

# the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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## EQUALITY: OPPORTUNITY OR RESULTS

by Mike Hebel

Was notable San Francisco Examiner Columnist Guy Wright veracious when he stated in his February 28, 1984 commentary: "If you want to wreck a police force, install a judge as a 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."

The recent sergeant and assistant inspector examination process has been described as "fundamentally flawed" by the Public Advocates, the attorney for the Officers for Justice. The "flaw" being that 26% of the pool of candidates taking the exams were minorities while only 10% of the successful candidates were minority members. Would the Public Advocates equally complain if 35% of the successful candidates were minority members? I think not and the proof lies in their lack of protest when Chief Murphy recently temporarily appointed lieutenants — 29% of the promotions went to minorities even though they accounted for only 11% of the applicant pool. Public Advocates saw no "fundamental flaw" with the lieutenants promotions.

### Q-50/Q-35 EXAM

The Q-35/Q-50 exam consisted of three (3) components: a multiple choice test, a written skills test, and a structured oral interview. Seniority, commendations for valorous service, and veteran's status received no advantage.

The City's Consent Decree Unit went to extraordinary lengths to conduct colored blind, job related tests. Such efforts were unprecedented in the annals of City civil service testing.

1. The Consent Decree Unit distributed a job scope questionnaire to all incumbent Q-50's/Q-35's; a detailed job analysis was constructed;

2. A nationally recognized testing consulting firm, Biddle and Associates, was hired to oversee the whole process to ensure that the exam was without bias and job related;

3. The Federal District Court appointed two (2) experts to oversee and review the promotional process to ensure a job related, unbiased exam;

4. Thirty (30) sergeants and twenty (20) inspectors devoted over one week to the construction of job related questions from the announced bibliography; these sub-

*continued on page 9*

## 1984 CONVENTION COMMITTEE REPORT

On Thursday, 8 March 84 at 1300 hrs. the P.O.A. Convention Committee met to review activities to date and to make recommendations concerning the P.O.A. membership.

Committee members present: Michael Griffin, Chairman; Ron Parenti, Member; Forrest Fulton, Member.

After a brief review of various committee activities by Michael Griffin, who is also a member of the Department's Logistics Committee, the following concerns and recommendations were presented.

**Overtime Pay**—The Committee is concerned that the Department has requested sufficient overtime funds. Overtime should be calculated at time and one-half to include payment for all hours over the normal hours worked, to include working on a normal, watch off. In

Last month I authored an article dealing with our elected officials of San Francisco and their levels of support for our economic issues. Many members expressed shock at the consistent support given to us by the "Liberal Democrats" representing San Francisco.

In addition to the support received by the P.O.A. by individual leaders, we have received the support of many political groups thru-out our city. Some of our new or "born again" leaders will lay claim to achieving

by Dan Linehan  
Director Southern Station

the past support of these group. However I will urge our membership to look to the P.O.A. leadership that was in place at the time these charter amendments were placed on the ballot. Those leaders were the brick layers of which the present P.O.A. structure uses as its cornerstone.

The following list of political groups all have a select following with a combined effect on the outcome of our charter amendments.

We would do well to know whom our past supporters were, with an eye focused upon where our support will come in the future.

### Black Groups

Black Pastors Church  
S.F. Baptist Pastors Council  
Frederick Douglas Symposium

### Labor Groups

S.F. Labor Council  
International Longshoremens  
Warehouse Union  
S.F. Firefighter, Local 798  
Service Employees International Union Local 400

### Democratic Groups

Chinese American Political Ass'n  
Chinese American Democratic Club  
City Demo Club  
Democratic Women's Forum  
District Political Action Club  
Harvey Milk Gay & Lesbian Demo Club  
Alice B. Toklas Gay & Lesbian Demo Club  
Stonewall Gay Demo Club  
Latino Democratic Club  
Mexican American Political Ass'n  
National Womens Political Caucus  
San Franciscan Demo Club  
S.F. Democratic Central Committee

### Police Groups

Officers for Justice  
Asian Police Officers Ass'n  
Latino Police Officers Ass'n

### Republican Groups

S.F. Republican Central Committee  
Concerned Republicans for Individual Rights

	Prop I '82	Prop J '82	Prop I '83
Black Pastors Church	Yes	Yes	Yes
S.F. Baptist Pastors Council	Yes	Yes	Yes
Frederick Douglas Symposium	Yes	Yes	Yes
S.F. Labor Council	Yes	Yes	Yes
International Longshoremens	Yes	Yes	Yes
Warehouse Union			
S.F. Firefighter, Local 798	Yes	Yes	Yes
Service Employees International Union Local 400	Yes	Yes	Neutral
Chinese American Political Ass'n	Yes	Yes	Yes
Chinese American Democratic Club	Yes	Yes	No
City Demo Club	Yes	Yes	Yes
Democratic Women's Forum	Yes	Yes	Yes
District Political Action Club	Yes	Yes	Yes
Harvey Milk Gay & Lesbian Demo Club	Yes	Yes	Neutral
Alice B. Toklas Gay & Lesbian Demo Club	Neutral	Neutral	Yes
Stonewall Gay Demo Club	Yes	Yes	Yes
Latino Democratic Club	Yes	Neutral	Yes
Mexican American Political Ass'n	Yes	Yes	Yes
National Womens Political Caucus	Yes	Neutral	Neutral
San Franciscan Demo Club	Yes	Yes	Yes
S.F. Democratic Central Committee	Yes	Yes	Yes
Officers for Justice	Yes	Yes	Yes
Asian Police Officers Ass'n	Yes	Yes	Yes
Latino Police Officers Ass'n	Yes	Yes	Yes
S.F. Republican Central Committee	No	No	No
Concerned Republicans for Individual Rights	No	No	No

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# SECRET MOU RE: IAB FILES UNCOVERED

by Al Casciato

In a recent criminal trial for officers Dempsey, Jeong, and Way, an attempt was made by Assistant District Attorney, Mr. Carboni, to introduce into evidence Internal Affairs interviews.

Mr. Bley and Mr. Hallinan on behalf of the defense, objected to the introduction of the tape recordings of two of the defendants Internal Affairs investigation statements. Their objections were based on the fact that the officers had been interviewed after the serving of criminal charges, had been assured by the investigators that the interviews would not be used in the criminal trial, and further they stated to the officers that if they failed to answer they could possibly be charged with departmental violations and tried before the Commission.

The California Peace Officers' Bill of Rights, U.S. Supreme Court Rulings and the Rules and Procedures of the San Francisco Police Department dictate that statements made pursuant to Internal Affairs investigations cannot be used against an officer in any criminal proceedings.

Judge Berman ordered counsel into chambers and asked Mr. Carboni how he could introduce this evidence in view of existing law. Mr. Carboni produced the below reprinted policy letter between Chief Murphy and District Attorney Arlo Smith.

On March 26th I attended the hearing before Judge Berman on the admissibility of the IAB interviews. Judge Berman ruled that the tapes were inadmissible as well as any new evidence that might come to light during the interviews.

Immediately upon completion of the hearing I instructed Mr. Bley to file an action against the District Attorney and the Chief of Police for the wanton violation of the officers rights. Mr. Bley has also been ordered to research the law and to report back as to whether or not officers should be submitting to interviews at IAB or OCC if a remote chance exists that criminal charges could be filed.

—POLICY—

March 14, 1984

Lt. Al Stevens  
San Francisco Police Department  
Legal Office  
City and County of San Francisco  
880 Bryant Street  
San Francisco 94103

Dear Lt. Stevens:

I hereby formally request that you provide Internal Affairs Bureau files in conformity with the memorandum of understanding signed by Chief Murphy and myself on March 16, 1982.

The officers in question were Kevin Dempsey, Leonard Jeong and Marty Way.

Thank you for your cooperation in this matter.

Very truly yours,  
Arlo Smith

March 16, 1982  
The Honorable Alro Smith  
District Attorney  
City and County of San Francisco  
880 Bryant Street, Room 325  
San Francisco, CA 94103

Subject: Policy for Release to the District Attorney of Internal Affairs Bureau Files Relating to Police Officer Suspects

Dear Mr. Smith:

This letter will memorialize our policy in regard to release to your office of San Francisco Police Department Internal Affairs Bureau files.

From time to time, the San Francisco Police Department receives requests from your office for files from our Internal Affairs Bureau regarding members of the department. These files are compiled pursuant to Penal Code Section 832.5 and the contents thereof, as well as other personnel records, are made confidential by Penal Code Section 832.7. There appears to be an exception to the confidentiality provisions of Section 832.7 as it applies to investigations or proceedings concerning the conduct of police officers.

Therefore, we will release Internal Affairs Bureau Files to you as follows:

1. The request must come from the District Attorney over his original signature.
2. The request must relate to a pending investigation of the criminal responsibility of the officer whose file is requested.
3. Any file so released to you shall not be disseminated to any other agency or person, by copy, orally, or by permitting them to read the contents thereof.
4. After the particular investigation is concluded, the materials shall be returned to the department.

These are the terms and conditions upon which these files will be provided. I trust that you will agree that these controls are made necessary to protect the integrity of the system and to render the Internal Affairs investigation process effective. I would therefore request that by signing a copy of this letter and returning it to me you signify your agreement to this method of handling a mutual problem.

Cordially,  
Cornelius P. Murphy  
Chief of Police

# THE DEPARTMENT OWES YOU MONEY

by Theodore A. Schlink III

As all of us know, the city pulled a fast one recently, when its Police Department designees attempted to mandate how we were to receive our overtime compensation, in total violation of Charter Section 8.451. Well, I'm pleased to inform you that the issue was resolved in our favor by President Casciato, however, have you ever wondered why the city continues to pull these little fast ones on us?

Back in the mid-70s, we went out on strike over a salary issue, at the same time it was reported that street sweepers were making a better income than we were. In addition, we were told by the city that it had already allocated to other employees of the city, money that may have been earmarked for us. I'm sure that there were many other objective and subjective reasons for the strike, but we did it, and it hurt us. How did it hurt us, well let's take a look. First, of all, the voters changed the retirement program for new hires, and secondly, they changed our pay formula. The voters also changed the fantastic work schedule of the Fire Department, however, the Fire Department still works the same schedule as they did before the strike as though there were no Charter Amendment changing their hours. (HmMMM) Anyway, the residents felt no real compassion for us after the strike, and the city was free to kick us around. Well, times have changed, people are staying in at night, and a man's castle has turned into a barricaded fortress of window irons. The public is more aware of crime in the streets, as well as being aware of who maintains the front line. Just the other day I read that a school in Oakland practices 'shots fired drills,' in order to protect its students from gunmen on school grounds. You would think that with all this going on, that the city would act with goodwill towards their Police Department employees who attempt to maintain order in the streets, and not try to withhold money that is justly earned.

In the first place, the Charter is clear regarding overtime being compensated in the form of time or pay at our discretion. Secondly, I do not believe that the city or department really believed that we would sit still in the face of their own violative interpretation of the Charter. Rather, they calculated the money they would save by denying us pay until the issue was resolved, hence, the city fully intended to unjustly enrich themselves at our expense. Now don't get the idea that those who orchestrated this little effort were being clever or original. Last year, the State Legislature enacted a statue that now mandates that cities like ours who wrongfully or unjustly withhold pay from their employees, pay interest on those monies at the new rate of 10%, which is up from the prior 7%. The legislative reasoning in part was to curb pay from being unjustly and wrongfully withheld from employees, because the monies owed were being invested by cities at a return higher than the previous legal interest rate of 7%, hence, the city actually profited when it would withhold pay from its employees.

I propose that we all take a look at the overtime we accrued for 'time only' between March 5, 1984 and March 22, 1984, and initially petition the department to: 1) pay us if we were forced to take time instead of the cash we were lawfully entitled to, and 2) be paid 10% interest on the money we were unjustly and wrongfully denied.

## THIS MEMO SUPERSEDES THE OVERTIME MEMO DATED 5 MARCH 1984

Due to the lack of overtime funds, the following procedures shall dictate overtime use until further orders:

1. Court overtime will continue to be compensated.
2. Range overtime will continue to be compensated; however, Commanding Officers must insure that overtime cards and watch reports include the letter "A" when overtime is earned as a result of training.
3. Any request for overtime must have prior approval from the Commanding Officer or his designee. In granting permission to work overtime, the Commanding Officer or his designee is reminded that if a member is granted permission to work, the right to choose pay or compensatory time belongs to the member. Commanding Officers or their designees should encourage members who have less than 160 hours of accumulated compensatory time to work overtime for compensatory time and members who have 160 hours of accumulated compensatory time or more to work for pay. In any event, reasonable efforts should be employed to reduce the amount of overtime worked.
4. Commanding Officers and heads of units shall submit to the Administration Bureau duplicates of their overtime watch reports each pay period.
5. Commanding Officers and heads of units shall strictly control the use of all overtime.

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## Night Differential To Appear on June Ballot

By Reno Rapagnani  
Chairman Legislative Committee

Through the tireless and timely efforts of POA President Al Casciato, a charter amendment that would institute 6.25% Night Differential for Police will appear on the June Primary Ballot in San Francisco; Proposition B.

Opposition to the proposed amendment is minimal, particularly in contrast to its broad-based support. That support, thanks to Casciato's influence, includes factions of the community and government which are normally never in agreement: the Mayor is not opposing our measure; the Chamber of Commerce has written an argument in favor of the measure; ten members of the Board of Supervisors are supporting the measure, and even Quentin Kopp has written his own argument in favor of the measure!

Casciato lobbied each and every group and elected official he could find. Those who were identified early as supporters were thanked, and those who initially said they could not support the measure were visited time and again by Casciato or Secretary Gerry Schmidt until all except two were no longer in opposition. That hard work may have left us with the most influential group of supporters for any POA-sponsored legislation in our history — it certainly is the best "line-up" I've seen in my twelve years in the Department.

As Chairman of the Legislative Committee, I'm now working with the firm that will coordinate the Prop B campaign, particularly the printing and mailing of literature to voters prior to election day. YOUR HELP IS NEEDED! — not only to help keep costs down, but to help develop the POA's Master Campaign List for use in this campaign, and again in November when Al Casciato's target will be the improvement of Tier II retirement benefits.

So when Al visits your Unit and asks that you fill out a "Mailing and Sign Location Sheet," DO IT! When you do, you'll be helping not only yourself, but everyone in the Police Family, to gain better benefits and a more secure retirement.

One last item: last year, I opposed Al Casciato's election. I did so because I had some preconceived notions about how a POA President should "work" City Hall. I've been thoroughly impressed by Al's methods and efficiency, and especially his effectiveness on your behalf. I'm confident that President Casciato will continue to work tirelessly for your benefits as his singular priority, and that his efforts will be successful with your help and support.

## "What is a Super Cop?"

by Lieutenant Gino Marionetti #1771  
Robbery Detail

Having spent approximately thirty-four (34) years in law enforcement work, I have heard the saying, "he is a super cop," "super sleuth," "super detective," which has caused me to think, what do the terms really imply? I have never known a "super cop," the term is a fallacy in my eyes and in law enforcement work. I have read several books on the so-called "super cop," taken from law enforcement agencies in the Bay Area Police Departments and Law Enforcement Agencies in foreign countries. I feel the term "super cop" is a figment of the imagination and some of the responsibility lies with the news media.

I have indeed been privileged to have known ever so many Outstanding Inspectors, Detectives and police officers in the various police departments. The question then arises as to what is the difference that distinguishes the super cop from the Outstanding Inspector, Detective or the Officer walking the beat or in a radio car patrolling a high crime area and the importance of conducting the initial investigation.

The elements that are most important to the Outstanding Inspector or Police Officer is pride, dedication, devotion, wanting to serve the citizens of

our fair city and removing felons from our streets so that the decent citizens can feel safe and secure in their environment. Other ingredients towards this goal is to be able to cope with stress and frustrations and any promises that are made are to be kept and that all persons whether criminal or decent law-abiding citizens are to be treated as human beings. As we know "Informants" are of a paramount importance in law enforcement work but they will be gained by both the Inspector or Police Officers as they become knowledgeable and gain the experience. Why the term "super cop?" Perhaps it may be due to a prominent case and the notoriety that the news media gives the case and the name of Inspectors surfacing. The reputation of the Inspector continues to resurface even though it may not merit it. The term "super cop" if that term is to be used is to be placed on the men in uniform and the Inspector who is assigned that case and to bring it to a successful conclusion without receiving any notoriety and the only satisfaction that he receives is that which comes from within one self which is the most important ingredient of all.

I have never met a "super cop," perhaps if I have the honor of entering the pearl gates of heaven I may still have that privilege

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# AROUND THE DEPARTMENT

by Don Carlson

**JUNE PRIMARY...** Propositions A&B will be the prime focus for us, and that's why Al Casciato, Gerry Schmidt and Reno Rapagnani are and will be out "beating the bushes" for workers for the two campaigns.

**PROP "A"...** Known as the Flex Bargaining Measure, this would allow us to bargain — rather than having to go on the ballot — for items which are not set within the salary formula. As an example, the SF Airport cops are paid a percentage for the POST certificates they possess. If "A" passes, we'd be able to bargain for similar compensation, as well as for other non-base pay items.

**PROP "B"...** Anyone who works between 1700 and 0700 hours would receive an additional 6.25% in compensation. The POA Board of Directors has authorized spending up to \$50,000 for this campaign, based upon the recommendations of the Legislative Committee. Simply "throwing money at the voters" will not be enough, however, no matter how sophisticated the direct-mail campaign might be. **YOUR TIME AND EFFORT WILL PROVE TO BE EVEN MORE IMPORTANT!** Even just filling out the Mailing List and Sign Location sheets that your Unit Representative will have for you will help. These two charter amendments provide excellent opportunities for improving **YOUR BENEFITS.**

**MONEY (cont'd)...** Al Casciato, in a recent letter to John Walsh, Civil Service Commission G.M., has requested that San Francisco include Long Beach's "in lieu" contributions the city makes to PERS (the State Retirement System) for its officers when OUR Salary survey is conducted. In fact, Al asked that this be made retroactive to November, 1980, when Long Beach began contributing funds which officers themselves would have otherwise made.

**WHERE'S THE BEEF?...** The SFPD recently entered into a Memorandum of Understanding with the Department's SEIU locals; meanwhile, our own MOU sits out there in space somewhere.

**THE DEMOS ARE COMING!...** but the Department's DNC Logistics Committee (which includes POA Convention Committee members Mickey Griffin and Roy Sullivan) seems bogged down with issues like "Where will the OT funds come from and how soon will be paid after the Convention?" and "Should cops at the outer stations be fed like those downtown will be?" Al Casciato has asked the Mayor's Office to mediate, and quickly.

**TARZAN LIVES...** in the person of Walt Scott (Community Services) as he guides groups through the trees at the Ropes' Course near Ft. Miley. With a large amount of help from members of the Urban Pioneers and coordinators of the 4-H Club's Inner City branch, this course has developed into a challenging test of physical agility and, maybe more importantly, a psychological adaptability and courage. The Academy staff went through the course last month to evaluate its potential benefits for recruit training. We came to the consensus that it would be of substantial benefit, particularly early in the recruit schedule, for both the concepts of teamwork and confidence building. You learn things about yourself very quickly — or have them taught to you! Just ask Mike Hebel or me about climbing to the top of a 50-foot "stump" to stand on a small rotating platform. Or ask Dan Hampton what he was doing for the twenty minutes he was suspended from a tangled zip line!

