

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

VOLUME 16

SAN FRANCISCO, JUNE 1984

NUMBER 6

FAMILY DAY PICNIC



Officer Mike Lawson and mount. (See story on page 19.)

THE LAST WORD

by Pete Maloney
Editor



Who can figure it? The voters turned the popular fire fighters for 'longevity pay' and in the wake of some the most lurid press coverage we have ever suffered they approved our 'night differential' measure. Enough for the good news, our real loss this time around was the 'flex bargaining.' Why? Because it would have saved us the necessity of draining our financial resources in going to the ballot. Not because we have to seek approval of the people who ultimately have pay for it but that we deserve the right to **negotiate reasonable benefits** for ourselves and our families. I would, on behalf of all of us, to express thanks to the other city employees who really carried Prop. 'A', the 'flex bargaining' issue in this past election. I think you will see this measure raised again, it deserves passage.

You have seen many disparaging remarks in this column regarding the promotional processes of the S.F.P.D., but I think that the most damning statement of all is the most recent decision of the Civil Service Commission. Essentially they made it clear that they are not looking for the most qualified candidates for promotion.

One of the things that has not been considered is the morale of the ranks. How can you ask anyone to study for exams when their value is totally eliminated for the sake of ulterior motives, however important? How do you maintain the pride of achievement, the respect for authority by the public, the strength of the chain of command, the quality of decisions in the field, or the honor of the department without merit based advancement? When we look to recruit quality people at the entry level what do we have to offer?

PROPOSITION "B" PASSES

APPEARING SOON IN YOUR PAYCHECK - NIGHT DIFFERENTIAL -

By Joe Reilly, Co. A

A long standing inequity was corrected by the Voters of San Francisco on June 5th. Beginning this July 1st, officers working between the hours of 1700 and 0700 will receive 6.25% per hour above their base hourly wage (premium rate). Interestingly, this will result in an estimated \$3,500 per year increase for the night patrol commander, somewhat sweetening that command position. Also, it seems that a solo motorcycle officer working at night will earn more than a day watch sergeant. The weak arguments which appeared against Proposition "B" quickly faded before the fact that most other city workers enjoy night differential, and it is a very common benefit outside public employment.

The Voters supported it out of a sense of fairness in spite of the recent efforts of the various media to boost TV ratings and hawk papers at the expense of the Police Department. The poison penmanship and mudslinging apparently did stir the public into a backlash at the polls — this time in our favor. The message should be very clear to political opportunists, the bitter critics, and media detractors who have unjustly and maliciously preyed on the accountability of the police officer.

POA President Casciato would not take "no" for an answer during his lobbying for Proposition "B";

neither did Gerry Schmidt, Reno Rapagnani, and campaign managers Rich Schlackman and Tony Fazio. Many personal appearances were made and speeches given to a vast spectrum of San Francisco's political, social, labor, business, and neighborhood organizations. Against the background of the recent bad press which discouraged many among us; very important endorsements were won, and even some opposing forces were persuaded to remain neutral. Their lobbying was met with a barrage of reactions, both good and bad, and often they found themselves debating the current events. Their persistence and direct professional approach paid off, and was impressive enough for a win at the ballot box.

The same kind of effort will be needed when more complicated issues, such as the Tier II problem, are presented to the Voters. Voter surveys indicate that a message for a paid family medical plan for police and fire would be supported, making that a likely prospect for the November election. The action or inaction of the membership will determine whose interests are served within the organization. Take the time to at least become aware of the issues. Lend yourself to future efforts through your station representative. The answer to that recurrent question, "What is the POA doing about it?", must not be left to a minority of the membership, if we are to continue to improve the police officers' lot.

THIRD PARTY LIABILITY TO POLICE OFFICERS

By Janis Musante, POA Attorney

Unfortunately, all too often police officers have failed to pursue any claims they may have for injuries suffered while on duty caused by the negligence of third parties, under the mistaken belief that they would be precluded by the so-called "Fireman's Rule" from pursuing any recovery.

