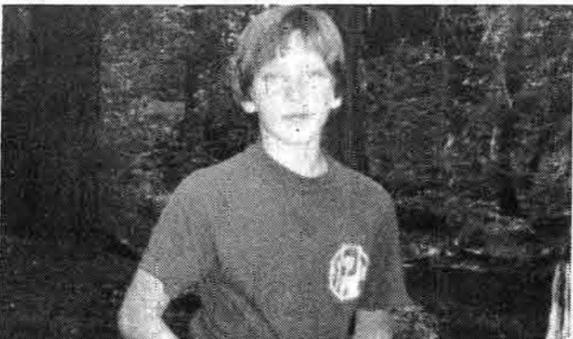
James McGee and Anthony Smith help at our Ocean Beach clean-ups.



Lamont Jones (center-helping cool off a fellow skier) is an assistant leader on the Adventure Ropes Course. He also helps when we move equipment and in work around the office.



Abraham Siliezar gives his considerable energy in outdoor work and at the office. Abe is from El Salvador, and hopes to join the SFPD.



David Lazar is an assistant leader on the ropes course and a big help in the office and at the Run for Youth. He knows the radio codes as well as any police officer.



Terry Collins of Taraval Station participates as an officer and also gives tremendous support within the San Francisco Police Officers' Association.



Retired Chief of Police Don Scott and retired Chief of Inspectors Charlie Barca both helped out in the 1983 SFPD Run for Youth. Chief Scott also donates countless hours in preparing food for Youth Program barbecues and outings.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PEE WEE BASEBALL

Another record number of boys and girls have signed up for the PAL Pee Wee Baseball League, according to Director Mrs. Thelma Williams. "We'll have over 25 teams playing in two divisions in the 7 to 10 year old league" states Williams. That averages out to almost 500 boys and girls playing each Sunday through June. All interested spectators are invited to see the games played in several locations throughout the City. Call PAL for locations.



Lines formed to the right during PAL Pee Wee Baseball signups. That's Asst Director Stan Chiarucchi lending a hand. (photo by Thelma Williams)



What position would you like to play? seems to be the question directed to this young and budding baseball star during PAL Pee Wee signups. The league kicks off on March 31.

PAL BASEBALL SIGNUPS

Signups are being taken for PAL Baseball for boys and girls 11 through 16 years old. Call PAL Headquarters 567-3215, and we will try to place you on teams nearest your home.

In addition, PAL Joe DiMaggio Summer Baseball Tryouts will begin soon. Any high school students residing in San Francisco are invited to call PAL Headquarters to be included in our mailout. The league will consist of 18 regulation league games during the summer with double headers on Saturdays and twilight games scheduled during the week. Inter-city practices will also be scheduled. The State Tournament will again be held in Yountville in August. This league is for experienced ball players. All uniforms provided. There are no fees. League champions will represent San Francisco PAL in State Tourney. For more information, call Mr. Pete Franceschi at PAL 567-3215.



Center of attention is SFPD Retired Sgt Jim Hegarty who recently retired as the PAL Treasurer. Hegarty served 22 years as a volunteer in the PAL. (Left to right) Chris Gallagher, Mrs. Thelma Williams, Amy Hegarty, Jim, Pat and Lt. Mario Tovani (Co E). Tovani is the current President of the PAL.

PAL SOCCER

PAL Soccer Season will begin Saturday March 31, 1984. Age divisions will again be under 8, under 10, under 12, under 14, under 16, and under 19. PAL Soccer Director Guy Milano reports over 85 teams have signed up. The total players will be about 1500 boys and girls, making Soccer the sport with the most participants. Milano further reports that fields remain scarce in San Francisco, but he will continue to procure the required fields.

PAL TRACK AND FIELD

The 1984 PAL Track and Field Season began Saturday March 17, 1984 with the AAA/WCAL/PAL High School Relays held at McAteer Track Field. High schools represented with full track teams are: Sacred Heart, McAteer, St. Ignatius, Balboa, Wilson, Washington, Lincoln, Galileo, Riordan, and Lowell. The Relays are unique in that it kicks off the San Francisco high school Track Season, and offers the only head to head team competition involving both AAA and WCAL members. A complete wrapup will be published in next month's column, states PAL Track Commissioner Sgt. Jim Meyer (Co H).

PAL LAW ENFORCEMENT AND EXPLORERS CADET SEMINAR

The San Francisco PAL is hosting the First Northern California Law Enforcement Cadet Seminar scheduled for Wednesday, April 25, 1984, 9:00 AM to 4:00 PM in the 6th floor auditorium at the Hall of Justice, 850 Bryant Street, San Francisco, CA. This Seminar is open to all PAL and Explorers Cadets between the ages of 14 and 20 who are sponsored by a law enforcement agency. The purpose of this Seminar is for the dissemination of law enforcement career opportunities, and an interchange of ideas and information with respect to the individualized Cadet programs.