# FOOT PRINTERS HONOR SFPD OFFICER DONALD R. HICKS

On Feb. 10th, 1984, Donald Hicks of Potrero Station was given the "National Award" of the International Foot Printers Association at a formal dinner at the Fisherman's Wharf Holiday Inn. The many local notables who are members of the Foot Printers have once again made us proud of our association with them during their three day convention.



Officer Donald R. Hicks of the Potrero Station, Mrs. Gerald De Arcy and Commander Gerald De Arcy.



Seated to rt. of Cmdr. De Arcy was Lillian Graf, Commander Gerald De Arcy, National President Thomas Burton of Los Angeles, Al Graf, Honoree Donald R. Hicks receiving a beautiful plaque, Mrs. Thomas Burton and Mrs. Gerald De Arcy.

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# EQUITY=EXPANSION

by Theodore A. Schlink III

Last month the vote was in, and lo and behold, the voting membership approved the concept of renovating our Association headquarters. Mind you now, the vote was only an advisory vote, and not binding on our current Board of Directors. In other words, thank you for the support, but nothing has to be done at this time, or for that matter, ever.

Ever since I have been going to court during my off hours with my fellow officers of either gender, we have usually discussed the concept of a dayroom for us. Since the P.O.A. building is right across the street, we envisioned the location as being there. Well, talk has always been relatively easy to accomplish, but nothing is ever accomplished by mere talk alone. Last year, President Casciato spearheaded a provocative move to renovate our dilapidated building. A firm of architects was hired by us to lay out a floor plan, which was to include a cocktail lounge, assembly area, kitchen, and dayroom, in addition to an expansion of our embarrassingly small business and reception area. I am happy to announce that the drawings are now complete and available for your personal inspection at the POA office.

It was determined that the planned renovation would cost us approximately \$250,000.00, a paltry sum, considering the fact the existing structure is valued at \$600,000.00, with our equity in the building being valued at \$500,000.00. In other words, all we owe on the building is around \$70,000.00, and the difference between 70 G's and 600 G's is ours. My first thought was that maybe I should trash this article and move to sell the building, with the proceeds being split among the membership.

After some initial calculations, I discovered that if we split the proceeds equally, it would amount to approximately \$300.00 per member. However, if we were to prorate each active and retired members' contribution in relation to the equity in the building based on years of membership and dues paid, the arithmetic necessary for the solution is indeed complex. Anyway the truth of the matter is our building should be worth substantially more than it is now. We are restricted because of the inadequate design and construction to one quarter of the total square footage to conduct POA business. The rest is waste, and a needless burden to the membership. We pay property tax, a mortgage, and utilities on a building that has three-quarters of its square footage sitting idle and undeveloped. The aforementioned condition has existed for a significant amount of years, and to be quite frank, someone should be called to the carpet to explain the reason for our building being worth less than a similar and fully renovated building of the type we now own and occupy.

Our active Association members have invested a substantial amount of free time, labor and services to us over the years, and I believe that it is about time that we expended some of the above described energy to get on with the renovation. The sooner we start construction, the quicker we realize the benefit of the increased equity in our building. Secondly, we will be one step closer to opening a private, professional cocktail lounge for members only, and last but of paramount concern, a lounge that members can utilize during court delays.

If you believe in the concept, contact your POA representatives, and encourage them to move forward with the plans that have been prepared, and are ready for implementation.

# City employees up in arms over delay in pay

by Mireya Navarro  
Examiner staff writer

Some city employees are in an uproar over a new payroll system that will neglect to pay them for up to seven working days this year.

The lost wages, to be recovered only when the employee quits or retires, are the result of the automation of The City's payroll system. Currently serving 23,000 to 25,000 employees, the old manual system is expected to be phased out by next year.

According to city officials, the conversion to computers translates into numerous benefits for The City's personnel.

Overtime, for instance, will now be paid within days rather than weeks. Paycheck stubs will itemize deductions and show vacation and sick leave balances. And payments such as those to credit unions will be transmitted faster.

For 6,000 employees who used to get paid at the end of the two-week pay period, however, modernization also means losing seven days of pay.

City Controller John Farrell explained that these workers were on what he called an "anticipated" system, in which time reporting was done at the beginning of the two weeks they were being paid for. If the worker had missed a day during that period, he said, an adjustment had to be made for the next paycheck.

With thousands of workers involved, including an unspecified number of others who receive their pay within days after a pay period, there is "a tremendous amount of paperwork and adjustments for the next pay period," Farrell said.

So, under the new system nothing will be taken for granted. Instead of anticipating earned hours, The City will now wait until all working time is accurately reported before it issues the paycheck.

The controller's office has deemed seven working days a reasonable period to get all the information in.

It is during this transition from "anticipated" to "positive posting" pay that employees who used to receive their checks immediately or shortly after a pay period will have to forgo some pay.

Workers who used to wait up to two weeks after a pay period to collect their salaries, Farrell said, will have shorter waits.

"I realize people live from check to check and seven days mean a lot, but we want to get records that are accurate and we want to get into a modernistic system," Farrell said.

The controller is taking the pay days away gradually (one day every pay period) during the transition, which started last October with a group of city departments and will continue through this year.

The complaints, however, haven't subsided.

Last week, District Attorney Arlo Smith sent a letter to Mayor Feinstein's office protesting the action on behalf of his deputies, all of whom will start losing their seven days next month.

Earlier, representatives from the first group of employees hit by the change, including the staffs of the Board of Supervisors and the mayor's office, appeared before the board's Civil Service Committee to complain.

Police and fire unions have also been vocal. Their departments' turn to convert to the new system is

scheduled for September.

"There are payroll systems that don't have a delay," said Al Casciato, president of the Police Officers Association. "I'm not going to tolerate money being held out and us gaining zero interest."

"The biggest problem is that they never warned people, and they never gave people some ability to prepare for it," said Marilyn Smulyan, an aide to Supervisor Nancy Walker.

Smulyan said she's going to make \$1,000 less this year as a result of the payroll change.

While Smulyan attributed her predicament to the "incompetence" of the people behind the conversion plan, other workers speculated that The City might have ulterior motives in withholding the money.

"Is this how they're going to pay overtime to cops for the Democratic convention?" asked one assistant district attorney.

Farrell, who said his staff has been meeting with the various workers' groups, denied the convention had anything to do with it. He noted that the payroll conversion has been in the works for three years.

The matter has prompted supervisors to explore the possibility of having The City pay employees interest that accrues during the delay between the close of pay periods and the day the workers actually collect their checks (up to 14 days before, 11 days under the new system).

The City currently invests that money in interest-bearing accounts that have been yielding 11.6 percent annual interest compounded daily. The controller estimates employees would get an extra \$55 each if they were paid the interest on those wages.

The city attorney has said the Board of Supervisors has the power to authorize payment of interest to employees through an ordinance. A hearing on the matter is pending.

(Reprinted San Francisco Examiner  
Tues., Mar. 13, 1984)

## CONVENTION COMMITTEE

continued from page 1

Officers assigned to standby in staging areas at the convention will be receiving hot catered meals, a continuous assortment of refreshments and entertainment to include t.v., video movies, ping pong, reading, rest areas and card playing. The inequity of treatment, we believe, is quite evident.

**Uniforms**—Concern was expressed regarding the cleaning, maintenance and overall comfort of uniforms. When considering dry cleaning, and the limited number of class "B" pants and shirts issued to each officer versus the more comfortable wash and wear jumpsuits. Therefore, we request class "F" be authorized during the convention.

**Security at Staging and Rest Areas**—Concern was expressed that some access limiting procedure and physical security be implemented in and around the designated staging and rest areas. We feel these areas are potential targets of any number of threats, from individual demonstrations to paramilitary terrorists.

**Medical Aid**—Considering the anticipated delays in ambulance response to victims and to San Francisco General Hospital, it is recommended that any major staging area be provided with a standby ambulance and crew.

**Overnight Facilities**—A number of Officers working long hours on consecutive days who commute may wish to remain in the City for convenience and safety. It is recommended that the Presidio & T.I. be contacted as to the availability of overnight accommodations.

**General Information Packet**—A packet should be developed and distributed to all Officers as to the location of various hotels, convention sites and emergency facilities.

Michael Griffin  
Committee Chairman

## REFERENDUM

In accordance with Article VI, subsection 8, of the Constitution and By-Laws of the San Francisco Police Officers Association, we the below signed members hereby petition the Board of Directors of said Association, the amend and proposed Memorandum of Understanding to read as follows.

The Tactical Division shall assign watches according to seniority in rank. Seniority shall be determined from the date of appointment to their respective ranks in the department.

PRINT NAME:	SIGN NAME:
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**A 'developers' paradise,' Chignell says**

**Filante's tax plan branded 'socialistic'**

by Paul Peterzell  
Of the *II staff*

Assemblyman Bill Filante's legislation to shift property taxes from improvements to land was blasted today as "socialistic," a "developers paradise" and a move to abolish private land ownership.

The blast by Paul Chignell of San Anselmo, Filante's Democratic challenger, echoed sharp criticism Monday of the constitutional amendment. Both the Marin and Sonoma county assessors and the chairman of the Marin County Board of Supervisors roasted Filante's amendment plan.

The county officials predicted it also could bring a return of the assessment scandals of the '60s.

And former Marin assessor Bert Broemmel branded Filante's idea as "just not a viable system. It's been studied before, and it's not good for anybody."

Recalling that Filante long advocated such a tax system, Broemmel said he was "surprised that he waited this long" to push it through legislation.

Chignell said, "Filante cannot break his strong allegiance to the Henry George School of Economics, something he has tried to cover up in the past."

George was a 19th-century economist who argued for a single tax on land. The Encyclopaedia Britannica notes that while his idea stimulated assessment reforms, it "had no significant practical result and few economists of reputation supported it."

Recalling that when Filante first ran for the Assembly he was president of Land Equality and Freedom, a national Henry George organization, Chignell said he had "no problem with Bill in his private life adhering to a voodoo, crackpot economic system, which in the view of Republicans, Democrats, liberals and conservatives is a socialistic economic theory."

"But when he attempts to affect public policy by bringing these private views to the point where he introduces a constitutional amendment, then the citizens of our community should take notice."

Chignell argued that "by raising tax rates for land rather than for buildings, it would ultimately spur unfettered development and would be a boon to developers. It forces land to be improved. This is a developers' paradise."

"It's a very dangerous concept, and it's quite ironic that a conservative Republican assemblyman would espouse legislation that ultimately would result in private landowners having their land confiscated."

The amendment (ACA 67) will be heard April 30 by the Assembly Revenue and Taxation Committee, and Chignell said he will "do everything in my power to see it does not get out of that committee."

Filante countered that Chignell was an "uninformed person shooting from the hip, talking about things about which he knows nothing. If it is 'socialistic,' then why do New York Rep. Jack Kemp and Nobel laureate Milton Friedman both agree that taxes on buildings should be lower than taxes on land?"

Land taxes would not increase under his legislation because of the limit imposed by Proposition 13, Filante said.

He also said that tax revenue would not drop because his legislation would encourage development of land already zones for development.

Filante's amendment would empower county supervisors to establish property classifications and then set separate tax rates on each one. All property in the state now falls under one tax rate.

Explaining the benefits of such an amendment as he saw them, Filante said, "It gives extra incentive for those who want to build. It's better for the economy and for housing."

Filante envisioned country governments making tax rates higher for land than for buildings.

But Marin County Assessor Bruce Shafer said, "It's a very, very poor piece of legislation."

"That is a hot potato and I don't want any part," Board of Supervisors Chairman Al Aramburu said when he heard about the bill.

Opposition to Filante's legislation also was vowed by Sonoma County Assessor Ernest Comalli, who said, "It makes no sense to me."

Filante said it will be amended to require approval by local voters before any county could implement his system.

Reprinted from Independent Journal  
March 20, 1984  
Submitted By C.A. Casciato

**Dwight Chapin  
The senior beat**

San Francisco patrolmen Steve Venters and Kevin Dillon were told to report to a St. Patrick's Day lunch at Antonia Manor, a seniors resident hotel on Turk Street, Saturday.

Nothing unusual in that assignment. The Antonia is one of 10 Tenderloin hotels on their walking beat. Venters and Dillon stop there a couple of times a day.

But when they arrived this time, they found not only a full and entirely peaceful house, they were handed a cake, with their names on it. And a special certificate of appreciation from the residents was not far behind.

"We were surprised and embarrassed," says Venters. "This is probably the most emotional thing that's happened to me since I joined the San Francisco Police Department 11 years ago."

"What meant the most was that the honor was not



Kevin Dillon on the left. Steve Venters on the right.

for any one, specific thing Kevin and I had done. It was for all we've done, for a body of work."

Venters is 32; Dillon, who has been on the force eight years, is 29. They've both worked the Tenderloin five years, and have been partners the last year and a half.

It's not the cushiest job in town.

Dillon describes the area he and Venters patrol this way:

"A lot of seniors and seniors residences; a lot of porno shops and drug deals and prostitution, mainly in the evening hours. A lot of people with nothing better to do just standing around on the corners. A lot of homeless, the down and out, and the unemployed."

But Venters and Dillon are here by choice, and they enjoy the work, if not all of the territory.

"We always have," says Venters. "It's a challenge. It's not just us against crime; we have to get along with people, too. It's much different than if we were working out of a radio car."

"In a car, you're always responding to someone who is calling when something is wrong. It's not that way on a walking beat."

Dillon says, "We get a chance to deal with people in a positive way much of the time. For good or bad, we see them every day. We walk into these hotels and say, 'Hi, Ethel' or 'Hi, John.' There are rewards, and satisfaction, in what we do."

Ethel Bryan, one of Antonia Manor's 133 residents (all of whom are between 60 and 96 and on disability or Social Security) is delighted to have Venters and Dillon around.

"We'd hate to lose 'em," she says. "They do their job, honey. If they're not right here, then they'll be right here as soon as there's trouble."

Ethel Bryan has lived at the Antonia 10 years.

She's from Missouri, and she raised her niece's son "like he was my own. I'm the only mother he ever knew." But he's grown and has children of his own now, so all Ethel really has left are two sisters, and some memories. Her last job was quite a few years ago, at the Candlestick Park concession stands, but when push came to shove, she says, "I told them they could take their job and shove it. Life's too short."

So she's "home" at Antonia Manor now.

"I've gone from the second floor to the 10th floor," she says. "The higher I go, the better I like it. But I'm at the top now. If I go any higher, I'm going to have to jump off the roof."

That is a highly unlikely prospect, however, because Ethel Bryan still gets a kick out of life.

She won't go out alone at night, and sometimes she won't go out alone in the daytime. But she's not like some, who lock themselves in their rooms. And she's not a "lounge lizard," either. She plays rummy and bingo with friends and goes on field trips ("Last time I was in Reno I didn't even gamble," she says. "I just hit some shows.")

Officers Venters and Dillon make some of the outings, too—on assignment and on their own.

Their captain, Willis Casey, is much concerned about seniors. "He said he wanted the emphasis there about the time Steve and I became partners," Dillon says.

The danger in low-rent, high-crime locales like the Tenderloin is that old people who have little in common but their SSI and Social Security checks will sit behind closed doors, just waiting to die. But there's life as well as death here, and that's what Officers Venters and Dillon are trying to sustain—and encourage.

Reprinted from San Francisco Examiner, March 20, 1984

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### EQUALITY: OPPORTUNITY OR RESULTS

continued from page 1

ject matter experts also participated in the design of the other two (2) phases of the examination;

5. Other department members reviewed the questions for content, correctness and construction;

6. A third group took the exam and made necessary corrections;

7. The police department encouraged the Promotional Information Group (PIG) which held practice exams, seminars and expert panels to assist all candidates; PIG operated for well over a year prior to the exam.

Public Advocates, fully aware and participating in the promotion development process, did not cry forth "fundamental flaw" then.

What more could the City, the Consent Decree Unit and the Police Department have done?

### POLICE PROMOTIONAL STRESS

It must be recognized that the police promotional process imposes unique stressors upon its applicants. Firstly, there is very little room at the top. The vast majority of officers will complete their entire career at the entry level police officer position. Secondly, the promotional examination process is a stressor. Tremendous amounts of time must be spent to adequately prepare for a process that is perceived to be subject to manipulation. The creation and publication of the promotional list is a significant stressor. The long term affects on the self esteem of these passed over can be devastating.

In order to properly prepare, candidates typically concentrate their efforts on the examination for up to one year prior to the exam itself. This concentration means that educational goals, family life, and needed secondary employment receive less attention.

Recognition at some time must be given to the fact that the successful Q-50/Q-35 examinees made great sacrifices to reach success, exerted diligent and persistent effort to reach success, and deserve the success for which they worked so hard so long.

### A DEPARTMENT OF PRETENDERS

As the Guy Wright article keenly observed, "we have lieutenants pretending to be captains, sergeant pretending to be lieutenants and patrolmen pretending to be sergeants — all because of the ten year argument about skin color."

All elements of the American population constitute minorities, the largest being English at 14%, followed by German at 13%, the Blacks as 12%, the Irish as 8% and the Hispanics at 7%. Only the term "white" keeps the concept of majority alive.

On April 5, 1984 a meeting of all parties to the Consent Decree will be held by Federal Court Judge Robert Peckham. Presumably, discovery dates will be set and an approximate trial date will be affirmed. At stake are 200 permanent promotions — 125 at the sergeant level and 75 at the assistant inspector level.

Public Advocates seeks a trial asserting that the City has failed to comply with the Consent Decree's goals for promotion. I thought the Consent Decree required special assistance to minority candidates to increase this promotional skills (thereby catching up to the standard of competition) and required non-bias, job related examinations. I have yet to find language in the Consent Decree which guaranteed anyone (white, black, hispanic, asian, male, female) a promotional position. The Consent Decree does not and was not intended to establish a preferential promotional policy requiring the distribution of promotional jobs in some arithmetic proportion among the groups composing the applicant pool. It does however guarantee equality of opportunity to be a successful candidate.

This Department will remain one of the pretenders unless it vigorously rejects any efforts to do away with fair and non-discriminatory competition by pre-determining the results. This Association has and must continue to fight for equality of access and opportunity and to oppose equality of condition and result.

# Quick-witted pub worker stops knife-wielding robber

by Larry Maatz  
Examiner staff writer

A street scene didn't look right to Steve Wright, and because he cared enough to check into it, an 87-year-old man is unharmed after an attempted robbery.

"Steve Wright is one hell of a guy," says robbery inspector Dave Toschi. "He's unarmed, but he still faces down a guy with a knife who's just knocked an old man to the ground and tried to rob him.

"Then, even after the guy threatened to kill him, he keeps the guy occupied long enough for our patrol units to get into the area and make an arrest. It's fantastic, just fantastic."

It all started Saturday night when Lawrence Samollow, 87, left his Bush Street apartment for a late evening dinner at Pam Pam's East.