The Fireman's Rule was based on a fundamental principle, to wit: that one who knowingly and voluntarily confronted a hazard could not recover for injuries sustained thereby. Historically, courts took the position that a fireman as well as a police officer, by the terms of their employment, both knowingly and voluntarily confronted hazards such as those caused by the negligence of third parties and therefore could not complain of negligence in the creation of the very occasion for their employment engagement. Generally, the courts took the position that there was no duty owed to the fireman or the policeman to exercise care so as not to require the special services for which the fireman or policeman was trained and paid. The court justified its position on the basis primarily that the risk a fireman and policeman encountered was more than compensated for by the public he served, both in pay, which reflected the hazard, as well as in workmen's compensation benefits for the consequences of the inherent risks of the calling. (Walters v. Sloan (1977) 20 C.3d 199.) In subsequent cases, the California Supreme Court, as well as the California Court of Appeals, continued to bar recovery on the basis of the Fireman's Rule, justifying its holding on the elements of knowledge and foreseeability.

In 1981, the California Court of Appeals came out with a decision which resulted in a major change in the

application of the Fireman's Rule. The case involved an officer of the California Highway Patrol who stopped two vehicles for speeding. He pulled them over and parked between them. The officer turned off the ignition of his unit and set the emergency brake, when, without any warning, his vehicle was struck by the rear car which was being driven by a driver inexperienced with manual transmission. As a result of the collision, the officer suffered a whiplash-type injury. The officer brought an action against the driver of the automobile for his injuries, who interposed the Fireman's Rule. The trial court, originally agreeing with the defendant, after reconsideration found the Fireman's Rule inapplicable. The appellate court confirmed the trial court's holding, finding that the officer's injury was not caused by a risk typical of the activity of apprehending speeders. The risk did not result from the negligent act

continued on page 5

IN THIS ISSUE

POLICE POST	Page 2
POWA	Page 2
WIDOWS & ORPHANS	Page 2
MONEY	Page 3
VALOR AWARDED	Page 7
STATE OF THINGS	Page 8
SHIFTWORK	Page 9
POLICE OFFICER PARANOIA	Page 10
LETTERS	Pages 12 & 13
STRESS OF POLICE PROMOTION	Page 16
PAL	Pages 19, 20 & 21
SPORTS	Pages 22 & 23

Widows & Orphans

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. M. Lennon at 2:10 P.M. Wednesday, May 16, 1984 in the Traffic Bureau Assembly Room, Hall of Justice.

V. Pres. M. Kemmitt and Trustee M. Hurley excused. All other Officers and Trustees present.

Letter received by Treasurer from Mrs. Kenneth Clapp thanking the Association for the prompt response to her husband's death.

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

Treas. Parenti also reported the death of JOSEPH McVEIGH — Born in San Francisco in 1900, Joe, after working as a real estate salesman, became a member of the Department in 1926 at age 26. He served at Ingleside and Mission Stations as a radio car operator and as a beat man. In 1945 he was appointed a Sergeant and assigned to Park Station. After a short time he was sent to Central Station where he stayed for 5 years, then transferred to Park Station remaining there until his retirement on disability in 1952 at age 52. Joe was 83 years old at his death.

REPORT OF TRUSTEES: Bro. Jordan reported on the meeting with Hibernia Bank on Friday May 11, 1984. Miss Minuth, Hibernia, explained the movement of the Market and how it was affecting our portfolio. Possible to buy U.S. Bonds at 12% so will have to look for equities that will appreciate at least that much including the payment of dividends. Association will have \$215,000 for investment the balance of the year. Several stocks were recommended for sales and buys. These were approved by the Trustees.

GOOD OF THE ASSOCIATION: Motion Jeffrey/2nd Newlin that Bro. Frank Jordan be complimented by The Association for his being selected as the Policeman of The Year by the S.F. Chamber of Commerce. As Bro. Jordan was present the compliment was extended at that time.

Members are advised that the next regular meeting will be held Wednesday June 20, 1984 at 2:00 P.M. in The Traffic Bureau Assembly Room, Hall of Justice. There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. in memory of Bro. Joseph McVeigh.