All Cadets are to attend in their respective uniforms. Lunches and dinners included in the registration fee. Guest speakers include Chief Cornelius P. Murphy, District Attorney Mr. Arlo Smith, Sheriff Mike Hennessey, Officer Larry Ryan, SFPD Academy Staff, and a host of law enforcement officials representing their Departments speaking on job opportunities in law enforcement.

The Seminar will conclude at 4:00 PM. The Cadets will then meet again at 6:00 PM at Pier 39 and board the Blue and Gold Fleet Ferry for a cruise/dance on San Francisco Bay topped with a full course steak dinner.

Over 200 Cadets representing more than 20 law enforcement agencies are expected. Complete story, photos in next month's column.



32 PAL Cadets enjoyed a sundrenched day in the snow recently. The occasion was the annual snow trip for the Cadets. (photos by Herb Lee)



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POLICE ACTIVITIES LEAGUE

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Director of Activities



PAL FLOAT WINS TOP PRIZE IN CHINESE NEW YEAR'S PARADE

For the second year in a row, the PAL float entry in the recent Chinese New Year's Parade won first prize in the Best Float, amateur division. The entry, under the direction of Mr. Jim Louie, was a floating extravaganza of lights, color, and animation. Included in the master plan was a magnificent 8 foot giant golden rat heralding the coming of the Year of the Rat, a giant ricksha, and a gold and red colored trimmed pagoda. Embellishments include golden dragons, dancing lights, decorations of blue, white, gold, and red, and children dressed in Chinese peasant costumes. Music selections from the Flower Drum Song and Mr. Tommy Fong's San Francisco Song at Fishermen's Wharf, The Enchanted World, entertained the crowd of 300,000 throughout the parade. Also placing second in the special judges' award were members of the PAL Cadet Color Guard and marching unit. Much thanks go to our hard working committee of: Con and Cathy Keighran, Jim Wiggins, Joann Burns, C.B. Johnson, Dorothy Lee, Lynette and David Seid, Alberta Montero, Louise Lee, Flora Chin, Robin Lommori, Larry Lustig, Phil Tracey, Lynn Tracey, Jose Pubill, Sgt. Bill Leet (Co D), and all the children on the float. A special thanks go to our Float Director Jim Louie, and our Decorations Director Dorothy Lee. The PAL will receive the first prize trophy along with a check in the amount of \$600.00 for our winning entry at the annual Chinese Chamber of Commerce Spring Banquet in April.



The finished product. A picture of the giant 8 foot golden Rat created by Mr. C.B. Johnson, an internationally known sculptor. Mr. Johnson, who resides in San Francisco, donated his services to the PAL. Many thanks, CB. Also pictured is Decorations Committee Chairperson Dorothy Lee putting the finishing touches on the PAL Float.



Officer David Seid (Co E) (left), helping with the PAL Float. The float won first prize in its category in the Chinese New Year's Parade.



The PAL Float Decorations Committee hard at work. (left to right) Dorothy Lee, Alberta Montero, and AnnMarie Perry. Larry Lustig is in the background.



Con Keighran (center) in the process of fabricating the PAL Float under the watchful eye of PAL Float Director Jim Louie (right). (photo by Herb Lee)

SPORTS

GOLF CLUB NEWS

I guess I dodged the bullet again. On Friday, February 24, 1984 sixty-six members and guests had signed up to play Sunnyvale Muni Golf Course. At 0615 hrs it was raining in Novato — All the way to Sunnyvale it rained on and off. As we arrived in Sunnyvale it started raining. At this point I was ready with the razor blade.

About twenty minutes later the rain stopped, the players arrived and when the last man finished not one had gotten wet. All in all sixty-two of the sixty-six showed up and except for a little wind it was a fine day.

The low gross winner was Steve Whitman who shot seventy-four. Others in the seventies were Tim Hettrich with seventy-five, Joe Buckley with seventy-six, Jerry Cassidy with seventy-eight and Darol Smith and Bill Lee at seventy-nine.

The low net winner was Joe Buckley who has a twelve handicap which gave him a net score of sixty-four.

The flight winners were: first, Nick Eterovich Sr., Jerry Cassidy, Mike Mahoney and Darol Smith; second, Ray West, Homer Hudelson, Bill Sisack and Mike Brady; third, John Southern, Harvey Harrison, Don Scott and Larry Minasian; fourth, Dick Sanden, John Newlin, Joe Stone and Ray Seyden.

The guest flight was won by Oggie Rosasco followed by Tim Hettrich, who was playing in the guest flight until establishing a handicap, and Bill Lee who finished third.

The hole-in-One competition was won by Mickey

Sullivan with a shot 6'9" from the hole at the fourth hole. This was followed by Rich Barber who hit one 10'6" away.

The year (1984) is off to a good start. So far one-hundred and twenty-five members have renewed their membership or joined the club. The schedule is complete except for October and the plans for the May overnighter and the August Reno trip are almost finalized.

Anyone interested in the club, it is open to all active and retired San Francisco Policemen. The annual dues are \$10 and if interested send me a check, payable to S.F. Police Golf Club and I will send you a schedule and all pertinent information.