Wright, 33, a commercial diver recovering from back surgery, was working as the host at the Penny Farthing Pub, 679 Sutter St., when Samollow walked by.

"It was strange," Wright recalls. "I saw the old man through the window, walking by, almost hobbling, and I noticed this young guy along side of him, real close. It just didn't look right. I can't tell you why, but it just didn't look right."

Following up on his hunch, Wright walked out on to the street just in time to see Samollow hit on the head and knocked to the sidewalk.

Wright moved in, yelling, calling the assailant away, then went to Samollow on the sidewalk. The robber pulled a knife and moved toward Wright.

"I was scared," Wright said. "He was waving the knife, yelling at me, saying 'Come on and I'll kill your a--, too.'"

"Scared or not, Wright did the right thing," Toschi said. "He faced the guy down and kept him away from the old man, he yelled to the people around to call for the cops, and then he kept the guy occupied long enough for the cops to get there."

The robber at first tried to chase Wright away, but then elected to flee himself. It was too late because patrol units were on the way.

Police Officers Paul De Timofeev and Alejandro Serano arrested Frank L. Hewitt, 20, less than half a block away.

Wright, after getting Samollow to his feet, went to the officers and identified Hewitt as the man who had

knocked Samollow to the sidewalk and then threatened him.

Samollow went on to dinner after the attack. Wright went back to work. Hewitt remains in custody on \$5,000 bail, booked on charges of armed robbery and assault with a deadly weapon.

Toschi will seek a departmental commendation for Wright, as well as nominating him for one of The City's "Nick of Time Awards."

Samollow plans to visit the Penny Farthing Pub tonight to thank Wright.

"It all happened so fast that night that I never got a chance to say thank you," Samollow said. "And it's just now that I found out his name and where he works."

"He didn't even know me, didn't even know who I was, but he came to help me."

"He's a brave man."  
(Reprinted from San Francisco Examiner, February 17, 1984)

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Age 40-49	\$15,000	
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\*Life insurance benefits shall terminate at age 70,

unless enrolled prior to October 1, 1983.

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\*Life Insurance benefits shall terminate at age 70, unless enrolled prior to October 1, 1983.

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\*Benefits shall terminate at age 70, unless enrolled prior to October 1, 1983.

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Editor's Note: There are several important reasons for each and every POA member to fill out and send in the beneficiary card: (1) The basic coverage is already paid for by your Association dues. (2) Prevent confusion and delay in payment of the correct beneficiaries. (3) Policies don't even require a physical.

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| Balestreri | Peter A.    | Brophy     | Timothy     |
| Ball       | Daryl M.    | Brown      | Anna G.     |
| Ballard    | Jeffrey S.  | Brown      | Betty L.    |
| Ballard    | Mark A.     | Brown      | Kathryn A.  |
| Balovich   | James E.    | Brown      | Kelvin R.   |
| Banas      | William J.  | Brown      | Philip D.   |
| Banks      | Chester H.  | Bruneman   | Kurt J.     |
| Banks Jr.  | Tyree E.    | Buckley    | Jeremiah T. |
| Baptiste   | Vivian A.   | Bueno      | Omar J.     |
| Bardoni    | David P.    | Bullard    | Robert L.   |
| Barrington | Robert      | Burkley    | Michael D.  |
| Barry      | Jeffrey A.  | Bursiagio  | George      |
| Battaglia  | Roger J.    | Bywater    | Thomas D.   |
| Beijen     | Dirk J.     | Cadigan    | Patrick P.  |
| Belfield   | Jerry D.    | Cairns     | Richard J.  |
| Bell       | Denny R.    | Calgaro    | Gerry       |
| Bell       | Jerrell S.  | Calkin     | Donald R.   |
| Bell       | Leonard C.  | Callaghan  | Dennis J.   |
| Bell       | Theodore A. | Callagy    | Leo R.      |
| Benner     | Alan W.     | Callejas   | Edgar J.    |
| Bernardi   | Allan J.    | Camilleri  | Anthony M.  |
| Bernardini | Robert      | Camilleri  | Larry J.    |
| Biel       | Michael J.  | Canaan     | Peter L.    |
| Bierman    | Allan C.    | Caniglia   | Steven A.   |
| Bilbao     | Felix J.    | Canion     | Basil J.    |
| Bill       | Phillip O.  | Cardenas   | Mel         |
| Bini       | Alex R.     | Carlson    | Raymond A.  |

# SFPOA SPONSORED INSURANCE PLANS

Davis	Bob C.	Glickman	Steve H.	Koenig	Raymond A.	Melendez	Alfredo
Davis	Kenneth R.	Godbois	Peter H.	Komarчук	Genady	Mendez	Francisco
Day	Darold D.	Gonzales	Michael F.	Kotta	Paul A.	Merino	Robert
DeFilippo	Jerome	Gossman	Paul D.	Kozel	Peter	Meyer	Susan
DeLaCerde	Alfred	Gotchet	Kevin M.	Krakowski	Les D.	Mignola	Joseph
Deasy	James P.	Granados	Miguel E.	Kranci	David W.	Militello	Leanora
Debrunner	Kenneth	Grant	George R.	Krikoriantz	Natalie	Miller	Robert J.
Dedet	Daniel	Gray	Freddye	Kulstad	Richard J.	Miller	Robert M.
Deely	James T.	Greenlaw	Jeffrey C.	Kuwabara	Craig A.	Miller III	James H.
Deignan	James M.	Gregory	Terry A.	Lacampagne	Janet M.	Minkel	John A.
Deinhart	Darcy L.	Griffin	James L.	Lagarejos	Mark G.	Minkel	Ray C.
DelTorre	Robert J.	Griffin	Thomas J.	Land	John A.	Minkel	Sally A.
Delagnes	Gary P.	Guerra	Nicanor E.	Langlois	William D.	Minkel	William J.
Delahunty	Brian P.	Guerrero	James S.	Lankford	Jerry	Mino	Mark E.
Delgadillo	Mario J.	Guerrero	Raymond	Lassus	James	Miranda	Jimmy S.
Dell Agostino	Richard A.	Guglielmoni	George	Laubach	Terence	Miranda	Alberto J.
Dempsey	Michael T.	Guinan	Robert J.	Lawrence	Edwin B.	Mitchell	Michael A.
Dempsey	Timothy W.	Guinasso	Paul E.	Lawson	Daniel L.	Miyagishima	Patrick H.
Detimofeev	Paul J.	Guinther	Ora E.	Leach	Michael P.	Mohrman	Eugene T.
Devlin	Denis A.	Haggett	John A.	Lee	James E.	Monroe	John H.
Dickey	Corbett	Haight	Ronald M.	Lee	Frank E.	Montero	Richard K.
Dito	Gregory P.	Hall	Edwin J.	Lee	John P.	Moore	Richard D.
Doherty	Gerald F.	Hall	Kevin L.	Lee	Kenwade	Moorehouse	Donald N.
Domer	Ralph E.	Hall	Laurel A.	Lee	Michael D.	Morales	Juan L.
Dominguez	Joaquin	Hallaji	Linda M.	Lee	Rodney C.	Moran	Michael J.
Donnelly	David E.	Hamilton	Luis W.	Lee	Stanley K.	Moreno	Raul L.
Donovan	Jerry C.	Hamilton	Michael D.	Lee, Jr.	Philip J.	Morimoto	Stephen
Donsbach	Robert W.	Hamilton	Samuel G.	Lee, Jr.	Tom P.	Morley	Michael D.
Dower	Michael J.	Hance	Daniel J.	Lennon	Michael	Morris	Linda A.
Dowke	Jay K.	Hankins	Robert J.	Leung	Robert K.	Morris	Perry
Dowling	Curtis	Hanley	Matthew J.	Lew	Jimmie H.	Morrison	Ronald D.
Downs	Philip J.	Hansen	Douglas	Lewin	Rex	Mroz	Stephen
Drago	James E.	Harbor	Yvonne L.	Lindgren	Arvid	Mullen	Kevin J.
Dryden Jr.	Robert	Hargens	Richard E.	Lindo	Leroy D.	Mullins	Patrick F.
Duane	Richard R.	Harms	Joel E.	Link	Robert	Murdock	Larry
Dubour	Lorin R.	Harp	Gabriel P.	Lofgren	Charles W.	Murphy	Daniel J.
Dullea	Edward B.	Harper	Sylvia	Lopez	Danny L.	Murphy	James J.
Dunnigan	Mary K.	Harrington	Anne F.	Louie	Timmy S.	Murphy	John F.
Duran	Luis	Hawthorne	Mark R.	Lovell	Bruce D.	Murphy	John F.
Edmonds	Steve L.	Heffernan	Mary C.	Lozano	George A.	Murphy	Michael R.
Elbert Jr.	Hugh	Heller	Richard H.	Ludlow	James E.	Murphy	Patrick E.
Ellis	Charles T.	Hendrickson	Gordon	Luenow Jr.	Allyn	Murphy	William W.
Elsenbroich	Gary A.	Hendrix	Napoleon L.	Lui	Kenneth S.	Musante	Ray T.
Epperly	Gary L.	Henry	Leroy	Lujan	Michael A.	Myrick	Jessee
Estimada	Danilo G.	Herndon	William	Lumsey	Debra L.	Nakanishi	Rod M.
Faingold	David A.	Herrera	David P.	Lutticken	Frank B.	Nannery	Joseph P.
Fazzio	Christy	Hesselroth	Richard	Lyons	Charles E.	Nassberg	Nancy Lee
Ferguson	Summerfield	Hession, Jr.	Joseph M.	MacAulay	Mark S.	Neary	Diane P.
Fernandez	Pedro L.	Hindahl	Olav P.	MacDonald	Bruce S.	Neff	Eric
Fields	Monica L.	Hogue	Lynette A.	MacKenzie	Lawrence	Nestor	John P.
Flaherty	John W.	Holland	Jeremiah	Madden	Justin	Neufeld	Craig S.
Flanders	Linda J.	Hom	Jordan K.	Maggio	Ernest P.	Nevin	Michael D.
Flannery	Randy S.	Hom	Richard A.	Maginniss	Daniel	Norris	Dennis M.
Flannigan	Johnnie	Hom	Wayne	Mahoney	Charles W.	Norris	Paula A.
Fleck	Philip G.	Honniball	Alan P.	Mahoney	Michael F.	Novak	Lawrence S.
Flores	Severo N.	Householder	David J.	Makaveckas	Paul F.	Nutting	Calvin
Fobbs	Arthur	Howell	Scott E.	Malim	George R.	O'Connell	Michael
Fogarty	Clifton F.	Huegle	George R.	Maloney	Michael N.	O'Connor	Donald W.
Folena	Michael M.	Hugo	Roger	Maloney	Peter R.	O'Leary	Denis F.
Fong	Byron K.	Hunter	Henry C.	Mangosing	Robert L.	O'Mahoney	Andrew
Fong	Jonathan M.	Hutzler	Steven L.	Maninang	Benito L.	O'Neill	Michael F.
Fontana	David L.	Ihle	Walter M.	Maracci	Albert N.	O'Shea	Patrick M.
Ford	Robert L.	Ionin	Peter P.	Marovich	Bruce F.	Oberhoffer	David
Forristal	Mark K.	Iracki	Paul M.	Marques	Steve R.	Olcomendy	Brian D.
Fortenberry	Emile	Jackson	Ivan W.	Marr	Daniel G.	Omholt	Warren B.
Foster	Kenneth H.	Jackson	Marion D.	Martel	Dennis	Ortiz	Stephen J.
Fouke	Donald A.	Jackson	Ronald L.	Martin	Peter H.	Otis	Duane
Fontaine	Tonii D.	Jackson	Sheila D.	Martin	Richard J.	Otten	J. Peter
Franks	Deborah E.	Jamison	Michael	Martin	Ronald R.	Ottone	Marlene C.
Frediani	Bruce F.	Java	Clifford P.	Martin Jr.	Samuel	Overend	Paula A.
Frost	Lawrence D.	Jean	James S.	Martinez	Alfred	Paco	Robert
Fulwood	John	Jehl-Taylor	Jacklyn	Martinovich	David	Paganucci	George S.
Furusho	Michael J.	Jeong	Leonard G.	Mathis	Kenneth J.	Paige	John S.
Galande	Ricardo L.	Jimenez	Gary P.	Matisek	Donald	Paniagua	Rebecca
Gallagher	Daniel A.	Johnson	Anthony H.	Matulay	John R.	Parenti	John F.
Gallegos	Michael J.	Johnson	Arthur L.	Maxwell	Michael D.	Pawsey	Michael
Gamble	Richard M.	Johnson	Barry D.	May	Daniel J.	Payne	Robert I.
Garcia	Henry A.	Jones	Stephen	Mayer	Timothy J.	Peda	Frank C.
Garcia	William M.	Jow	Kevin G.	McAlister	Benjamin	Peinado	Jess M.
Gardner	Matthew M.	Joyce	Denis	McAllister	Robert	Pengel	Melinda J.
Garnier	Lester E.	Kalinen	Eugene E.	McCarthy	Michael D.	Penrose	Paul E.
Garriott	Willis G.	Kang	Francis	McClure	Angela A.	Pera	Michael G.
Garrity III.	John J.	Karp	Rachel A.	McDonagh	Frank	Perdue	Thomas E.
Garry	Walter J.	Keenan	Roger D.	McDonough	Mark J.	Perez	Lucio A.
Gau	Frank W.	Kelley	Robert E.	McDowell	Marta E.	Perez	Matthew
Gendron	Bruce E.	Kelly	Lawrence E.	McFarland	William R.	Perkins	Darryl S.
Genna	Mateo	Kemmitt	Michael P.	McGee	John P.	Perrone	Joseph H.
Geraty	John C.	Keohane	Charles J.	McKee Jr.	Frank	Peters	Donald L.
Gervasi	James S.	Killough	Jack	McKenna	John	Peterson	Robert L.
Ghiselli	Glen J.	Kilmer	Frederick D.	McLaughlin	David	Petrie	James M.
Gilford	Rotea	Kirk	Henry L.	McLaughlin	Peter D.	Petrie	William L.
Gin	David	Kleigel	Walter K.	McPheters	Alan	Pezzulich	Bruno G.
Gin	Robert E.	Knoepfler	Robert F.	Meadors	Bruce	Philpott	Diarmuid
Gin	Wallace W.	Kocher	Randall P.	Melanson	Glendon A.		

# MEDAL OF VALOR AWARDS

The Awards Committee met in Room 551, Hall of Justice on Tuesday, January 10, 1984 at 0930 hours in regular session.

## PRESENT:

Commissioner Alfred J. Nelder, Chairman  
Deputy Chief George Eimil  
Deputy Chief James A. Ryan  
Deputy Chief Stanley F. Cordes  
Deputy Chief James P. Shannon  
Commander Raymond J. Canepa  
Commander Gerald D'Arcy  
Commander Richard H. Trueb  
Captain Diarmuid J. Philpott  
Captain Henry W. Eidler  
Captain Michael A. Brush  
Captain Kevin J. Mullen  
Captain Richard J. Shippy  
Captain Joseph T. Lordan  
Captain Lawrence A. Gray  
Captain Kenneth A. Foss  
Captain Thomas L. O'Donnell

Captain Richard D. Klapp  
Captain Frank J. Jordan  
Captain Willis A. Casey  
Captain Robert M. Forni  
Captain Victor Macia  
Captain Charles A. Schuler  
Captain Lloyd A. Crosbie  
Captain Michael Lennon, Jr.  
Captain John J. Jordan  
Captain Donald Goad  
**ABSENT:**  
Captain Daniel J. Murphy  
Captain Paul A. Kotta  
Captain John A. Damon

Commissioner Nelder presiding

The application of the following named member of the Department was approved for Medal of Valor Award (SILVER) under the provisions of General Order 0-5, Section 1-A, of the San Francisco Police Department:

## SILVER

### MEDAL OF VALOR

#### POLICE OFFICER ROBERT S. BARRINGTON

For services rendered on Friday, February 11, 1983 at 1:15 p.m., while on foot patrol in the area of 10th Avenue and Irving Street, Officer Barrington received a radio broadcast of an armed robbery of a Savings and Loan at 410 Judah Street and immediately began a search of the area. The officer observed a man fitting the description of the suspect and followed him to the Arboretum parking lot in Golden Gate Park. The suspect proceeded to the rear door of the Arboretum, knelt down and placed an automatic pistol by his right knee. He then began sorting the money from the robbery and placing it in his trouser pocket. Officer Barrington approached the suspect from the rear, ordered him to freeze and put his hands over his head. The suspect instead of complying, grabbed his weapon and attempted to swing around and point it at the Officer. Officer Barrington, realizing that if he engaged the suspect in an exchange of gunfire there would be a high probability of seriously injuring innocent people inside the Arboretum. He therefore quickly threw himself upon the suspect, struggled with him and forced him to drop the weapon. While handcuffing the suspect, the suspect continued his struggle desperately lunging in an attempt to recover his weapon. At this time another officer arrived and assisted in taking the suspect into custody. Because Officer Barrington displayed outstanding bravery in the apprehension of an armed and dangerous criminal, and did so without jeopardizing the safety of innocent persons, he was awarded the San Francisco Police Department's Silver Medal of Valor.

## BRONZE

### MEDAL OF VALOR

#### SERGEANT LARRY BALAKIAN POLICE OFFICERS TIMOTHY A. FLAHERTY AND JILL CONNOLLY

For services rendered on Monday, February 21, 1983 at 6:30 p.m., when they responded to a complaint of gunshots in the 400 block of 12th Avenue, and upon arrival, learned that an armed suspect, in an apparent state of mental disarray, was firing indiscriminately at passing cars from the window of his apartment at 481 12th Avenue. The officers entered the premises and as they started up the inside stairs, the suspect, who was behind his son, commenced to descend the stairs. When they approached within 15 feet of the officers the suspect raised his previously concealed revolver and pointed it at the officers. Sergeant Balakian, pointing his own weapon at the suspect ordered him to drop the revolver. After a brief tension-filled moment, the suspect slightly lowered the weapon and the three officers immediately rushed him and threw him to the floor. He was disarmed and taken into custody. Because these officers risked their lives to terminate the deadly and dangerous activities of a mentally deranged individual, they were granted Bronze Medals of Valor.

#### POLICE OFFICERS ALFRED E. BALDOCCHI AND FRED C. CRISP

For services rendered on Wednesday, March 30, 1983 at approximately 3:23 p.m., when they responded to a call of a person drowning at the McLaren Park Reservoir near John F. Shelley Drive and Mansell Street and observed a person floating face down in the middle of the reservoir. Officer Crisp, without hesitation, disrobed, entered the dirty polluted water and brought the person, a female, back to shore. At this time they learned that a second person, male, had attempted to save the female, failed and was apparently still in the reservoir under water. Officer Baldocchi then entered the water and conducted an unsuccessful, exhausting, 40 minute search but his brave efforts were hampered by poor visibility and seaweed growing in the

water. The fire department with scuba divers arrived and located the second victim in the water but he had drowned. The young female victim, who had shown some signs of life when first rescued by Officer Crisp, also eventually died. Because these officers exposed themselves to possible injury or death in a valiant effort to save two human beings, they were granted Bronze Medals of Honor.