Fraternally,
Bob McKee,
Secretary



POLICE POST #456 NEWS

THE JUNE SWOON

We've heard the expression principally used to refer to some baseball teams that for some unknown reason seem to go into a slump during the month of June. But, somewhere in my memory bank I think that it initially referred to June brides and all the attendant rushing around. The word swoon, as defined means to faint or be rendered unconscious. Now, why wouldn't that refer to the other eleven months? All the other brides and prospective brides should ask for equal time. So much for that.

The month of June does mean a great deal as far as the American Legion is concerned. It is the month for our annual convention which is to be held in Fresno this year. The American Legion, Department of California

will convene during the last weekend in June. The things that go to make for good conventions are vigorous participation in the many programs which are of benefit to so many deserving veterans who are suffering various disabilities. Law and Order is one program which is on the Law and Order Commission. No one has to tell Police Post #456 how important that is. We come across that every day. Delegate strength is what counts and we need paid up members to achieve this. Show your support by making sure your current dues are paid.

Police Post #456 lost one of its most beloved Past Commanders recently. George Holmberg passed on to Post Everlasting and will be sorely missed by his family and the multitude of friends he left behind. The services which were put on by S.F. Police Post #456 were very beautiful and a memorable tribute to a wonderful guy. The gathering at the house was an additional tribute after the services. To his lovely wife Eileen and all of the family who made us all so welcome you can take comfort that George was up there watching it all with a happy smile on his face. May he rest in peace. Till next issue, keep smiling, and may GOD hold you in the palm of His hand.

Your Scribe,
John A. Russell

POWA

Our last meeting was held on June 5, 1984 at the POA Hall, 510 7th Street, San Francisco, Ca. at 7:30 p.m. Our thanks to all who attended.

The POWA Board Meeting regarding the October convention was held at the Hall of Justice on June 9, 1984. Final details about workshops and scheduling were settled. We had a lovely luncheon at the Sir Francis Drake Hotel with a tour of the rooms that will be used in October.

The NOR-CAL Picnic was held at the San Mateo Memorial Park on June 24, 1984. A great time was had by all!!! It was nice to get together with all of our families to enjoy the sunshine.

The next meeting of the San Francisco Police Officers Wives will be on Tuesday, July 3, 1984 at 7:30 p.m. at the POA Hall. Anyone needing more information or transportation please contact Pat Barsetti (415) 566-5985, Cathy Oberhoffer (415) 344-9225 or Wanda Manini (415) 566-1872. Hope to see you at the next meeting.

May 14, 1984

The Honorable Diane Feinstein
Mayor of San Francisco
City Hall
San Francisco, California 94102

Dear Mayor Feinstein,

We are writing to express our concern regarding the inundation of press coverage in recent weeks of the "police code of silence."

Our particular concern is the recent statement made by Lt. William Taylor in the May 10, 1984 issue of the San Francisco Examiner. Lt. Taylor's remarks disparage the image and integrity of the entire Police Department. To quote Lt. Taylor, the code of silence has resulted in "repeated miscarriages of justice." He also alludes to the idea that officers beat suspects and fake evidence, stating "they have every motive in the world to lie."

We strongly object to insinuations by the Police Administration and the press that the entire membership of the Police Department is corrupt and immoral.

Though we certainly do not condone unofficer like conduct, it is grossly unfair to place a stigma on 99% of the hard working officers and their families.

Your dynamic leadership has always been a source of strength for San Francisco and you have repeatedly shown your support for the Police Department. We implore you to intervene in this situation and assist in reaffirming the good name of the Department.

We appreciate the opportunity to express our concern.

Sincerely,
Patricia Barsetti
Wanda Manini
Cathleen Oberhoffer

May 17, 1984

S.F. Police Officer's Wives Association
P.O. Box 22022
San Francisco, California 94122

Dear Police Officer's Wives:

Thank you for the thoughts, and concerns, expressed in the May 14th letter from your officers. I truly appreciate knowing your views.

Of course I agree with you that it is grossly unfair to stigmatize all police officers for the actions of a few who behaved badly. Doing so is a grave disservice to our entire Police force, and to the City itself. I have made that

point repeatedly and will continue to do so.