POLICE OLYMPICS

As in the past once again I am going to be the golf coordinator for our department for this year's Police Olympics. Anyone interested in competing in this year's Olympics which will be held in Sacramento June 20-22 please let me know right away. There are a limited number of entrants eligible from each department so in case we need tryouts I need to know how many are interested. If I haven't heard from you by the end of April I'll assume you aren't interested.

Jerry Cassidy
Co K E&I Solo's
Room 150, Hall of Justice
553-1245



(Left to right) Joshua Pubill 6, and Angelo Balistier also 6. Joshua attends Buena Vista and Angelo Commodore Stockton. Both children were dressed in Chinese peasant clothing for the PAL Float and were a big hit.



The PAL Float as it appeared in the Chinese New Year's Parade with its lights ablaze. The PAL Float won top honors in the parade. (photo by Herb Lee)



The award winning PAL Color Guard (left to right) Elaine Perez, Mike Gong, Leslie Garcia, Greg Yee, and Marguerita Guerrero in the recent Chinese New Year's Parade.

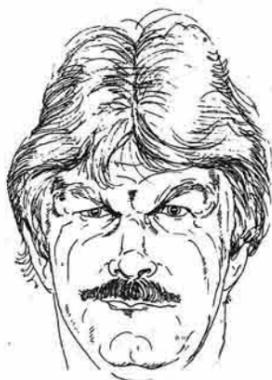
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THE LAST WORD

by Pete Maloney
Editor



It's never, almost never, the imponderables that confuse me. It is usually a simple contradiction in our behavior that piques me and brings pen to paper this month. Recently an incident that qualifies in every technical sense as a rape was not chargeable. It was prefaced by two separate incidents of battery and malicious mischief, one of which bordered on burglary. Since then and before a "stay away order" was imposed by Judge Donaldson, the suspect harassed the victim by phone and shadowed her movements near her home. Since the order he forced the victim off the road with his vehicle. Because of a single prior consensual act the rape was not chargeable. When you compare that to women who have and do successfully charge their husbands with spousal rape and assault there is some very faulty logic involved.

I would be less than truthful if I didn't say that there were other circumstances that made the crime difficult for the DA's office to handle but since the judge's order the victim has been living in fear of her attacker, a prisoner in her own home and is planning to move in order to live in peace. Why is the criminal justice system incapable of protecting this woman? I invite comment on this inequity of the law.

Last month's POA board meeting was the scene for committee appointments and among the several causes for comment two are clearly more interesting than the others.

Paul Chignell was removed from the Grievance Committee that he virtually created and used diligently to protect the rights of our membership for nearly fifteen years with great effectiveness.

No less dedicated, Dan Linehan was replaced on our Legislative Committee. His expertise is such that it would cost us thousands of dollars in professional management fees to obtain the services he gave freely. Dan spearheaded the campaign for time and a half for overtime and is a leading figure in the struggle to improve Tier Two pensions. It seems less than realistic to think that their services are no longer valuable.

On another topic, the Comptroller's Payroll Conversion Plan Phase Three will begin in April and will include the District Attorney's Office and the District Attorney's Investigators. The one comment I've heard is that if the police and fire departments have been thus far exempted why don't they halt the entire project until the problems are worked out for everyone. Attribute our success to political involvement; if we were less effective there we would be affected too.

Editor's note:

Since this column was written Paul Chignell has been added to the Grievance Committee as a representative of the Executive Board.

ON THE STREET/Tom Flippin



SAN FRANCISCO POLICE DEPARTMENT

INTRA-DEPARTMENTAL MEMORANDUM

DIST. BUR. DET. PERSONNEL DAY & DATE
Wednesday, February 22, 1984

CHIEF OF POLICE
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
CAPTAIN
P.O.A.

ADMINISTRATION
SUPPORT SERVICES
INVESTIGATIONS
FIELD OPERATIONS
PERSONNEL

SUBJECT:

VACANCY REPORT — SWORN PERSONNEL AS OF 2-27-84

CLASSIFICATION	BUDGET	FILLED POSITIONS			VACANT POSITIONS		
		PERM	TEMP	TXed	TOTAL	PERM	TOTAL
Q-2 POLICE OFFICER	1335	1324	0	0	1324	11	11
Q-20 POLICEMAN	4	4	0	0	4	0	0
Q-35/0380 Inspector	309	278	0	15	293	16**	16
Q-50 Sergeant	214	160	0	35	195	19**	19
Q-60 Lieutenant	77	10	63	0	73	4	4
Q-80 Captain	23	19	0	0	19	4	4
Exempt (inc. Q-63)	10	10	0	0	10	0	0
TOTAL	1972	1805	63	50*	1918	54	54

* 50 Q-2s are funded by 15 Q-35 vacancies and 35 Q-50 vacancies. (TXed equals funds used.)

** 16 0380 vacancies and 7 Q-50 vacancies are temporary due to the NCS Q-60 appointments.

signed by
Patricia A. McHugh
Sr. Personnel Clerk

James H. Sturken
Lieutenant Star #832

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