#### POLICE OFFICERS CHESTER H. BANKS AND PATRICK F. MULLINS

For services rendered on Tuesday, April 19, 1983, at 2:15 a.m., when they displayed outstanding bravery by pursuing a vehicle known to have been used in numerous armed robberies in the East Bay and Peninsula. It was operated by a member of the Black Guerrilla Family who was a possible suspect in the See's Candy murder and robbery earlier in the year. As the Officers' vehicle drew abreast of the suspect vehicle the suspect pointed a gun at them. Officer Mullins using a shotgun fired one round striking the left front of the suspect's vehicle disabling it and at the same time preventing the suspect from firing his weapon at the officers. The suspect vehicle was then brought to an abrupt halt and the suspect was taken into custody. Because they confronted this dangerous and deadly armed suspect, placing themselves in great jeopardy by doing so, they were granted Bronze Medals of Valor.

#### POLICE OFFICERS RONALD M. DINSLAGE, MARK E. MINO, AND DALE L. ALLEN, Jr.

For services rendered on Thursday, January 20, 1983, at 11:10 p.m. when they responded to 128 Venus Street on a report of a person attempting suicide by violent means. Upon arrival, they were met by members of a City Ambulance who said that a male subject had locked himself in the bathroom and using an axe, had cut off one of his hands. The officers, using all the force they could muster, were able to only partially open the door. They observed the subject lying on the floor, and the walls, the floor, and fixtures in the room as well as the subject were covered with blood. He had an axe in his hand and a three foot tree saw lying at his side. He then began screaming that he wanted to die and if the officers tried to stop him he would kill them. All three officers then pushed their way inside and the subject stood up and viciously swung the tree saw and the axe at them. The officers, risking serious injury, rushed the subject, disarmed him and secured him for medical emergency treatment by the paramedics who were present. Because these officers accomplished their objective at grave risk to their own safety, they were awarded Bronze Medals of Valor.

#### POLICE OFFICERS WILLIAM J. COGGAN, MONICA L. FIELDS, ROBERT T. McMILLAN, AND LEANORA W. MILITELLO

For services rendered on Monday, April 18, 1983, at approximately 8:40 p.m., these officers, having gathered information on the whereabouts of a suspect wanted for robbery of a bank and escape from Southern Police Station, responded to 244 West Point, the hiding place of the suspect. After knocking at the front door, it was opened by the suspect who then claimed to be another person. It was obvious that the suspect was under the influence of drugs and when told he was under arrest, turned and fled into the interior of the house. The officers, in hot pursuit, cornered him in the kitchen. The suspect then pulled a long bladed knife, charged into the officers and a fierce struggle ensued. The suspect's girlfriend appeared and jumped on the back of Officer Fields. Officer Fields, after a brief struggle, subdued her and kept her from interfering with the violent struggle of the other officers to disarm and arrest the drug crazed robbery suspect. It took the combined efforts of the other three officers to finally subdue and handcuff him. Because these officers would not have been criticized if they had shot the armed and

drug crazed suspect, but instead jeopardized their personal safety by choosing to physically subdue him, they were awarded Bronze Medals of Valor.

#### POLICE OFFICERS GERALD C. D'ARCY, JOHN M. KOWAL, FRANCISCO MENDEZ, AND KITT E. CRENSHAW

For services rendered on Tuesday, March 29, 1983 at 3:56 a.m., while on patrol in the area of 22nd and Douglass Streets, they heard an explosion and immediately responded to the scene. Upon arrival, they noted that a tremendous explosion had occurred at 95 Fountain Street in which the walls were blown out of the residence and its roof collapsed. The explosion also created a fire of major proportions, severely damaging and burning other structures on the block. After notifying Communications and requesting assistance, Officers D'Arcy and Kowal entered the building, which was engulfed in flames, and led three injured and confused occupants to safety. At this time they also discovered that another person, female, was standing in a second story window, trapped by the flames. They rushed back to the building and persuaded the woman to jump, at which time they caught her and escorted her to safety. Officer Mendez and Crenshaw entered an adjacent residence over half of which was consumed in flames. They found a hysterical woman who refused to leave but discovered that much of her hysteria was related to an elderly invalid trapped on the second floor. Despite the intense heat and smoke they proceeded to the second floor and with great difficulty removed the invalid and the hysterical woman from the building to safety. Because these officers acted without hesitation or regard for their own safety and without question saved the lives of six human beings, they were granted Bronze Medals of Valor.

#### POLICE OFFICERS MARK A. POTTER AND GEORGE S. STASKO, III

For services rendered on Wednesday, February 27, 1983 at 4:00 p.m., when they responded to 373 Ellis Street on an attempted suicide in progress. The officers, as they exited their vehicle, observed the female victim on the roof. Upon seeing the officers she threw a two by four piece of wood at them. The officers quickly proceeded to the roof; Officer Potter, via the inside stair case and Officer Stasko, via the outside fire escape. The officers observed the victim to be covered with blood and crying hysterically. She held in her hand a straight edge razor and said she did not want to live any longer. Officer Potter, calmly talking to the woman, inched closer and closer to her. The woman turned and it appeared that she would jump. Officer Stasko quickly grabbed her from the rear. After a brief struggle on the edge of the roof, they were able to subdue her. Because they manifested outstanding bravery in preventing this mentally disturbed person from ending her life, they were granted Bronze Medals of Valor.

#### POLICE OFFICERS ROBERT J. DELTORRE AND RONALD ROTH

For services rendered on Wednesday, February 23, 1983 at 8:30 p.m. while on patrol in the 1600 block of Valencia Street, they were hailed by a female victim who stated that she had just been robbed at gunpoint at the Crocker Bank Versa-Teller window at 1690 Valencia Street. She said the suspect, while escaping was being pursued by a male bystander and shortly thereafter she heard three to four gunshots. The officers, after notifying Communications, began a methodical search of the area. The officers located the suspect on San Jose Avenue and the suspect, seeing them, broke into a full sprint. Officer DelTorre exited the vehicle and went after the suspect on foot. Officer Roth drove the vehicle in a path to cut off the suspect's escape route. The suspect then stopped, spun around and reached for his weapon. Officer Del Torre tackled the suspect and Officer Roth alighted from the vehicle and assisted in disarming the suspect. The witness who first chased the suspect said the suspect had fired at him four times. Because they displayed outstanding bravery in apprehending an armed robbery suspect who did not hesitate to shoot at a citizen who bravely pursued him, they were granted Bronze Medals of Valor.

#### POLICE OFFICERS ERNEST A. FERNANDO AND ROY M. RAMOS

For services rendered on Sunday, February 6, 1983 at approximately 11:15 a.m., when they responded to a Communications broadcast of a man with a gun at 20th and Mission Streets. As they neared 20th Street, they saw a man who fit the description of the suspect. The suspect noticed the radio car and quickly fled into a tavern located at 2431 Mission Street. The officers entered and observed the suspect rapidly walking toward the back of the premises. They commanded him to stop and raise his hands. The suspect turned and drew a revolver from his waist band and pointed it at both officers. The officers, with their weapons drawn and cognizant of the number of patrons present, did not fire. They then charged into the suspect and engaged him in a brief but violent struggle. They succeeded in disarming him and he was taken into custody. Because they exhibited great courage and presence of

mind by holding their fire and choosing to forcibly disarm the suspect, they were granted Bronze Medals of Valor.

**POLICE OFFICERS RANDOLPH M. RADOSEVICH AND RENO L. RAPAGNANI**

For services rendered on Saturday, March 19, 1983 at 1:00 p.m., when they responded to a radio call of a jumper at 1278 Market Street and observed a male on the rooftop ledge five floors above the street. Fearing that the subject could jump at any time and cause fatal injuries to himself and the pedestrians below, the officers ran to the fourth floor of the building and then climbed the fire escape to the rooftop. The subject did not notice the officers and was teeter-tottering on the building edge. The subject leaned extremely forward and appeared to be about to dive head first from the roof. At this time Officer Radosevich ran forward and grabbed the back of the subject's jacket. The momentum pulled Officer Radosevich off balance and forward. Officer Rapagnani grabbed Officer Radosevich, steadied him and both officers were able to pull the subject back from the building's edge. He was then transported to Mission Emergency Hospital for mental evaluation and treatment. Because they were quick to perceive a dangerous situation and thereafter by utilizing good judgement and teamwork, save the life of a fellow human being, they were granted Bronze Medals of Valor.

**POLICE OFFICERS MICHAEL A. WILLIAMS, GEOFFREY T. WILLIAMS AND JORDAN K. HOM**

For services rendered on Monday, April 4, 1983 at approximately midnight, when they responded to 1007 Fitzgerald Avenue for the purpose of serving an arrest warrant on Ray C. Hampton, a drug dealer actively engaged in dealing cocaine. Because of Hampton's extreme potential for violence, the officers approached the residence with their weapons drawn. They were standing on the porch with Officer Michael Williams directly in front of the entrance when the door suddenly opened. There were no lights on inside but despite the darkness, Officer Michael Williams was so close to the door that he could see Hampton standing in the doorway pointing a hand gun directly at his head, 12 inches away. While he had his weapon drawn and could have used it in this situation without recrimination, Officer Michael Williams heard the sound of crying children behind Hampton and rather than risk certain injury to those innocent persons, he disregarded his own personal safety by grabbing the weapon that Hampton was pointing at him, forcibly removing it from his hand. Together with Officer Geoffrey Williams and Jordan Hom, he was able to subdue Hampton after a short, violent struggle and take him into custody. Because of the bravery displayed by these officers in this highly volatile and deadly situation, ending it successfully without injury to all parties concerned, they were granted Bronze Medals of Valor.

**MERITORIOUS CONDUCT AWARD**

**INSPECTORS ROBERT B. McEACHERN, RONALD P. KERN, ANATOLE BALMY, WILLIAM C. FAUST, JEROME A. DeFILIPPO, AND RICHARD R. WEICK**

For services rendered commencing in January 1983, and concluding March 31, 1983, when after a thorough and painstaking investigation, they apprehended a suspect who had been dubbed the "Small Shop Robber" because he concentrated on robbing small shops operated by lone female shop employees. The Inspectors gathered all available information from reports and forwarded same to the Crime Analysis Unit hoping to develop some common thread in the suspect's method of operation. A composite drawing of the suspect was obtained from the most reliable victims. The first break in the case came when a vehicle description was obtained describing the color and size and later an alert victim obtained the license plate number. Mug spreads were then shown to victims and the suspect was positively identified. The suspect was arrested in Daly City with the aid of Daly City Police and is believed responsible for fifty-two (52) armed robberies in this City and he is also a suspect in a homicide and several robberies committed in neighboring jurisdictions. The work performed by these Inspectors clearly met the requirements as set forth in the Rules and Procedures of this Department and they were granted Meritorious Conduct Awards.

**INSPECTORS DAVID TOSCHI AND ROBERT PETERSON**

For services rendered on March 11, 1983, when they apprehended two suspects who on December 4, 1982, at 9:45 a.m., forced their way into the home of Herman and William Konig, ages 85 and 95, and severely beat them about their faces and upper bodies. These Inspectors conducted a long and tedious investigation gathering bits and pieces of information ultimately leading to the identification of one of the suspects. The suspect

confessed and identified his accomplice. Search warrants were issued and the residence of one suspect and the vehicle of the other were searched. Several items which had been taken in the Konig brothers robbery were located and booked for identification. The determination and persistence displayed by these Inspectors resulted in the arrest of two vicious criminals. For their outstanding investigative efforts they were granted Meritorious Conduct Awards.

**POLICE COMMISSION COMMENDATION**

**POLICE OFFICERS JOHN J. GARRITY, III AND MICHAEL G. CESARI**

For services rendered on Monday, April 4, 1983, at approximately 5:15 p.m. when they interrupted three suspects at the Jack-In-The-Box located at 7th and Market Streets, physically abusing the on-duty Security Officer. The suspects turned their assault upon the officers and one of them managed to remove Officer Garrity's revolver. Both Officers then struggled with the suspects for the revolver, retrieved it, and took the three suspects into custody.

**POLICE OFFICERS WILLIAM J. MARING AND STEPHEN A. ZIMMERMAN**

For services rendered on Thursday, February 17, 1983, at 2:55 p.m., after receiving a description of a suspect wanted in a rape and robbery committed the previous day, began a search of the area where the crimes had occurred. The officers observed a suspect at the Ocean Beach area matching the description of the wanted person sitting on a parked motorcycle which also matched the description of the wanted vehicle. They noted that the suspect was armed with a buck knife which was the type of weapon used to commit the crime. The Officers approached the suspect from opposite sides, grabbed his arms so as to prevent his escape, or use of the knife, and professionally effected the arrest.

**POLICE OFFICERS JAMES E. DRAGO, PETER BALESTRERI, LESTER B. GARNIER, JAMES I. DUDLEY, MICHAEL A. CURRAN, ROBERT A. SROCK, JEFFERY T. LEVIN, GARY D. DELAGNES AND DANIEL TOOMEY**

For services rendered on Friday, September 27, 1981, at 2:00 a.m., when they approached three suspects who had robbed McDonald's Restaurant at 600 Van Ness Avenue at gun point. The method of operation of the suspects was to conceal themselves on the premises prior to closing time and to wear monster masks and force the victim into a walk-in freezer. One of the suspects after running out of the restaurant and trying to climb a fence, was captured while the second suspect was caught trying to hide behind an exhaust pipe on the roof. A third suspect, female, was discovered in the parking lot of the restaurant in the back of a rental truck. The Officers recovered \$2,100.00 in United States currency, a monster mask and a sawed off shotgun.

**POLICE OFFICERS JOHN C. PAYNE, PETER J. SIRAGUSA, LESTER B. GARNIER, CHARLES W. LOFGREN, KEVIN M. GOTCHET, MICHAEL D. LEE, CHARLES J. ANZORE, JOHN R. HAVERKAMP, PETER A. BALESTRERI, AND RECRUIT OFFICER THOMAS P. FELEDY**

For services rendered on Tuesday, March 9, 1983, at 7:00 p.m., when after an extended and diligent search which commenced on Friday, March 4, 1983, they apprehended a suspect wanted by the Buena Park California Police Department for the attempted murder of his six year old son. The suspect, staying in a motel in that town, doused his son's bed with a flammable fluid as the boy slept and set fire to it. The boy suffered first and second degree burns throughout 80 to 90% of his body.

**POLICE OFFICER GARY D. MANINI**

For services rendered on Friday, February 25, 1983 at 1:20 p.m. when he was dispatched to a call of a stabbing in progress at 15th and Folsom Streets, and discovered a man in a locked vehicle attempting suicide. The man, armed with a broken bottle, ignored Officer Manini's command to drop the bottle and get out of the vehicle. Instead he continued to rake the jagged edges over his wrist. Due to the immediate life threatening situation, Officer Manini broke the left front door window of the vehicle, suffering a severe laceration to the back of his right hand in the process but was still able to disarm and restrain the man until assistance arrived.

**SERGEANTS DENNIS P. MARTEL AND RAYMOND M. COLLA**

For services rendered on Monday, June 20, 1983 at 2:30 p.m. when they responded to the Bayview Federal Savings at 601 Market Street in response to a request for assistance by the Fraud Detail in a major counterfeit Dinwiddie Payroll Check case. After a skillful persistent investigation they were able to identify and arrest four suspects. As a result of this enlightened detective work they were able to provide a major breakthrough into a counterfeit payroll check ring that had been successful in cashing several hundred thousand dollars worth of bogus checks.

**POLICE OFFICERS GEORGE F. McDONALD AND STEPHEN A. ZIMMERMAN**

For services rendered on Friday, April 29, 1983, at 2:00 p.m., when they conducted an investigation of a shooting that occurred at 10:00 a.m., of the same day at a motel at 4750 Geary Boulevard. The officers' investigation revealed that the suspect was a member of the military and assigned to the Presidio. They staked out the suspect's auto and when he arrived, they took him into custody. The suspect, at the time of his arrest, was still armed with a .45 caliber automatic pistol which was tucked in his waistband.

**POLICE OFFICERS JAMES G. BOSCH, ALEJANDRO VERZOSA, CLIFTON CHING, AND HENRY A. GARCIA**

For services rendered on Sunday, June 19, 1983 at 4:07 p.m., when they responded to 369 3rd Avenue, on a "man with a gun" complaint and working as a team, apprehended seven persons for involvement with narcotics. It was necessary for them to disarm one of the suspects who was in possession of a 13½ inch butcher knife. The arrest of these suspects brought to light and the demise of an extensive narcotics operation in a quiet residential area of the City.

**POLICE OFFICER LEONARD J. MADRID**

For services rendered on Tuesday, June 21, 1983, at 11:05 a.m., while working off-duty as a bank teller at the Bank of America at 1307 Market Street, had his attention drawn to a teller who shouted that she had just been robbed. Officer Madrid went after the fleeing suspect and after a brief chase, caught him. The money was recovered and the suspect taken into custody.

**POLICE OFFICERS JEFFREY P. BROGAN AND DENNIS A. MAFFEI**

For services rendered on Friday, June 24, 1983, at 2:45 p.m., while off-duty and en-route home via BART, apprehended three suspects who matched the descriptions of perpetrators of an armed taxicab robbery which had occurred in the Potrero District shortly before the officers reported off duty. In prudent consideration for the safety of other passengers, the officers refrained from taking action until arrival at the Civic Center Station where the suspects, after subsequent investigation, were taken into custody and booked for four counts of armed robbery.

**POLICE OFFICERS ROBERT W. BARNES AND JOSEPH P. CURTIN**

For services rendered on Thursday, July 7, 1983, at 11:15 a.m., when they apprehended a suspect who had perpetrated a series of armed robberies against "fast photo" shops throughout the City. The officers having knowledge of the suspect's common law wife's residence, surveilled the premises on a daily basis and followed her on two separate occasions. Their patience was finally rewarded when they observed the suspect enter her vehicle at Baker and Grove Streets. The officers blocked the vehicle's escape route and took him into custody.

**POLICE OFFICERS JAMES E. GRATZ, JOSEPH L. WEATHERMAN, LAURA L. UHL AND RICHARD H. VanWINKLE**

For services rendered on Monday, July 4, 1983, at 6:40 p.m., while traveling westbound on the 500 block of Bay Street, they were flagged down by a motorist who shouted "There's a fire in a house two blocks back!" The officers immediately reversed their direction and located the burning building at 309 Bay Street. After radioing for assistance they entered the premises and led two people and two dogs to safety. They also reentered and searched the burning premises until they were assured that all tenants had been safely removed.

**INSPECTORS GERARD D. EVANS, GEORGE E. GULIELMONI, LOUIS E. HUTZLER AND TIMOTHY F. CADIGAN**

For services rendered on Wednesday, July 13, 1983, having commenced an investigation into a series of robberies committed against banking institutions and loan offices on May 9, 1983, diligently and patiently gathered and sifted through all relevant information which led them to a vehicle that had been described as used by the suspect to commit his crimes. After surveilling the auto for a short period of time a male and female entered and drove away. The Inspectors follow-

**March 20, 1984**

# Board of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 3:15 p.m.

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

The first item of business was the swearing in of Brother Leroy Lindo as the new representative from Mission Station.