In many years as Mayor I have worked closely with the Police Department, and have come to know and respect hundreds of its members. We have seen them build the department's effectiveness and stature, and I am convinced our force is one of the nation's finest.

You have every reason to be proud of your husbands and the work they are doing. Through their work and their help to the community, we have seen crime decline steadily in this city.

continued on page 3

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the San Francisco POLICEMAN

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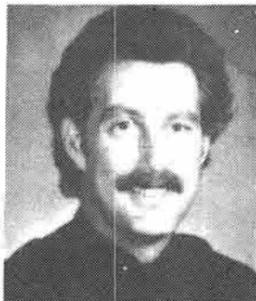
- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom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

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Treasurer's Column

by Duane Collins



MONEY

HOW LONG WILL WE EXIST?

If it were up to the Administration of the police department or CITY HALL, we would have been out of business 38 years ago.

I would like to quote a good friend of mine from the last issue of our newspaper. "The membership of the SAN FRANCISCO POLICE OFFICERS' ASSOCIATION can be assured that the BILL of RIGHTS and the rights under the UNITED STATES CONSTITUTION will not be abridged by the administration of the SAN FRANCISCO POLICE DEPARTMENT as long as this organization exists." That was written by PAUL CHIGNELL, our vice president. I would like to go further. I believe we are here to protect and defend members as stated above, but we also have an obligation to protect and increase working conditions and benefits. Our victories of two years ago (time and a half overtime) and last week (night differential) show that we are committed to this end and are successful in our attempts. Each and every member who works nights now has been given back their dues money five times over each and every year! Not a bad return on your investment!

Don't think that these victories, and many others that have cost City Hall millions of dollars, go unnoticed. Every time we take them to court or to the polls and win, (we win a lot more than we lose), it makes them very angry. They continue to try to block our getting the basic benefits due all working men and women in this great city of ours. Don't think these battles come cheap. Time and a half overtime cost the Association \$100,000. Night differential cost us \$50,000. Every time we go to court it costs us tens of thousands of dollars. But we should always be ready to spend in order to get what is rightfully ours. We should never hesitate to defend a member when accused of wrong doing. This is where our strength lies, in the ability to haul them into court and, more time than not, emerge victorious!

I have noticed a trend over the last couple of years. The trend is to take many disciplinary hearings before the Police Commission; cases that, in the past, were handled behind the closed doors of the Chiefs' office. The chief has the right to suspend for up to ten days. In the past, this was exercised and many members found themselves with a reprimand or even a day or two off. It was handled very quickly and, generally, to everyone's satisfaction.

FOOTBALL QUIZ

Would you answer these questions...

1. Have you ever attended a University of Notre Dame football game with 10,000 crazy Irishmen?
2. Have you ever attended a USC vs. Notre Dame football game at the Los Angeles Coliseum?
3. Have you ever tried to find your Hertz rent a car at 2 a.m. in downtown Los Angeles with Dan Gardner?
4. Have you ever went disco dancing with Mike Puccinelli?
5. Have you ever tried to sleep in your motel room and Mike Rolovich is in the next room with his blender going?
6. Have you ever shared a room with Charley Mahoney or Jack Minkel?
7. Have you ever watched the smooth, suave talking of Jeff Smith to young ladies?
8. Have you ever looked out of an airplane window as it was taxiing down the runway and seen John Murphy below riding on the hood of a PINTO?
9. Have you ever attended a Dan Ferretti Playform Diving class from a Marina Del Rey restaurant?
10. Do you know anyone on the Redondo Beach Police department?

Well, if you are interested in the answers to these questions or would like to spend one heck of a weekend in Los Angeles then contact any of the guys mentioned above and ask them about their trip to L.A. This will be our seventh trip to Los Angeles and we still have some seats available.