The Board then heard a presentation by Terrence R. Boren; Assistant District Attorney in charge of the Criminal Division, Marin County District Attorney's Office. He is candidate for Judge of the Superior Court in Marin County and is seeking the POA's non-economic endorsement. It was then M/Schmidt S/Barry to, prior to endorsement, ask his opponent Beverly Sabath to appear at the April Board meeting. The motion passed unanimously on a voice vote.

The Board then heard a presentation by Judge Al Wollenberg who is a candidate for re-election. It was then M/Novello S/Parenti to endorse Judge Wollenberg for re-election. The motion passed

unanimously on a voice vote.

The Board then heard a presentation by Max Torres who is a broker with Merrill Lynch. It was then M/Schmidt S/Hebel to authorize Max Torres to investigate the mechanics of establishing payroll deduction for IRA's (Independent Retirement Accounts) with the disclaimer that the POA does not endorse Merrill Lynch to the exclusion of other investment firms. The motion passed unanimously on a voice vote.

## PRESIDENT'S REPORT:

President Casciato then distributed written documentation pertaining to a meeting held on March 8, 1984 between he, Ralph Saltsman and representatives of the Controller's Office and the Department's Fiscal Unit to discuss the new proposed payroll system.

He also distributed literature pertaining to Federal Litigation matters.

He then moved on to a discussion of Proposition "A" Flex Bargaining which will appear on the June, 1984 Ballot. He indicated that the supporters of Proposition "A" were soliciting a \$3,000 donation from those organizations which would ultimately benefit from the passage of Proposition "A". It was then M/Hebel S/Schmidt to donate \$3,000 to the Yes on Proposition "A" Campaign. The motion passed unanimously on a voice vote.

## LEGISLATIVE COMMITTEE REPORT:

Brother Rapagnani then gave a brief report regarding the Legislative Committee's activities and its tentative selection of Rich Schlackman and Tony Fazio to run the Yes on Proposition "B" Night Differential Campaign. It was then M/Hebel S/Carlson to ratify the Legislative Committee's selection of Schlackman and Fazio to manage the Proposition "B" Campaign and to establish a budget not to exceed \$50,000 subject to a proposal from the Treasurer regarding funding. Motion passed unanimously on a voice vote.

Treasurer Collins arrived at that point and; after a brief discussion concurred that the Legislative Committee Budget as proposed was realistic.

## TREASURER'S REPORT:

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

## SECRETARY'S REPORT:

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

It was then M/Barry S/Linehan to fund an argument against a proposed June Charter Amendment which would reduce the size of the Board of Supervisors. The motion passed unanimously on a voice vote.

It was then M/Barry S/Hebel to purchase two (2) tickets to a function honoring Mildred W. Levine being sponsored by the Queen's Bench. The motion passed. Voting yes: Barry, Linehan, Lindo, Novello, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Fagan, Flippin, D. Collins and Casciato. Voting no: Keys and Dito.

It was then M/Rapagnani S/Linehan to purchase two (2) tickets to a function in behalf of Supervisor Wendy Nelder. The motion passed unanimously on a voice vote.

It was then M/Linehan S/Murphy to purchase one (1) ticket to a function in behalf of Assembly Speaker Willie Brown. The motion passed unanimously on a voice vote.

It was then M/D. Collins S/Flippin to purchase one (1) ticket to a function in behalf of State Senator Milton Marks to be held on April 10, 1984. After a brief discussion, the motion was withdrawn.

It was then M/T. Collins S/Hebel to purchase two (2) tickets to a function in behalf of Supervisorial Candidate Kevin Starr. The motion passed. Voting yes: Barry, Keys, Novello, Murphy, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, Fagan, Flippin, D. Collins and Casciato. Voting no: Linehan. Abstaining: Lindo.

The meeting was then adjourned.

Respectfully submitted:  
Gerald J. Schmidt  
Secretary

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March 23, 1984

# Special Board of Directors Meeting

The meeting was called to order at 11:15 a.m. with the Pledge of Allegiance.

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

President Casciato made brief opening remarks advising the Board that the purpose of the meeting was to discuss the proposed Night Differential, June Charter Amendment, Hazard Pay for the Honda Unit, a proposed November 1984 Charter Amendment pertaining to the extension of probation for probationary officers and a proposed November 1984 Charter Amendment pertaining to the extension of the powers of the Chief of Police for suspension purposes.

A review of the powers of the Chief of Police in San Diego, Los Angeles, Long Beach and San Jose as they pertained to the suspension of officers then took place.

Chief of Police Cornelius Murphy was present to discuss the reasons that he felt the POA should support a proposed November 1984 Charter Amendment pertaining to the extension of probation for probationary officers and the extension of the powers of the Chief of Police for suspension purposes.

A discussion then took place with regards to the Mayor's position on these two (2) proposed Charter Amendments as well as POA sponsored Charter Amendment which, if passed, would provide Night Differential. He conveyed to the Board that unless it would commit to supporting both of his Charter Amendments that the Mayor would in turn not support the Night Differential measure.

The Chief then indicated that regardless of what the POA's position was on his two (2) Charter Amendments he personally would remain neutral on Night Differential (Proposition "B").

A discussion then took place pertaining to the relative merits of extending the Chief's powers of suspension from 10 to 30 days. Also discussed was the POA's standing position with reference to the extension of probationary periods. The Chief indicated that he was willing to compromise regarding certain measures contained within the probation extension language, namely, those pertaining to disciplinary hearings, P-1 transfers and secondary employment. He also indicated that he would probably support POA sponsored legislation in November 1984 to provide Solo pay for members of the Honda Unit.

A compromise was then discussed wherein the exten-

sion from 10 to 30 days would be for calendared days only (a maximum of 22 working days). The Chief indicated a willingness to compromise on that language.

A brief discussion then ensued wherein the Chief clarified the reasons for recent overtime payment delays and the necessary supplemental appropriations for

The Chief also indicated that he would be inclined to support a proposed Charter Amendment in November which would elevate Tier II Retirement/Disability Benefits. The Chief then left the meeting.

A lengthy discussion then took place regarding the POA's support of the Chief's Proposed Charter Amendments in return for the Mayor's support of Proposition "B" Night Differential. It was then M/Hebel S/Murphy that the POA remained neutral on the Chief's proposed Charter Amendment pertaining to his powers of suspension with the stipulation that Chief's suspensions be tallied in calendar days only with a maximum of 22 working days and the probation extension Charter Amendment in lieu of the Chief's and the Mayor's sup-



both overtime and the cost of security for the upcoming Democratic Convention.

When pressed to give a reason as to why he personally would remain neutral on Proposition "B" regardless of what the POA's position was pertaining to his proposed Charter Amendments the Chief indicated that his reasons were admittedly less than objective. He did indicate however that he would think about his position and get back to representatives from the POA if he should change his mind.

port of Proposition "B" and the Chief's and Mayor's neutrality on a POA's sponsored Charter Amendment pertaining to retirement in November of 1984. The motion failed. Voting no: Barry, Linehan, Keys, Lindo, Novello, Dempsey, T. Collins, McAlister, Dito, Fagan, Flippin, Schmidt, Chignell and Casciato. Voting yes: Murphy, Rapagnani, and Hebel.

The meeting was then adjourned at 1:05 p.m.

Respectfully submitted;  
Gerald J. Schmidt  
Secretary

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March 14, 1984

Cornelius P. Murphy  
Chief of Police

S. F. Police Department

Dear Chief Murphy:

A great amount of confusion exists in regards to what in fact is the Department's policy with regards to holidays taken during the fiscal year.

It has been the past practice of the San Francisco Police Department that if an officer works in lieu holiday and submits a card for time that time is carried on the books and maintained on the books until the officer uses it. Since January there has been confusion as some district commanders, have been telling their officers that if they submit in lieu time cards for a holiday that time must be in fact taken off prior to the end of the fiscal year (June 30, 1984).

It would be greatly appreciated if the Department could specifically delineate its policy regarding the use of in lieu time.

The Police Officers' Association believes that the past practice (the accustomed practice) is in fact the proper policy as per Section 8.451(h).

Sincerely,  
Al Casciato  
President

March 22, 1984

Mr. Al Casciato  
President

San Francisco Police Officers Association

Dear Mr. Casciato:

Subject: Policy on In-Lieu Holidays

This is in response to your inquiry regarding whether sworn members must use in-lieu holidays within the fiscal year.

Pursuant to the Salary Ordinance for compensation of sworn members of the Police Department, Board of Supervisors Ordinance No. 433-83, sworn members of the police department whose holidays are changed because of shift rotations or because the holiday falls on their normal day off are allowed another day off. Furthermore, the ordinance provides that such in-lieu holiday off must be taken within the fiscal year. The department's policy pursuant to ordinance No. 433-83 requires a sworn member who receives an in-lieu holiday off, because a holiday has fallen on his normal day off, to use the in-lieu holiday within the fiscal year in which it occurs.

I hope this clarifies any questions you have regarding this matter. If you have any additional questions, feel free to contact me.

Sincerely,  
Cornelius P. Murphy  
Chief of Police

To: Commanding Officers and Non-Sworn Personnel  
From: Cornelius P. Murphy  
Subj: Memorandum of Understanding with S.E.I.U.  
Date: 03/20/84

Commanding officers and members are advised that the City and County of San Francisco has entered into a Memorandum of Understanding with Service Employees International Union (S.E.I.U.) Locals 250, 390/400 and 535. A provision of the Agreement provides that the Department may maintain only one official personnel file. The employee shall have an opportunity to initial any entry in such file. All official personnel files in the San Francisco Police Department are maintained in the Personnel and Training Division. As a matter of law, files maintained at the Office of Citizens' Complaints, Payroll Section, and the Department Accident Board of Review are classed as personnel files, but are not included within the meaning of personnel files as outlined in the Agreement between miscellaneous employees and the City.

Commanding Officers and members are advised to conform to the spirit and intent of this Agreement.

All existing files maintained at places other than Personnel, except those listed as specific exceptions, shall be forwarded to Personnel.

President's Note:

POA has not had an MOU since Feb. 2nd, 1976.

March 27, 1984

Dr. David Sanchez, President  
San Francisco Police Commission  
850 Bryant Street  
San Francisco, California 94103

Dear Dr. Sanchez:

Acknowledgement is made of Lieutenant Willie E. Frazier's letter of March 12, 1984 regarding IAD Case No. 384-83 and Police Commission File No. C35-115 JWA and No. C35-116 JWA.

Please be advised that it would be inappropriate for us to concur in your decision to turn our complaint of neglect of duty over to the respected heads of the Management Control Division and the Office of Citizen Complaints.

Specifically, and in good faith, we allege that:

1. The respected head of the Office of Citizen Com-

plaints neglected his duty of trust and fair dealing when he uttered confidential conclusory statements to an advance officer training class in February 1984.

2. The statements were made with the violative intent to abrogate the charged officers' right to privacy guaranteed to them by law.

3. The statements manifestly evidence an unfounded and unprofessional personal bias and prejudice against the charged officers.

4. The reputations of the charged officers were injured by the malicious slander that was published to the charged officers' peers, in total disregard for the truth of the evidence accumulated.

5. We further allege that the aforementioned statements were recorded by an authorized agent of the respected head of the Office of Citizen Complaints, and we request that a copy of said recording be made available to the San Francisco Police Officers' Association in a timely fashion.

6. The Office of Citizen Complaints commenced this investigation without the proper implementation or authorization of articles, by-laws, directives, general orders or any other amendments whatsoever, regarding the lawful and proper investigation of a citizen's complaint.

7. The Office of Citizen Complaints commenced this investigation without the requisite procedural safeguards to protect a police officer's lawful employee rights as per Sec. 3.530 of the Charter of the City and County of San Francisco.

In regard to the respected head of the Management Control Division, in good faith we allege that:

1. The Management Control Division, formerly the Internal Affairs Division, lacked subject matter jurisdiction over the case in controversy, in that the Office of Civilian complaints was the appropriate forum to collect, analyze, and recommend appropriate remedies and conclusions.

2. The Management Control Division lacked in personam jurisdiction over the charged officers and witnesses, due to the fact that the investigation was conducted in total by an authorized agent of the Office of Citizen Complaints.

3. The Management and Control Division lacked jurisdiction to compel the testimony or personal appearance of any San Francisco police officer in regards to a case or controversy being investigated by the Office of Citizen Complaints.

4. The Management and Control Division lacked jurisdiction to collect, analyze and recommend remedies and conclusions for a case or controversy investigated by an authorized agent of the Office of Citizen Complaints.

5. The respected head of the Management and Control Division improperly, and without lawful authority, assumed responsibility for the investigation commenced and conducted by the Office of Civilian Complaints for the improper purpose of denying the charged officers their procedural rights embodied in Section 3.530 of the Charter of the City and County of San Francisco.

We officially request that a neutral and detached investigator or commission be appointed to investigate our complaint of Neglect of Duty, so that the respected heads of the Office of Civilian Complaints and the Management Control Division are not put into the position of investigating acts of alleged misconduct by themselves or their subordinates, which in itself would be inherently suspect.

Very truly yours,  
Croce A. Casciato  
President  
Theodore Aloysius Schlink III  
Legal Services Committee

March 29, 1984

Wendy Nelder, President

Board of Supervisors

City Hall

San Francisco, CA 94102

Re: 1983-84 Salary Standardization Ordinance

File #105-83-1; Ordinance #453-83

Dear Supervisor Nelder:

Thank you for recently introducing legislation before the Board of Supervisors pertaining to the above captioned ordinance. Sections in this ordinance were causing grave difficulties to members of the San Francisco Police Department as outlined in my letter to you of March 26, 1984. As you requested, this Association would propose the following amendment to Section 7 (Holidays) of this ordinance.

The changes shown by the deletion of language is in the double parenthesis.

Section 7. Holidays

Members of the uniformed force of the Police Department shall be entitled to the days declared to be holidays for employees whose compensations are fixed in the schedule of compensation adopted by the Board of Supervisors pursuant to the provisions of section 8.401 of the Charter as additional days off with pay.

Members of the uniformed force of the Police Department working a 5-day work week other than Monday through Friday shall be allowed another day off if a holiday falls on one of their regularly scheduled days off. Employees whose holidays are changed because of shift rotations shall be allowed another day off if a legal holiday falls on one of their days off.

If the provisions of this section deprive an employee

of the same number of holidays that an employee receives who works Monday through Friday, he/she shall be granted additional days off to equal such number of holidays. The designation of such days off shall be by mutual agreement of the employee and the appropriate supervisor with the approval of the appointing officer. ((Such days off must be taken within the fiscal year.)) In no event shall the provisions of this section result in such employee receiving more or less holidays than an employee on a Monday through Friday work schedule.

This Association also proposes that Section 11 be added to this ordinance.

Section 11. Overtime Payment

All overtime worked by members of the uniformed force of the Police Department wherein the member designated payment by compensation shall be paid within fourteen (14) days after said overtime was worked. Members who designate equivalent time off duty for overtime worked shall have their compensatory time account adjusted within fourteen (14) days after said overtime was worked.

Sincerely,  
Croce A. Casciato  
President

March 15, 1984

Mr. Croce A. Casciato

President

San Francisco Police Officers' Association

510 Seventh Street

San Francisco, CA 94103

Dear Al:

In response to your March 2, 1984 letter, please be assured that I am completely supportive of the proposition that would pay a premium to officers working evening hours.

"San Francisco's finest" do the most difficult job in possibly the most difficult city in the country. Working during the nighttime hours simply adds to the danger you experience and the courage you must display. Count on me to do what I can to help pass the night differential proposition.

Thank you for the services you perform to all San Franciscans and our visitors. Warmest regards to you and all my friends in the Police Department.

Sincerely,  
WENDY NELDER  
President, Board of Supervisors

Submitted by C. A. Casciato

Peace officers personal information Vehicle Code  
SB 241 (Presley) Amends Section 1808.4

CHAPTER 399

PEACE OFFICERS PERSONAL INFORMATION

ANALYSIS: Existing law provides that every person who maliciously, and with the intent to obstruct justice or the due administration of the laws, publishes, disseminates, or otherwise discloses the residence address or telephone number of any peace officer while designating the peace officer as such, without the authorization of the agency which employs such peace officer, is guilty of a misdemeanor; and provides for the confidentiality of the home address of various public officials, including peace officers, appearing in the records of the Department of Motor Vehicles.

This bill would extend such prohibition to the residence address or telephone number of the immediate family of a peace officer, as specified. The bill would also extend the confidentiality provisions regarding motor vehicle records to the spouse and children of a peace officer, as specified to be operative July 1, 1984. The bill would create a state-mandated local program by extending the provisions of an existing penal statute.

The bill would prohibit inmates under the control or supervision of the Department of Corrections or the Department of the Youth Authority from working with records or files containing peace officer personnel information and from having access to the immediate area where that information is normally stored, with specified exceptions.

SEC. 3. Section 180-4 of the Vehicle Code is amended to read:

1808.4. The home address of any Member of the Legislature, any judge or court commissioner, any district attorney, or any peace officer, as that term is defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code, or the spouse or children of a peace officer whether living with the peace officer or not, appearing in any record of the department is confidential if the Member of the Legislature, the judge, court commissioner, district attorney, or peace officer requests confidentiality of that information, and shall not be disclosed to any person, except a court, a law enforcement agency, the State Board of Equalization, or any governmental agency to which, under any provision of law, information is required to be furnished from records maintained by the department. Any record of the department containing such a confidential home address shall be open to public inspection, as provided in Section 1808, if the address is completely obliterated or otherwise removed from the record. The department shall tell any person who requests a confidential home address what law enforcement agency or department the individual whose address was requested works for or the court at which the judge or court commissioner presides.

CROSS REFERENCE: Penal Code Sections 146e, 146f

**BULLETIN  
PLEASE POST  
Read To All Watches  
#84-20**

April 6, 1984

TO: All Association Members  
FROM: Al Casciato, President  
**PAYROLL CONVERSION**

On Wednesday, April 4, 1984 a suit was filed in the Superior Court by the POA against the Controller of the City and County of San Francisco. The suit asks the Court to halt the conversion and to order the Controller to meet and confer in good faith, as per section 3500 of the Government Code, with the POA.

There are two (2) serious areas of concern to me regarding the conversion:

(1) The eight (8) day delay appears to be excessive and unnecessary to accomplish the

conversion. My belief has been reinforced by the fact that the District Attorneys who are battling their conversion have discovered that the Bank of America, with a larger number of employees and a smaller payroll staff than the City, delays its checks only two (2) days.

(2) As for the contention that overtime will be paid promptly if the new system is put into place...according to sources within the City Payroll Division, this can be accomplished only if the entire budgeting process of the Police Department is changed to allow unlimited release of funds as the overtime is worked. Under the current system of budgeting the shortages of overtime funds which have occurred for years will continue to occur in the future, no matter how sophisticated any new system is.

**SAN FRANCISCO POLICE OFFICERS' ASSN.**

861-5060 510-7th St., 8/4 P., M/F

**ENDORSED  
FILED**

**San Francisco County  
Superior Court**

**Apr 4, 1984**

**DONALD W. DICKINSON,  
Clerk**

**BY: LINDA CALLAHAN  
Deputy Clerk**

**IN THE SUPERIOR COURT  
OF THE  
STATE OF CALIFORNIA  
IN AND FOR THE  
CITY AND COUNTY  
OF SAN FRANCISCO**

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION; GERALD D'ELIA and on behalf of all those similarly situated,

Petitioners,

vs.

CITY AND COUNTY OF SAN FRANCISCO; JOHN FARRELL, Controller for the City and County of San Francisco; and CORNELIUS P. MURPHY, Chief of Police for the City and County of San Francisco Police Department,

Respondents.

PETITIONERS, by this verified Petition for Writ of Mandate, allege as follows:

1. San Francisco Police Officers' Association is at all times mentioned herein a labor organization, with its primary interest and goal the representation of its members and all matters relating to wages, hours, and working conditions. The San Francisco Police Officers' Association is a non-profit corporation duly organized and existing under the laws of the State of California.

2. Petitioners, Gerald D'Elia and all others similarly situated are at all times mentioned herein, members of the San Francisco Police Officers' Association and employees of the San Francisco Police Department.

3. Respondent City and County of San Francisco is a municipal corporation existing under its Charter and under the laws of the State of California.

4. Respondent John Farrell is the Controller for the City and County of San Francisco charged with the responsibility of exercising general supervision over the accounts of all officers, commissions, boards and employees of the City and County charged in any manner with the receipt, collection or disbursement of City and County funds or of other funds, in their capacity of City and county officials or employees, pursuant to Charter section 3.301. This Respondent is sued in his official capacity only.

5. Cornelius P. Murphy is the Chief of Police for the Police Department of the City and County of San Francisco. The duties of said Chief are set forth in section 3.530 et seq. of the Charter for the City and County of San Francisco. Respondent Murphy is being sued in his capacity as Chief of Police only.

6. Charter section 8.400 at sec set forth the procedures by which salaries are to be paid employees of the San Francisco Police Department.

7. In and since the year 1970, police officers employed by the Police Department for the City and County of San Francisco have been compensated in a bi-weekly system whereby each pay period ends on a Tuesday with paychecks being issued the following Wednesday and such compensation being for the preceding fourteen (14) day work period.

8. Respondents City and County of San Francisco and the Office of the Controller are presently engaged in a conversion of the present and existing payroll compensation system to a new and different payroll compensation/personnel system.

9. It is the intention of Respondents to issue the first new system paychecks on or about December 11, 1984.

10. It is the present intention of Respondents to initiate implementation of the conversion to the new system effective August 8, 1984.

11. The effect of the conversion to the new payroll system will cause a delay in the receipt of Petitioners paychecks of approximately eight (8) days.

12. At all times specified herein, Government Code section 3504.5 as provided in relevant part:

"Except in cases of emergency as provided in this section the governing body of a public agency, and boards and commissions designated by law or by such governing body, shall give reasonable written notice to each recognized employee organization affected of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the governing body or such boards and commissions and shall give such recognized employee organizations the opportunity to meet with the governing body or such boards and commissions."

13. The proposed new payroll system delineated hereinabove directly affects wages paid employees of the City and County of San Francisco Police Department.

14. The new payroll system has been in the research planning and development stages for approximately five (5) years preceding the filing of this Petition.

15. The City and County of San Francisco and Respondents and each of them have fully designed said new payroll system and are poised to implement such system without giving Petitioner San Francisco Police Officers' Association reasonable written notice of such system in advance of the completion of its development and without giving Petitioner San Francisco Police Officers' Association the opportunity to meet and confer with Respondents and each of them relative thereto.

16. Respondents failure to meet and confer with Petitioner San Francisco Police Officers' Association concerning the new payroll/personnel system constitutes a violation of Government Code section 3504.5.

17. Individual members of petitioner San Francisco Police Officers' Association have pursued all available administrative remedies. Petitioners have no adequate or speedy remedy at law and therefore request an order from this Court directing Respondents and each of them to forthwith cease and desist the implementation and conversion of the payroll/personnel system from the present and existing payroll system to the proposed conversion payroll/personnel system the effective date which is to be August 4, 1984.

WHEREFORE, Petitioners pray that a peremptory Writ of Mandate be issued out of, and under the seal of this Court, directing Respondents above — named, and commanding them, and each of them as follows:

1. To meet and confer with Petitioner San Francisco Police Officers' Association, in good faith, concerning the new payroll/personnel system;

2. To cease and desist all preparation for a conversion to said new payroll/personnel system pending initiation and completion of said meet and confer process;

3. For cost of suit incurred herein, and attorney's fees pursuant to Government Code section 800;

4. For such other and further relief as the Court deems just and proper.

DATED: April 4, 1984

STEPHEN WARREN SOLOMON, INC.  
RALPH B. SALTSMAN, INC.  
RALPH B. SALTSMAN

**VERIFICATION**

I, GERALD D'ELIA, declare:

I am a member of the San Francisco Police Officers' Association and an individual petitioner in the above-entitled action.

I have read the Petition for Writ of mandate and know the contents thereof. I am informed and believe that the matters stated therein are true and on that ground I allege that the matters stated therein are true.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Dated this 4 day of April, 1984 at San Francisco, California.

**Important Notice:**

**Change In Paycheck Release Dates**

The project for converting all city employees to the new Payroll/Personnel System has started and you are scheduled to receive your first new system paycheck on December 11, 1984.

Each of you will receive many benefits from the new system which the current payroll system cannot provide because it is basically a manual process.

Some of the benefits include:

1. All voluntary deductions and taxes will be itemized on your pay stub.
2. Vacation, sick leave balances and year-to-date earnings will be shown on your pay stub.
3. Requests by you to change voluntary deductions and tax exemptions will be processed within one pay period. (It now takes from two to three pay periods.)
4. Your voluntary deductions to credit unions, etc., will be transmitted on a timely basis at the end of each pay period. (Currently your monies are credited to your account 4 to 6 weeks after the close of every other pay period.)
5. Overtime worked in a pay period will be processed along with your regular time worked and timely payment will be made on a separate check. (In many cases it now takes from 4 to 6 weeks to pay you after you worked the overtime.)
6. Your paycheck and stub will come to you sealed.
7. In-lieu of sick leave and vacation payments will be processed on a timely basis since your vacation and sick leave balances will be verified each pay period and will be in the payroll masterfile.
8. You will not have to change payday when you move from temporary to permanent status and vice versa. This would also hold true if you were to transfer to another city department that has been converted to the new Payroll/Personnel System.

In order to provide all city employees with these benefits, three major changes are being implemented which will have a direct impact on each of you during the transition period. These changes are:

1. The elimination of all anticipated time reporting.
2. Changing the pay period from a Wednesday - Tuesday to a Saturday - Friday pay period.
3. Establishing one payday for all city employees which will be seven working days after the end of each pay period.

In order to implement these changes, we must gradually move you to the new paycheck release day which will be a on Tuesday every other week. Attachment #1 shows your new pay check release dates when your transition starts late in August.

I am fully aware that for those of you who have been paid the day following the end of the current pay period because your work time is anticipated and submitted for payment prior to your actually working the time, you may find gradual transition to the new paycheck release day a slight inconvenience. However, it is my responsibility as the City's Controller to implement an effective and fair payroll system for all employees. Over 60% of our 25,000 employees are already paid from seven to ten working days after the end of a pay period.

**PLEASE LOOK CLOSELY AT EACH PAY PERIOD AND YOU WILL SEE THAT YOU ARE BEING PAID FOR ALL TIME WORKED AND REPORTED IN THE PAY PERIOD.**

Your cooperation during this transition will be greatly appreciated.

If you have any questions please call the Payroll/Personnel Services Division at 621-3834.

**ATTACHMENT #1 GROUP V**

Adult Probation/Fire Department/Juvenile Hall  
Juvenile Court/Police Department/Sheriff

PAY PERIOD/DAYS	PAY PERIOD DAYS	CHECK RELEASE DATES
07/25/84 - 08/07/84	WED. - TUES.	WED., AUG. 8, 1984 (No Change)
08/08/84 - 08/21/84	WED. - TUES.	THURS., AUG. 23, 1984 (Perms. Only)
08/22/84 - 09/04/84	WED. - TUES.	FRIDAY, SEPT. 7, 1984 (Perms. Only)
09/05/84 - 09/18/84	WED. - TUES.	MON., SEPT. 24, 1984 (Perms. Only)
09/19/84 - 10/02/84	WED. - TUES.	TUES., OCT. 9, 1984 (Perms. & Temps.)
10/03/84 - 10/16/84	WED. - TUES.	WED., OCT. 24, 1984 (Perms. & Temps.)
10/17/84 - 10/30/84	WED. - TUES.	THURS., NOV. 8, 1984 (Perms. & Temps.)
10/31/84 - 11/13/84	WED. - TUES.	FRIDAY, NOV. 23, 1984 (Perms. & Temps.)
11/14/84 - 11/16/84	WED. - FRI. (3 Day Paycheck Due to Changing Pay Period Days)	FRIDAY, DEC. 7, 1984 (Perms. & Temps.)
11/17/84 - 11/30/84	SAT. - FRI. (2-Weeks new system check)	TUES., DEC. 11, 1984 (Perms. & Temps.)
12/01/84 - 12/14/84	SAT. - FRI. (2-Week new system check)	MON., DEC. 24, 1984 (Due to Christmas)

**PAYDAY WILL CONTINUE TO BE EVERY OTHER TUESDAY**

# LETTERS

## Hepatitis

Mr. Granville DeMerritt  
General Manager  
Retirement System  
770 Golden Gate Ave.,  
#260  
San Francisco, CA 94102

Re: Hepatitis  
Innoculations/Vaccine

Dear Mr. DeMerritt:

The following circumstances are brought to your attention on behalf of the San Francisco Police Officers' Association in that similar situations have occurred recently and have been the subject matter of conversations at our Board of Directors meetings. I bring them to your attention in order to seek clarification on the issue.

The circumstances pertain to officers who come in direct contact, during the course and scope of their employment, with diagnosed carriers of hepatitis B.

In the instant case, on March 28, 1984, during a midnight to 8:00 a.m. tour of duty, San Francisco police officers Cliff Fogarty and Denise Whitlock, assigned to Potrero Station, received a radio call assignment to the 700 block of Kirkwood. When they arrived, they were met by a Cambodian woman who was obviously just

about ready to deliver her baby. Both officers, after summoning an ambulance, assisted in the delivery of the baby. Both officers had direct and immediate contact with large quantities of blood in assisting with this delivery.

Prior to the completion of their tour of duty, they were notified by the ambulance steward, which arrived and took the mother and baby to the hospital, that both the mother and the baby were diagnosed as having hepatitis B. Upon completion of their tours of duty, they responded to the St. Francis Hospital, Emergency Room at approximately 7:30 a.m. and requested that they be given an inoculation shot (hemoglobin, or other suitable injection) due to their exposure to hepatitis B. They were informed by the medical personnel on duty that this was preventative medicine and was not covered by the City's contract with the St. Francis Hospital. After again requesting medical care, they were flatly rejected and told to seek this type of care from their private physician.

Both officers have completed the Police Department contact with infectious disease forms in order to protect themselves should they, after an in-

cubation period, contract this very serious disease.

This denial of medical care after a direct and immediate contact with a known and diagnosed hepatitis B carrier has occurred before. Would you please advise this Association as to the policy of the Retirement System of the City and County of San Francisco concerning providing medical care to officers who request it under this type of circumstance. It appears to our Association that an appropriate injection, under these circumstances, is more cost effective than an officer contracting hepatitis B and presenting a bill to the City and County for medical care along with full pay disability payments for anywhere from 4 to 8 weeks. Our Association encourages our members to obtain, where appropriate, medical care after direct and immediate contact with a known and diagnosed hepatitis B carrier. We certainly would appreciate your policy on this matter. If you have no policy, this Association would certainly desire to meet and confer with you and members of your staff concerning the development and implementation of one.

As welfare officer of the Association, I can tell you that anywhere from 8 to 10 police officers contract hepatitis in any calendar year. Our Association would prefer preventative measures rather than running the risk of the serious medical consequences of hepatitis B.

Thank you for your prompt attention to this matter.

Sincerely,  
MICHAEL S. HEBEL  
ATTORNEY AT LAW  
WELFARE OFFICER

April 5, 1984

Mr. Michael S. Hebel,  
Esq.  
San Francisco Police  
Officers Association  
510 7th Street  
San Francisco,  
California 94103

Dear Mr. Hebel:

Thank you for your letter of April 3, 1984, in reference to Hepatitis Innoculations/Vaccine and the case concerning Officers Fogarty and Whitlock.

I have ordered an investigation of this matter, the results of which I will communicate to you upon receipt.

Sincerely yours,  
Granville DeMerritt  
General Manager

## Apology Insufficient

Mr. George Agnost  
City Attorney  
City Hall  
San Francisco,  
California 94102

Dear Mr. Agnost,

As a native San Franciscan, a property owner in the city, a member of the San Francisco Police Department for over fourteen years and a plaintiff in the litigation, **Sergeants' Committee for a Valid Lieutenants Examination v CCSF, et al** (Superior Court number 802791), I believe that I must bring to your attention the unprofessional conduct by a member of your staff. During the phase one portion of the litigation which commenced in mid February in Superior Court, Department 8, City Hall, I was called as a witness. While I was under cross examination, Deputy City Attorney Michael Killelea became irate and commenced to raise his voice in anger at my responses to his questions. Judge Roy Wonder adjourned the court citing the length of the day and the lateness of the hour. As the judge was entering his chambers, I was walking from the witness stand to the plaintiff attorneys table where Mr. Sanford J. Rosen, Ms. Barbara Phillips and Mr. Stuart Buckley were seated. Mr. Killelea looked in my direction and uttered, "asshole!". Needless to say I was shocked and angered, but also I was embarrassed because he was representing my employer, the City and County of San Francisco in a court of law. I thought his actions and statements were not only unbecoming of a city employee, a member of the City Attorney's Office, a member of the State Bar of California and an officer of the court, but crude.

The next day, prior to the court convening, Mr. Killelea apologized to Mr. Rosen for his statement of

the previous day. Mr. Rosen advised him that he should apologize to me, rather than to him. To this date, Mr. Killelea has failed to do so.

I have delayed making this complaint due to the trial on phase two of the litigation being heard until March 29, 1984. Since both trials have been completed, I now submit this formal complaint.

I request a written apology from Mr. Killelea, and you (as his immediate superior) with a copy sent to the law offices of Sanford J. Rosen.

Sincerely,  
David J. Bowman

## Thanks

March 30, 1984

Al Casciato, President  
San Francisco Police  
Officers Association  
510 - 7th Street  
San Francisco, California  
94103

Dear Al:

On behalf of the California Organization of Police and Sheriffs, I would like to take this opportunity to thank you and your association for your generous \$500.00 donation for the cocktail party at our Endorsement Convention, scheduled for Monday, April 23, 1984, at the Woodlake Inn in Sacramento.

With the support of individuals like yourself, and the members of your association, we look forward to a tremendously successful affair.

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

## Thanks

Mr. Gale Wright  
San Francisco Police  
Officers Assn.  
510 - 7th Street  
San Francisco, CA 94103

Dear Mr. Wright:

Thank you for renewing your membership in the American Trauma Society, indeed, for reaffirming your commitment to stopping trauma's devastating toll.

Through your generous support we can continue to promote public awareness of trauma and what is be-

ing done about it. You remain a vital member of our team!

Please find enclosed the wallet-size membership card and membership certificate. Your name has been put on our mailing list to insure that you receive all American Trauma Society publications.

Again, thanks for your continued support of the Society.

Sincerely yours,  
Sandra Bond-Lillicropp  
Acting Executive Director

## Thanks

April 2, 1984

Sergeant Al Casciato  
Police Officers Association  
510 - 7th Street  
San Francisco, CA 94103

Dear Sergeant Casciato:

On behalf of the Portola Advisory Committee, I would like to extend our thanks for your attendance at our meeting last Thursday evening.

Your input was most valuable and informative to our members. We look forward to an amicable solution for the disposition of the Portola Jr. High School site for all concerned.

Yours truly,  
James Laskey, Chairman  
Portola Advisory  
Committee

## Thanks

March 16, 1984

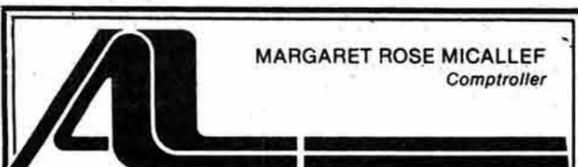
Dear Al:

This is to express my appreciation, and that of my Dad, for your attendance, and participation on behalf of the Police Officers Association, at his birthday celebration at the Moskovitz Luncheon Club early this month.

The turnout of his friends and former fellow officers will do much to add to both the treasured memories of his years in the department and his morale in the years ahead. The Police Department has been the core of his life since 1921 and it remains so today. As he said, he doesn't regret a day of the years he put in. He enjoyed it all, largely because of the people he worked and served with.

Sincerely,  
Jerry Flamm

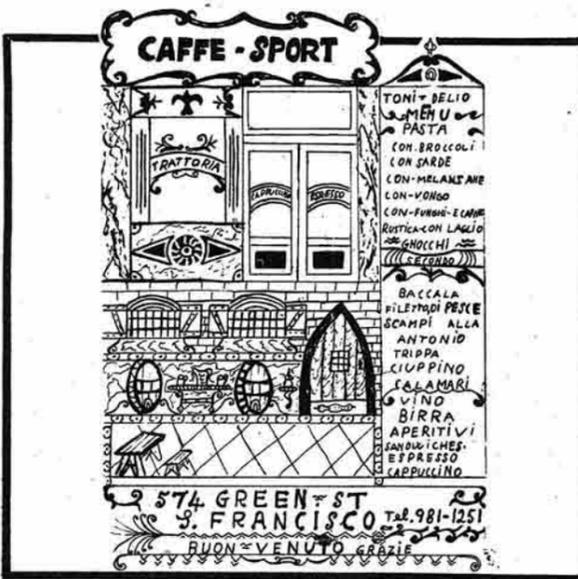
MARGARET ROSE MICALLEF  
Comptroller



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2990 Baker St. 931-7800



**FINAL \* FINAL**

San Francisco

DON, MILT, ARNIE

# LETTERS

## Thanks

Board of Directors  
San Francisco Police  
Officers Association -  
510 Seventh Street  
San Francisco, California  
94103

Dear Members:

This letter is intended to express appreciation and gratitude on behalf of **Vincent Catanzaro** and myself to the Police Officers Association for the Legal Aid and representation we have been afforded in our current battle with the San Francisco Police Department's Administration.

In particular we would like to bring to your attention and offer thanks to **Ted Schlink** and **Greg Winters** who represented us so ably before the Office of Citizens' Complaints and Internal Affairs. Both of these individuals spend massive numbers of hours on their own time in providing us with representation far beyond what need be or could reasonably be expected by individuals volunteering their own time.