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SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT

APRIL 1984

INCOME:

Dues - Active	\$40,454.10
Retired	53.25
Policeman Income	995.87
Interest Earned	438.66
Misc. Income	136.00
	<hr/>
	\$42,077.88

DISBURSEMENTS:

701 Accounting	140.00
723 Dues Collection	201.52
728 Equipment Rental	81.16
730 Expense Acct. (Pres.)	400.00
744 Insurance & Bonding	420.46
753 Janitorial Svcs	540.00
761 Maintenance (Equipment)	801.00
771 Mailing	284.36
772 Public Relations	116.12
773 Rent	1,191.83
776 Salaries - Office	4,044.96
777 Salaries - Executive	2,992.00
781 Supplies - Office	509.12
782A Supplies - Administrative	422.17
783 Income Tax	1,178.00
785 Federal Payroll Tax	2,555.08
787 State Payroll Tax Less Withholding	323.98
	(2,186.82)
792 Utilities	1,211.07
794 Building Maintenance	33.92
796 Retirement (Pres.)	188.44
830 Health Svcs/Retirement	1,642.57
835 Insurance	1,015.33
845 Legislative	74.85
845D Legislative-Prop B	7,390.00
855 Political Contributions	3,000.00
860 Screening	5,563.00
860A Screening - Retainer	2,000.00
863 Publication	2,748.29
870 COPS	3,341.60
872A Insurance - Life	1,101.05
875 Federal Litigation	229.35
880 Stress	284.60
895 Sports	2,586.05
896 Backpacking	1,092.62
	<hr/>
	47,517.68

Cash spent over receipts 5,539.80

Cash at beginning of period	
General Account	\$39,147.06
Dean Witter Acct.	58,448.94
	<hr/>
	97,596.00

Ending Cash balance	
General Account	\$39,168.60
Dean Witter Acct.	52,887.60
	<hr/>
	92,056.20

The balance on hand at the commencement of the month was \$97,596.00. There was received from all sources during the month of \$42,077.88; during the same period the expenses amounted to \$47,517.68, leaving a balance on hand of \$92,056.20.

*** Bley Bill Mar. '84 Charges

Pd. Mar. '84	\$11,198.58
Bal. Due	-0-
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	32,199.92

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POWA

continued from page 2

I am sure most San Franciscans will not allow an isolated incident to taint their confidence in the fine men and women who work so hard for all of us.

Sincerely,
Dianne Feinstein
Mayor

June 5, 1984

Mayor Dianne Feinstein
Chief Cornelius P. Murphy
Civil Service Commission
Judge Robert Peckham
Editor of the San Francisco Chronicle
Editor of the San Francisco Examiner

In response to the recent Civil Service Commission decision regarding the Q35 and Q50 examination, we wish to express, strongly, our abhorrence of this blatant disregard for the civil rights of the San Francisco Officers.

We can't express it any better than Officer Larry Barsetti as quoted in the San Francisco Chronicle on Tuesday, June 5, 1984, and we quote; "Some of the people joining this department now are not fit to be peace officers, and I know whereof I speak because I'm a field training officer and teach at the academy. The Officer of Citizens Complaints is backlogged with complaints about this kind of officer, and the city attorney is going to have to defend these incompetent people in court, regardless of their sex or color....Do you really want to take other incompetent people and make them their leaders?"

If you were given the responsibility of choosing an officer to not only protect the citizens of the City, but also to supervise, teach and direct other officers, which candidate, in good conscience, would be the most qualified.

CANDIDATE #1

- 13 years as a "street cop."
- 7 years as a field training officer.
- Instructor at the Police Academy.
- Is literate and educated.
- Studied diligently for over 6 months in preparation for the exam.

CANDIDATE #2

- 6 years with the Department (2 years of which as a "street cop").
- No supervisor experience.
- Is functionally illiterate.
- Did not study for the exam.

Due to the recent decision, Candidate #2 is going to be chosen over Candidate #1, simply because of race and sex, not qualification.

It is a sad comment when officers who have dedicated their lives to the Department and the City of San Francisco are in essence being told that the City does not want a working cop, that the City does not appreciate a working cop and that pride in your work is worthless.

Maybe we should take a lesson from successful businesses, where people are promoted on their merit, rather than their race.

DON'T THE CITIZENS OF THIS CITY DESERVE BETTER!!!!