When we learned that we were to be charged with serious violations of the Department's Rules and Procedures, we made a formal request for legal representation to the San Francisco Police Officers Associations Screening Committee. President **Al Casciato**, Secretary **Jerry Schmidt** and Treasurer **Duane Collins**, after reviewing our case, granted us legal representation. We would like to call to the attention of the Board of Directors and, in turn, the full membership, the personal interest and concern for our welfare that was shown by the members of the Screening Committee.

Finally, we would also like to thank Vice-President **Paul Chignell** and Tactical Division Representative **Reno Rapagnani** who have also offered concern, interest, support and advice.

Neither Vince or I suspected that we would even require or need legal representation. Now that we do we can only thank those members and individuals in the P.O.A. who past and present have worked so hard to put in

place and maintain a system that aids in protecting legal rights of members of the Association from abuse by the Administration. If you need advocates to convince others of the need of a strong P.O.A., you need only call upon Vince or myself and let us recite our predicament.

Vince and I would like to again thank all those we have named above as well as the Board of Directors.

Sincerely,  
**James B. Hall**/  
Tactical Division  
**Vincent Catanzaro**/  
Tactical Division

## Activist Police Commissioner

April 4, 1984  
President **Croce Casciato**  
Police Officers' Association  
510 Seventh Street  
San Francisco, California  
94103

Dear President Casciato:

I want to bring to your attention the Police Commissioner's position in regard to the newspaper article in the San Francisco Policeman written by Police Officer **Dave Herman** of Company E.

Comments were made about the modernization of the district police stations and that they were being considered for modernization and/or replacement. Officer **Herman** stated that this matter was a major concern by the Board of Supervisors and some other interested parties. As a Police Commissioner I would like for you, Officer **Herman** and the Editor of the San Francisco Policeman, **Peter Maloney**, to know that the Police Commission has also been really concerned about the situation and a lot of progress has been made in the past few months. The Commission has passed several resolutions asking the Mayor and the Board to consider the modernization of not only the worst stations, but the other seven stations as well. This letter is not being critical of the article written by Officer **Herman**, but in the spirit of cooperation and mutual endeavors the matter should be looked upon as a total police commitment and we all should work

toward that end.

I would like to also take part in future matters in this area undertaken by the Uniform and Safety Committee and provide meaningful input to accomplish our mutual goals.

Sincerely yours,  
**Thomas Hsieh**  
Police Commissioner

## Thanks

**Paul Chignell**  
Vice President  
Police Officers' Association  
510 - 7th Street  
San Francisco, California  
94103

Dear Paul:

On March 7th, 8th, and 9th, 1984 the San Francisco Police Department Homicide Section and the Oakland Police Department Homicide Detail co-hosted the 15th Annual California Homicide Investigators Association Conference at the Hyatt Regency Hotel in Oakland.

The California Homicide Investigators Association appreciates

and thanks the San Francisco Police Officers' Association for their support and contribution that helped make our Conference a success.

Yours truly,  
**Jeff Brosch**  
Board of Directors  
California Homicide Investigators Association

## Needy Friends Find Friends Indeed

San Francisco  
Police Officers' Assn.  
510 - 7th St.  
San Francisco, Ca 94103

Members SFPOA:

We want to take this opportunity to thank all of the members of the Police Officer's Assn. who were so generous and kind in donating their blood to the Association's Blood Bank Account, from which we were able to replace ten units of lost blood when **Alice** suffered an emergency major hemorrhage at 5:00 A.M. recently.

We would like to thank Insp. **Tom Vigo** also.

Without hesitation he took the necessary steps to insure that our needs would be fulfilled immediately.

**Alice** is recovering nicely now after surgery which was necessary to correct the bleeding problem.

We are both very pleased and happy to know that when we needed help we were able to find it in the Police Officers' Association, and we give our heartfelt THANKS.

But to be more practical we would like to contribute the enclosed check in the amount of \$100.00 to the Police Activities League to further the activities of the Blood Donor Committee, or in any way which you deem suitable if they do not have a separate budget.

With a deep sense of gratitude we are,

**Alice M. Collins**  
**Thomas E. Collins**,  
SFPD Ret.

## Thanks

April 2, 1984

**Mr. Croce A. Casciato**,  
President  
San Francisco Police  
Officers Association  
No. 28  
510 - 7th Street  
San Francisco, California  
94103

Dear Al:

I am grateful for the San Francisco Labor Council, AFL-CIO COPE endorsement of my re-election to the State Senate.

I value this important endorsement and this expression of confidence from the San Francisco labor movement.

My very best wishes to you and the membership.

Cordially,  
**Milton Marks**

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**MEDAL OF VALOR AWARDS**

*continued from page 13*

ed and when the opportunity presented itself they blocked its escape route and took the suspects into custody. The suspect readily confessed to committing a total of 22 robberies in San Francisco, San Mateo, Santa Clara and Alameda County. The female was also a suspect in three bank robberies committed in the south bay area.

**LIEUTENANT WALTER J. GARRY,  
SERGEANTS KENNETH R. DAVIS,  
JOHN C. GLEESON, JOHN T. KELLY,  
AND ALAN B. MOULD & POLICE  
OFFICER MAUREEN T. D'AMICO**

For services rendered in fulfilling the duties of the Field Training Staff. In the past four years, nearly a thousand recruits have gone through extensive training in this program that required this staff to work long arduous hours to counsel, train, advise, and prepare trainees for their role as police officers. The dedication of this staff accomplished the task of maintaining the high quality and standards needed to keep the San Francisco Police Department in the highest professional level of law enforcement.

**POLICE OFFICER GEORGE S. STASKO, III**

For services rendered on Friday, August 5, 1983 at 11:50 a.m., when he responded to a radio broadcast of

a man with a gun at 5th and Townsend Streets. Upon arrival he was flagged down by a victim who stated that the suspect had pulled a silver handgun from a bag and threatened to kill him. Officer Stasko, after searching the area, located the suspect in the 600 block of King Street. Officer Stasko, recognizing the suspect and knowing that he had a propensity for violence and weapons possession, ordered suspect to stop and put his hands up. The suspect stepped behind a utility pole and acted as though he would pull the weapon from the bag. He hesitated then dropped the bag exposing the weapon. He was then taken into custody.

The meeting was then adjourned.

Lieutenant Willie E. Frazier  
Secretary  
The Police Commission



**SAN FRANCISCO**

**Fellowship of  
Christian  
Peace Officers**

**THE BATH HOUSE GANG**

*By Jim Higgins, Robbery Detail*

There are times when the senses become offended by outside influences, as you see, hear and read of irrational situations. "Close them up, shut them down, keep them open," a violation of civil rights, legislating morality" — and so it goes. Our Cosmopolitan Paradise is being shaken by the "Bathhouse Gang"; made up of homosexuals seeking pleasure in their sweat houses. They are playing sexual roulette with their bodies, and the bullet in the chamber is named AIDS. A medical bewilderment and the kiss of death!

The Castro-ites are up in arms "for" and "against" keeping bathhouses open, and those in our City who are skilled in the science of government are walking on ping pong balls. Never at a loss, the politicians passed the ball to Dr. Silverman, head of the Dep't. of Public Health whose theme song is "First you say we do, then you say we don't, undecided now, what are we going to do?"

Once again the stand up comics gather their material from San Francisco's ludicrous behavior. This 'bathhouse' situation amounts to an excess quantity of garbage being thrown in San Francisco's face. They are an embarrassment to our City and to God-fearing people. Why must they always take away from San Francisco what is good, while pursuing their lifestyle? When the thousands of reporters converge on this City, and the eye of T.V. focuses its attention on us, will the political football still be in the air, or will it end up as a burden on the people to punch the hole in the ballot box to rid the City of its blight?

Our faith as Christians brings us together — policemen and civilians — once a month in prayer for the City.

*"Men may spurn our appeals,  
reject our message, oppose our  
arguments, despise our persons,  
but they are helpless against our  
prayers."*

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*continued from page 11*

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For additional information  
Phone PAL: 567-3215

# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Director of Activities



Captain Paul Kotta, Community Services, in a light moment at the Bay Cup Press Conference. Also shown (left to right) is Atlee Hammaker and Pat Gallagher of the SF Giants, and Mayor Feinstein.



Another photo of Mrs. Thelma Williams, PAL Pee Wee Director with Mayor Dianne Feinstein. The Mayor took time out to help the San Francisco and Oakland Police Activities Leagues as all proceeds of the sale of souvenir T-shirts will be equally divided between the PALs.



A formal shot of all the participants in the PAL Bay Cup Press Conference. By the way, the Giants swept the exhibition series from the As and the mammoth trophy reverts back to the custody of the San Francisco PAL. The trophy may be seen at PAL Headquarters, 2475 Greenwich Street, San Francisco.



Chief of Police George Hart (right) of the Oakland Police Department with (left to right) VP Andy Dolich and pitcher Larry Sorensen of the Oakland As with two Oakland PAL baseball team members.



San Francisco Giants pitching ace Atlee Hammaker (left) and Oakland As newly acquired stellar pitcher Larry Sorensen (right) posing with Mrs. Thelma Williams, PAL Pee Wee Baseball Director and two of her players. The occasion was the PAL Bay Cup Series Press Conference.

## SAN FRANCISCO GIANTS WIN BAY BRIDGE SERIES

In a repeat of the 1982 season, the San Francisco Giants swept the two game preseason exhibition games held on the weekend of March 31-April 1 to win the bay bridge series. The accomplishment brought home the mammoth Bay Bridge Trophy to San Francisco. All proceeds of the sale of souvenir t-shirts are equally divided between the San Francisco and Oakland Police Activities Leagues. All pollsters indicate the Giants to come in no better than 5th place. We, the PAL, wish them every good luck in the coming season. This writer predicts a pennant for the Giants this year. Help support the San Francisco Giants by taking your whole family to the games. They can use all our help. The Bay Bridge Trophy is on display at PAL Headquarters, 2475 Greenwich St. Mayor Dianne Feinstein responded to Oakland Mayor Lionel Wilson's office recently and both proclaimed the week of March 31-April 7 as Baseball Week in the Bay area. Baseball Week begins with the renewal of the PAL Cup Bay Bridge Series.



Mayors Dianne Feinstein of San Francisco and Lionel Wilson of Oakland officially proclaimed the week of March 31-April 7 Bay Area Baseball Week.

## PEE WEE BASEBALL

PAL Pee Wee Baseball season opener began on April 1, 1984. In all, 35 teams (of 18 players each) have signed up for Pee Wee Baseball, according to Mrs. Thelma Williams, Director. The season will end in June. As this is a training league with emphasis on participation, no trophies will be awarded. In its place, Mrs. Williams has decided to award all players graduating from the league a PAL Medal as a memento of their participation. Over 100 10-year-olds are expected to receive the medals. Mrs. Williams further reports newly assigned Assistant Pee Wee Baseball Directors as: Stan Chiarucci, Steve Luchesi, Jack Simpson, Bob Fulghum, and Chris Torres. Pete Franceschi, PAL Baseball Director, of course, is on hand to assist the league which this year will involve over 600 boys and girls 7 through 10.



Fred LaCrosse and Terry Lowry of Channel 7 TV were Co-Master of Ceremonies at the PAL Bay Cup Series Press Conference. (photo by Herb Lee)

## THE GREAT SNAKE RACE

KABL Radio Station's Great Snake Race brought on an entry from the PAL. The race, held on the day before St. Patty's Day at Crown Zellerbach Plaza at high noon, was well attended. Here is an account of the occasion by our illustrious snake handler Robin Lomori: On Friday March 16 at 11 AM we stood in line to register for the 17th annual snake race sponsored by KABL Radio Station. The weather was overcast, cold and windy; not very promising, especially after last year's race was rained out. Approximately 80 snakes were registered and we rehearsed our cheers. Art How, the Director, felt the best name for the snake would be LBAK (pronounced layback), which spells KABL (backwards). The snake handler walked up to the large barrel filled with snakes and reached in and casually selected a 15 incher with beady little eyes which promptly wrapped its body around the handler's arm. Finally, post time. The handler stepped up to the starting line and released LBAK to do his thing.

LBAK needed no prompting. Because, after three minutes of tapping, stomping, and yelling by the cheering section and the handler, LBAK did just that. He layed back. Better luck next year PAL, some of the crowd were heard to say. This year will be remembered as a FANGTASTIC year. PS: Our cheering section, snake handler Robin Lomori, and Race Director Art How are to be congratulated on a job well done. This certainly wasn't the year of the snake. See you next year. Our special thanks to the PAL Cheering Section of Bill Oliver, Rae Dunn, Rita Clark, Larry Lustig, Bob Bouchet, Niel Mahoney, Raj Madahar, John Araya, and Russ Corning. Had we won, the PAL would have been \$1,000 richer which would have been used to sponsor some of our programs for the youth of San Francisco.

## PAL JUNIOR OLYMPICS TRACK AND FIELD MEET SET

The 19th Annual PAL Junior Olympics Track and Field Trials will be held on Saturday, June 9, 1984, 9 AM at McAteer High School Track, 555 Portola Drive, San Francisco, CA. Boys and girls who are either residents or attend San Francisco schools between the ages of 18 and 8 are eligible to participate. Call PAL Headquarters for signups. Top three qualifiers will be eligible to compete in the Junior Olympics Trial meet to be held on June 23 and 24 at Diablo Valley College in Pleasant Hill. Regionals for finalists will be held in Fresno and the nationals in Baton Rouge, LA. PAL sponsorship will include ONLY the San Francisco Trials. All finalists will have to make all other arrangements. T-shirts and medals to top three qualifiers.

Following the Junior Olympic Trials is the PAL All Comers Track and Field Meet. This meet is scheduled for Saturday, June 16, 1984, 9 AM at McAteer High Track. This is a fun meet geared for beginners. No experience necessary. Simply be at the track site 9 AM. T-shirts and medals to top three finishers.

## PAL JUDO AND BOXING

PAL Judo and Boxing are being offered at the old national guard armory, 14th and Mission Streets. Boys and girls 18 or younger are to call Officer Joe Mollo (552-7495) for signups.

# Gold's Gym

626-8865

310 Valencia

San Francisco Ca 94103



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Phone PAL: 567-3215

# POLICE ACTIVITIES LEAGUE

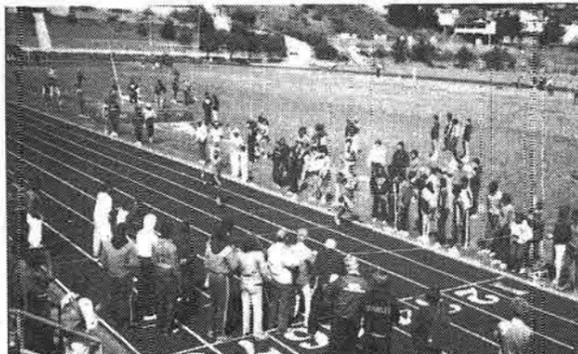
by Herbert P. Lee  
Director of Activities



The winning St. Ignatius Track Team. The Varsity won 1st place with a total of 103 points while the Frosh/Soph team scored 92 points for 2nd. A great team effort. Congratulations to Head Coach Julius Yap and Assistants Aldo Congi and Carey Candau.



Outstanding Athlete Varsity went to Matt Devine of St. Ignatius. The 17 year old helped his team to a record 103 points to win the 13th Annual AAA/WCAL/PAL High School Relays. Also shown (left to right) is Head Track Coach Julius Yap, Al Congi, and Sgt. Jim Meyer.



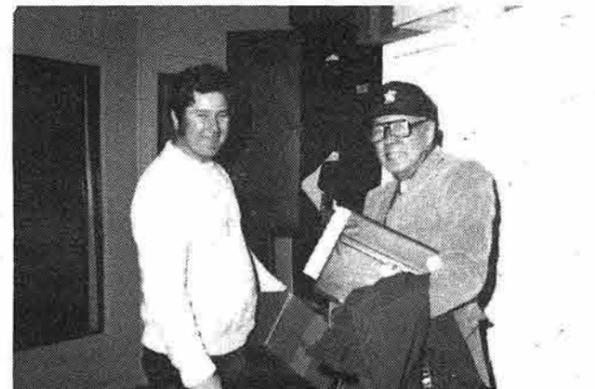
Some of the participants in the recent AAA/WCAL/PAL High School Relays held at McAteer High. The crowd of 500 enjoyed the first track meet of the season in a sun drenched day.



Chris Munk of Riordan is shown accepting the Outstanding Athlete in the Frosh/Soph Team from Sgt. Jim Meyer (Co H), PAL Track Commissioner. The 6'5" athlete placed the 10 lb shot 50 feet and high jumped 6'4" in the AAA/WCAL/PAL High School Relays. (photo by Herb Lee)



Mr. F.B. Chow on the various positions and techniques for sighting.



The legendary F. Bob Chow (right), U.S. Olympic Pistol team member, and holder of 37 national and work records, prepares to speak before a group of PAL Cadets on gun safety. Officially greeting Mr. Chow is Officer Ed. Collins (Academy), PAL Commissioner of the Pistol Team. (photo by Tim Jung).

## HIGH SCHOOL RELAYS

Final results of the AAA/WCAL/PAL High school Relays held Saturday March 17, 1984 at McAteer High Track Field.

### FROSH/SOPH

McAteer	94	1st
St. Ignatius	92	2nd
Galileo	71	3rd
Riordan	50	4th
Lowell	16	5th
Wilson	13	6th

### VARSITY

St. Ignatius	103	1st
Galileo	68	2nd
McAteer	66	3rd
Balboa	60	4th
Riordan	37	5th
Lowell	15	6th

### GIRLS VARSITY

McAteer	90	1st
Lowell	74	2nd
Lincoln	68	3rd
Wilson	32	4th
Galileo	30	5th
Balboa	1	6th

Field and running events as per attached. Chris Munk won the Frosh/Soph Outstanding Athlete Award with his achievements which included high jumping 6'4" and throwing the 10 lb. shot 50 feet. Munk attends Riordan. Lincoln's Monique Perez won the Outstanding Athlete Award as she ran in four sprints including anchoring the winning 400 meter relays. Matt Devine of St. Ignatius won the Outstanding Athlete Award in the Varsity Division. A Senior, Matt was a triple threat in the sprints and pole vault. Team trophies went to McAteer Teams in the Frosh/Soph and Girls Varsity while St. Ignatius took top honors in the Varsity Division. More than 500 sun drenched spectators were treated to a great team effort from the various high school track teams. Gold, silver, and bronze medals to be awarded to each individual 1st, 2nd, and 3rd place finishers.

SGT Jim Meyer  
PAL Track and Field Commissioner

Winner of the Outstanding Athlete in Girls Varsity is Monique Perez, a 17-year-old Senior from Lincoln. Perez runs the 3rd leg in the 400M relays, anchors the mile relay, and is the school's top hurdler in the 300M and low hurdles. head Coach Bernard Williams states that Monique is always cooperative and willing to run and enter any event asked.



Monique Perez, 17, of Lincoln High is shown with Head Track Coach Bernard Williams, Sr. The pretty athlete was voted outstanding athlete for her accomplishments in the low hurdles and sprint relays.



A victorious McAteer Girls Varsity Track Team which scored First in the High School Relays. That's Head Track Coach Marc Christensen at left.



McAteer Head Track Coach Marc Christensen (left) with the winning Frosh/Soph Team and their trophy. The team scored 94 points to edge out second place St. Ignatius.

## PAL CADETS

The San Francisco Police Activities League PAL Cadets continue to meet each Tuesday night from 6:30 PM to 9:00 PM in the 6th floor auditorium at the Hall of Justice. The Program is open to boys and girls in the 10th, 11th, and 12th grades in high school. Graduation for this semester is scheduled in May. The Director of the Program, Ernie Galaviz, will begin his recruitment drive in May. Anyone interested in being a PAL Cadet are to call PAL Headquarters (567-3215) for signups. The new semester begins in October.

## NOTED GUNSMITH F. BOB CHOW GUEST SPEAKER

F. Bob Chow, Proprietor of F Bob Chow Gunshop, Inc. was the guest speaker at a recent PAL Pistol Program meeting at the Ft. Scott Indoor Range at the Presidio. Speaking before the class, Bob called upon more than 60 years of experience in the small bore and large bore pistol and rifle field and patiently answered the many questions asked of him. "This isn't the first time Mr. Chow took time out to teach youngsters firearms safety," states Officer Ed Collins (Academy), PAL Firearms Safety Commissioner. "I never tire of hearing him speak. His expertise shows through his lectures and is the most informative and professional of any I have ever heard. It is a privilege to listen to Mr. Chow." Apparently the rest of the class agreed as they gave him a standing ovation. Mr. Chow was a member of the U.S. Olympic Team which competed and won the most medals in competition held in London in 1948. He was born in Stockton and grew up in nearby Lodi. He recalls the first rifle he ever owned as a youngster of 7. "It was a single shot Hamilton rifle." Mr. Chow served in the U.S. Navy attaining the rating of Chief Petty Officer in 1932. He holds 37 world and national records, and is an acknowledged expert in small bore and large bore shooting. Along with his bride Bobby of 42 years, Mr. Chow opened his shop 31 years ago in the Mission. He specializes in accuracy work in handguns for competitive shooting. Mr. Chow was the founder of the Presidio Gun Club, and is President Emeritus. He is still active in the club, along with membership in several dozen gun clubs, etc. Our thanks to Mr. Chow for his unstinting assistance in the PAL Pistol Team, and for his assistance in helping the youth of San Francisco.



PAL Senior Cadet Alane Baca is shown printing a Hastings Law School Graduate recently. Baca donated her services along with four other Senior Cadets to print over 200 members of the graduating class.

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# SPORTS

## CENTURIONS DEFEAT SAN JOSE PD

by Don Carlson

The S.F. Centurions, playing their first game of the 1984 season, defeated the San Jose Police "Choirboys," 10-0 at the San Jose's PAL Stadium on St. Patrick's Day.

Northern's Ed Cota threw a 12-yard TD pass to Kurt Bruneman (PBTF) for a first quarter 7-0 lead. Bruneman made a fine catch, tipping the ball up and then catching it as he fell in the grasp of a San Jose defender. Eric "The Machine" Hipp closed out the day's scoring with a fourth quarter "chip shot" field goal; Hipp had uncharacteristically missed two earlier attempts: a 30-yard try was wide to the right, and a 35-yarder was just short in the day's swirling winds.

The Centurions dominated the game after San Jose's initial offensive drive ended inside the S.F. 25-yard line on downs. The Choirboys managed only one other serious scoring threat, but that ended with a fumble recovery by San Francisco.

Defensive newcomers contributed to that domination: Doug Carr (Co. D) filled in well at cornerback for an injured Mike Slade after some early nervousness, and Bob Miller, playing defensive end at less than 190 pounds, threw the San Jose QB for a 10-yard loss in a key fourth-down-and-short situation.

Nose guard Mike Travis (EOD) was a "rock" in the middle of the line, backed up by the team's defensive strength, its linebackers: Steve Balma, Mark Mino, Jim Miller and Bill Sweeney.

In a typical first game performance, the Centurions hurt themselves offensively through penalties, or the score could easily have been 20-0. The backs (Joe Currie, Ken Foster, Jack Minkel and Mike Maxwell) run well in spots, and all should be healthy for the upcoming Oakland PD game. Corrado Petruzzella, Mike Favetti and Mike Garner anchored the center of the offensive line. They didn't allow a single sack of Cota, making it possible for Ed to quickly find his receivers, particularly Kitt Crenshaw.

The next Centurion opponent is Oakland PD on April 14 at Kezar Stadium; during halftime of that game, a 1965 Mustang convertible, donated by Seramonte Ford, will be raffled off with 25 other prizes. Kick-off for the game will be at 12:30, following Kirk Brookbush's jump into the stadium via parachute. Tickets are available from all team members, or at the Academy.

## GOLF CLUB NEWS

On Friday, March 23, 1984 seventy-two members and guests of the San Francisco Police Golf Club played Franklin Canyon Golf Course.

For the third consecutive month I selected a 'dry' day for our monthly tournament. I'm beginning to get over the feeling of paranoia that I contracted last year.

The low score of the day was a seventy-five by Jim Cook, a guest from the San Rafael Police Department. Other scores in the seventies were seventy-eights by Jerry Cassidy, the low gross winner, and Pete Alarcon. Tom O'Connor had a seventy-nine.

The low net winner was Ray Seyden who shot ninety-five and with his thirty handicap had a net score of sixty-five.

The flight winners were: Pete Alarcon, Ed Garcia and Johnny Phillips; second, Howie Whitman, Bill Sisack and John McClelland; third, Don Scott, John Newlin and George Jeffery; fourth, Bob Seghy, Ed Cassidy and Al Cecchi.

The guest flight was won by Ken Charshaf followed by Ed St Germaine, Larry Hurley, Jim Cook and Art Kissel.

The hole-in-one winners were Hal Lan at the fourth hole with a shot 14'8" away and Art Kissel at seventeen with a shot 10'10" from the hole.

So far this year we have one-hundred and forty-four members who have paid their 1984 dues. Anyone interested send me (\$10.) made payable to the S.F. Police Golf Club and I'll send you all the pertinent information. The club is open to all active and retired members of the San Francisco Police Department.

Jerry Cassidy, Secretary  
S.F. Police Golf Club  
Rm 150 Hall of Justice  
or  
237 San Marin Dr  
Novato, Ca 94947

## THE II WINTER POLICE OLYMPICS

by Bill Cooke, Co. A

On Sunday, March 11th, the opening ceremonies of the 2nd Winter Police Olympics began at the Olympic Plaza, Squaw Valley, USA. The numbers of participants had more than doubled, swelling to over 200 this year, 18 of which were from SFPD ready to do battle.

The first days' event was the Giant Slalom, held on Monday, with dual courses set on the mid-slope of the Siberia run. Second year racers, Bob Gillaspie (Juv.) and Heinz Hofmann (Co. A) both grabbed gold medals to start SFPD towards its first day total of 5 medals (2 golds, 1 silver, 2 bronze).

The second day's event, the slalom, which is a tamer version of the Giant Slalom, was unfortunately postponed until Wednesday, due to severe storm conditions of sleet and high winds. This made it necessary to run the slalom course Wednesday morning on the Searchlight run, while competing in the downhill run during the late afternoon. That makes a tough double under the best of conditions which we definitely didn't have. The slalom course favored skiers who can quickly maneuver sharp turns on a moderate slope. This time Heinz Hofmann and Duane Otis (Juv.) showed their respective expertise by 'going for the gold' in their divisions. Fellow SFPD racer, Jim O'Shea (Solos), narrowly missed catching Heinz, when placing second and thereby taking a silver in the same division. Our total for the event was 2 golds, 3 silvers, and 1 bronze.

On Wednesday afternoon, the 'daredevil's delight,' the downhill event was conducted thru freezing windy weather, on the steep Red Dog course. As racers completed the run, the surfaces became extremely icy and bumpy. Almost 20% of the skiers had been disqualified due to falls. The race wore on past 5pm when SFPD got its first gold medal winner of the event. Steve Rist (Co. A), a first year competitor, who was the second to last skier on the course, slaughtered the other challengers in his division thereby leading SFPD to another 6 medals on the day (1 gold, 5 silvers).

The final day of racing was Thursday, March 15th. During the morning was the dual slalom competition where skiers ski side-by-side on matching courses with elimination to the loser. Well, after just two rounds, all our SFPD racers were eliminated. Not too good.

In the afternoon we attempted to field a cross-country team out of a bunch of willing first-timers. It was rumored that out of a field of 50, we took 45th, 46th, 47th, 48th and 49th. Supposedly the 50th guy never finished. I understand the problem was nobody knew how to stop or turn.

In the four-man team competition over the entire week, the group of Bob Gillaspie, Duane Otis, Steve Rist and Paul Wetzel (Airport), finished 2nd. Congratulations!

The "hard luck of the year" award has got to go to Les Tom, who over the past two Olympics has been our most talented skier, the only one rated in the top ten of the tough senior division, but has been unable to crack the top three spots for a medal. This year, not only was Les disqualified in the downhill because of a fall, but the real topper was when a dog ran onto the course and blocked his path during an excellent slalom run. What's that about Murphy's Law?...

All in all, despite terrible weather and even worse organization by the olympic committee, such as lack of updates of team standings, late starting times and an unclear ranking system, SFPD represented themselves in fine fashion finishing with 17 medals (5 golds, 9

silver, and 3 bronze) and for the second year establishing ourselves as a strong skiing force.

The following medals were awarded to SFPD skiers of each division based on how they did amongst racers of similar ability. Divisions are categorized 'A' thru 'H' with 'A' being the most skilled.

### SFPD MEDAL WINNERS

Bob Sleadd—Photo Lab	3 silvers in Grand Masters Div.
Duane Otis—Juvenile	1 gold & 1 silver in 'B' Masters Div.
Bob Gillaspie—Juv.	1 gold 'C's, 1 bronze 'B' in Veterans Div.
Mike O'Connell—Co. G.	1 silver 'G' in Veterans Div.
Benny Fong—Co. A	1 bronze 'F' in Veterans Div.
Heinz Hofmann—Co. A.	2 golds & 1 silver in 'B' Seniors Div.
Jim O'Shea—Solos	1 silver 'B' in Seniors Div.
Bill Cooke—Co. A	1 silver 'C' in Seniors Div.
Jeff Smith—Co. A	1 bronze 'C' in Seniors Div.
Steve Rist—Co. A	1 gold & 1 silver 'E' in Seniors Div.

A thank you to all skiers for taking the time and expense to compete in the games representing our department. Let's hope even more members can join us next year.

## THE CENTRAL EXPRESS KEEPS CHUGGING ALONG... AND BUILDING STEAM

by Bill Cooke

On Feb. 11th, the Central Station Running Squad took to their first race of the season competing in the district 5 mile Chinatown New Year's Race. With temperatures dropping to a chilly 45 degrees, Bill Garcia, Kirk Brookbush, Carl Tennenbaum, Dan Leydon and myself, ran thru the streets that we normally patrol. Looks a little different on foot with a thousand other people around. None of us had any trouble finishing and enjoyed some of the Chinese entertainment afterwards.

This April 1st, "Fool's Day," the crew of Nelson Lum, Bill Garcia, Gary Delagnes, Al Trigueiro and myself all competed in the Houlihan's to Houlihan's Run. This was an 8 mile course starting at Jefferson and Leavenworth, the Anchorage, and winding its way thru Fort Mason, Crissy Fields, across the Golden Gate Bridge and into Sausalito. We were amongst 2000 runners blessed with a beautiful sunny calm morning making the trek more comfortable. Again the squad finished strong and intact. After a filling brunch, we all enjoyed the sun, free beer, and live band outside Houlihan's.

The Central Express plans to compete in more runs and invites all department members to join us. If you know about any interesting upcoming races, contact me at Co. A (swings) and I'll pass it on and vice versa. A little footnote:

On December 4th, 1983, Steve Venters and myself entered the Sacramento Marathon. It was Steve's first marathon (and possibly last), which he found extremely tough and exhausting but equally satisfying once finished. Congratulations Steve for making the grade!

## ATTENTION: POWERLIFTERS

The 1984 Police Olympics is being held in Sacramento this year. Anyone interested in competing, please contact **BILL SCHEFFLER**, 922-9120 (MUNI TRANSIT). There are some funds available for equipment.

Lifting will be Thursday, June 21 and Friday, June 22, 1984 at the WOODLAKE INN, Sacramento, CA.

AAU Rules, Squat, Bench Press, Dead Lift - ALL CLASSES OPEN, Senior and Master.

This should be an excellent MEET and the Officers from Sacramento did an outstanding job in the Olympics in 1981. The following are the weight classes:

<b>MEN:</b>	123½ and under, 132¼ and under, 148¾ and under, 165¾ and under, 181¾ and under, 198¾ and under, 220¼ and under, 242½ and under, and 275½ and under, over 275½ lbs.
<b>WOMEN:</b>	97 lbs. and under, 105 and under, 114¾ and under, 123½ and under, 132¾ and under, 148¾ and under, 165 and under, 181¾ and under, 198¾ and under, over 198¾.

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# THE LAST WORD

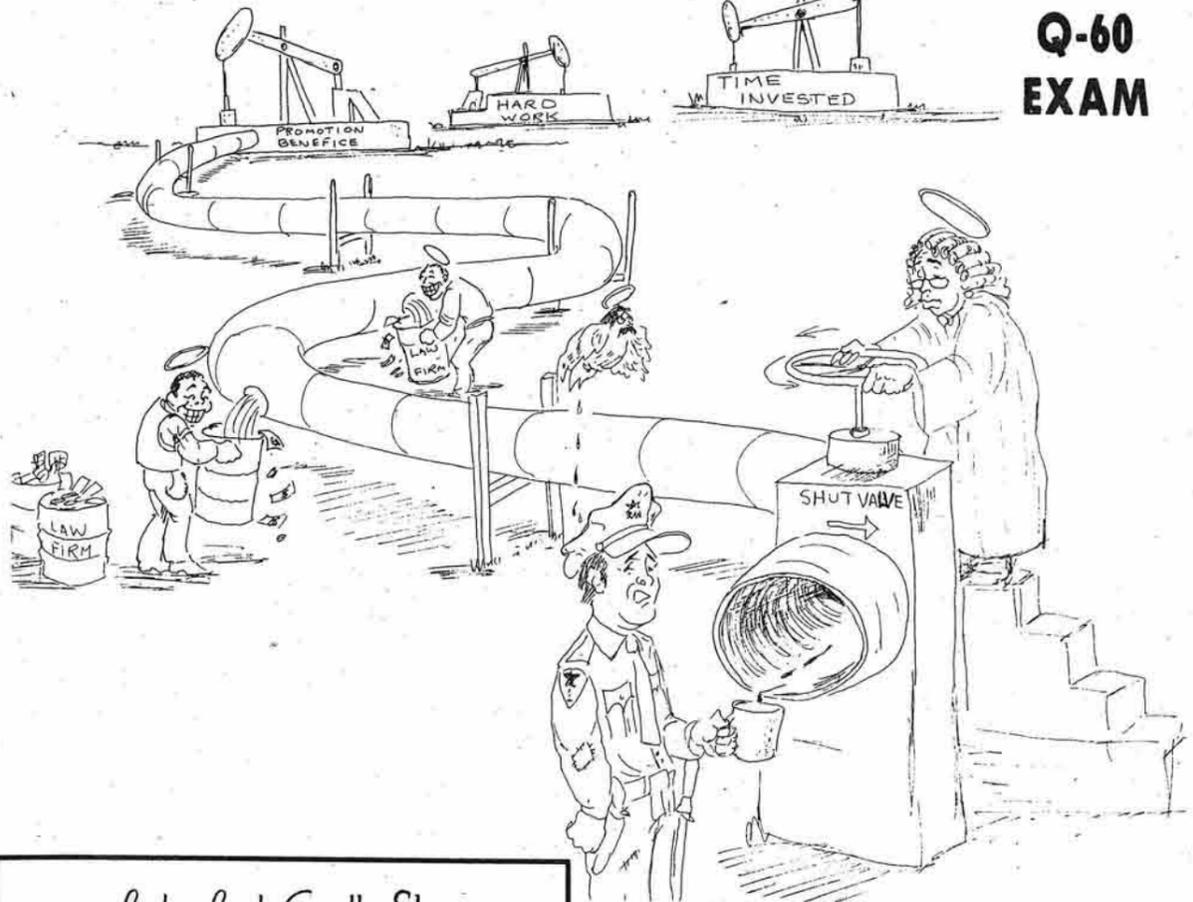
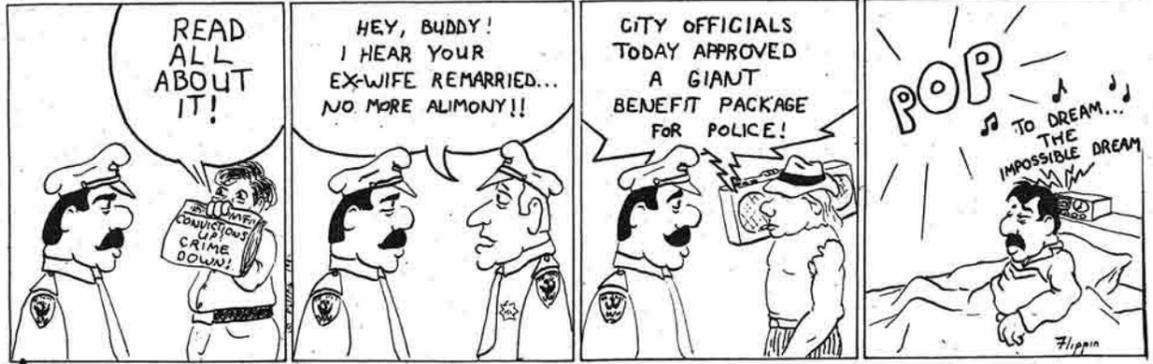
by Pete Maloney  
Editor



With the Justice Department entering the fray on the side of the Public Advocates and the Consent Decree's Ray Wong uttering those infamous words: "Adverse Impact", we seem guaranteed a long delay prior to any possible appointments Q35 or Q50. When the subject of temporary appointments came up, the judge of all people suggested using the exam results in rank order. Before the echo of his words faded, the City Attorney Killelea objected to support by the attorney from the Justice Dept. and Public Advocates who said there is a presumption that the exam is flawed. They insisted a formula be used and the City Attorney said they could present a suitable one almost immediately and that under no circumstances could rank order of the list be used. The discussion seemed to indicate temporary appointments could be made prior to the Democratic Convention in July. It seems clear at this point that the ultimate permanent appointments could well be made on a quota basis and would constitute a real tragedy.

Perhaps the truly tragic aspect of the use of appointment by quota is the fact the honest accomplishments of officers who have earned the right to promotion will be lost in the bitter accusations of favoritism. This effort to help will only serve to damage their pride and divide the department.

## ON THE STREET/Tom Flippin



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