Respectfully,
Patricia P. Barsetti, President
for

MEMBERS OF THE SAN FRANCISCO POLICE OFFICER'S WIVES ASSOCIATION

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NEWS BULLETIN

Inspector Tom Vigo and the San Francisco Police Department have been honored by the Irwin Memorial Blood Bank for outstanding support of the community blood program in 1983. Inspector Vigo, who organizes the department blood drives, received the Coordinator Award and the department was presented Irwin's Award of Achievement for its more than 400 donations last year. Other recipients of the Award of Achievement were Crocker National bank, Metropolitan Insurance Company, San Francisco State University, Southern Pacific Social Club and the University of California San Francisco.

WHAT JUSTICE IS THERE?

By Officer Sandi Gallant

All of us who studied so hard for promotionals are in shock at the apparent inequities of a system that asked us to give part of our lives to study for examinations to help us realize our goals — and then turned around a year later and punished us for doing it — by giving our jobs to people who never cracked a book and made little or no effort.

What Justice is there, anyway?

I will tell you:

The same damn "justice" that tells a family, "The insurance doesn't cover your child's illness," and the child dies because her parents couldn't raise the money soon enough to save her — yet a criminal can be shot while committing a crime and then "Medi-Cal" his way through system without ever being questioned about it!

What Justice is there?

The same "justice" that exists when a woman goes blind and society punishes her by saying it won't take care of her when her small son pleaded for them for help — yet an illegal immigrant can come here, work

only four years, be caught and deported, then collect social security benefits for the rest of his life — without ever being questioned about it!

What Justice is there?

I can't find it, can you?

By comparison, our problem is certainly the least of the evils, however, when you struggle to work within a system and then have your throat cut for making honest effort, its time to question:

"What's going on?"

It's like watching a child that never does what his parents ask him to, and then make a fuss, cry and demand to get his own way — and they give him what he wants. Rather than nipping the problem in the bud, the parents relent and in time the child is out of control and spoiled rotten. He never learns to work for what he wants, to make sacrifices, or to appreciate anything that has been done for him.

Are we already watching this problem surface in our Department, since the standards of hiring were lowered? What will happen in a society when the entire system is permeated with supervisors, managers and leaders who have received their position in the same way? Like that spoiled child, in time, things will be out of control.

From here, it looks like there is a great injustice in our "system of Justice."

And, what does the public think about all of this? After all, they are the ones we are serving, and they are the ones who will suffer in the long run.

I think it's time we try to do something about it, don't you?

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THIRD PARTY LIABILITY TO POLICE OFFICERS

continued from page 1

of speeding but from the entirely separate and independent act of driving an unfamiliar vehicle. Such a risk was therefore not apparent to the officer, nor was it a reason for his presence at the accident scene. (*Malo v. Willis* (1981) 126 C.A.3d 543.)

The Fireman's Rule has been changed by the 1982 amendment of Civil Code S1714.9 to provide that a peace officer, firefighter, or emergency medical personnel employed by a public entity may recover for willful acts and for want of ordinary care which occurs after the defendant knew or should have known of the presence of the peace officer or when conduct violates a statute designed to protect such persons. The Fireman's Rule also is inapplicable when the defendant's independent conduct was ultrahazardous. The rule, further, does not bar recovery for an independent act of misconduct which was not the cause of the officer's presence at the scene. Example: Officer attempting to arrest a prostitute in a parking lot was intentionally run down by the prostitute's customer in a car.

One of the latest appellate court cases held: "Fireman's Rule does not apply to injuries inflicted by an independent act or not connected with the event bringing the officer to the place of the injury; the rule does not apply to injuries caused by conduct which the officer could not reasonably anticipate would occur by reason of his presence at the place of injury; but the rule still does apply to injuries inflicted by a participant in the event bringing the officer to the place of injury and the act causing the injury is one which the officer

should reasonably expect to occur while he was engaged in the duty bringing him to the place of injury."

The bottom line is that an officer injured while on duty because of the negligent acts of a third party should consult with his or her attorney to determine whether or not the acts which gave rise to injury will fall within the Fireman's Rule, notwithstanding that that officer receives any compensation benefits from the city. In addition to medical bills incurred as well as time lost from work, the officer may be entitled to compensation for his or her pain and suffering.

the San Francisco Police Commission, and in fact was primarily responsible for the Police Commission's holding that unless charges against any police officer are timely filed by the Department, such charges will be dismissed as a violation of the officer's due process rights.

Mrs. Musante is married to San Francisco Police Officer Ray Musante and is the daughter of the late Lieutenant of Police Alan A. Rosenbaum.

Mrs. Musante has indicated that she is available to provide legal consultation free of charge regarding any of the above to members of the Association.

BRIEF BIOGRAPHY

Janis Musante is an Attorney in private practice, with her offices located at 220 Bush Street, Suite 1500, San Francisco, California, and was previously with the Law Offices of Bley and Bley, Stephen Bruce Bley, Inc., attorneys for the San Francisco Police Officers Association. On numerous occasions Mrs. Musante represented various members, both in court and before

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The Secret Code That Keep Cops From 'Snitching'

By Ivan Sharpe
Examiner staff writer

At its worst, the police code of silence has sent innocent people to jail. It has ruined and humiliated officers and forced others to undergo taunts and abuse as snitches.

Its rules are unwritten. But, as San Francisco Police Chief Cornelius Murphy said in a soul-searching letter to his officers last week, the code can be more powerful than any code of ethics.

It has been called the Blue Curtain. Veteran officers admit there are a few Serpicos (police such as the legendary New York officer who exposed corruption) around with the courage to throw it open.

Although the penalties for snitching are not as extreme as the Mafia's, police officers who turn in their colleagues for wrongdoings face nights of sleepless anguish.

One veteran officer at San Francisco's Central Station, who let it be known years ago that he did not approve of his colleagues accepting small bribes from bar owners, said he was shunned and called crazy.

"It was a painful time," he recalled last week. "The chief's letter made us all look deeply within ourselves. It's been churning in me."

"I still struggle over whether I would have been better off just keeping my mouth shut. I don't think I have ever really resolved it."

In a recent San Francisco court case, Officer Ernest Wilberg admitted he lied when as a rookie officer he said he had not seen his partner kicking a man. Since changing his testimony, he has been called a "snitch," and worse, by other officers.

The public caught a glimpse of the code of silence at work last week when officers at a Police Academy graduation party refused to incriminate those who brought in a prostitute to perform oral sex on a handcuffed rookie.

Murphy admitted that peer pressure can be "enormous and overwhelming," but urged his officers to make a choice between loyalty to fellow officers and a sworn duty to uphold the law and public trust.

Lt. William Taylor, in charge of the internal investigation of the prostitute incident, said the willingness of officers to cover up for each other has made his 14 years of investigating public compliments of

misconduct "extremely frustrating."

"One of the things I have never been able to understand is why an officer expects a colleague will lie for him if he gets involved in an illegal situation," he said.

Since courts and juries assume officers have no motives for lying in cases of their words against a defendant's, he also said that the code of silence has resulted in "repeated miscarriages of justice." Yet, Taylor said if an officer has beat up on a suspect or faked evidence, "they have every motive in the world to lie."

Recruits are taught at the Police Academy to report unethical or criminal conduct by their colleagues.

A standard question asked of police recruits is: "If you saw your partner taking a bottle of liquor out of a store without paying for it, what would you do?"

Said Inspector Jack Ballentine, who teaches at the academy: "The answer is that you'd report it, not ask to share the bottle, if you want the job."

But once out on the streets, the rookie officer often faces sterner tests — gray shades of corruption and unethical behavior that force painful choices.

Said Taylor, "First, they might stop and have a drink on duty. Then, if he passes that test, they might feel him out about whether he is willing to accept gratuities in exchange for looking the other way at a bookie operation, or at a bar that stays open after closing time."

"Once confirmed, the new officer becomes one of the boys."

Soon, the gray areas become more like black and white. And the question is: Where do you draw the line?

Deputy Chief Richard Trueb said Murphy does not expect a report every time an officer accepts a free cup of coffee. Yet former Chief Charles Gain put several restaurants off limits because of their practice of giving officer cut-rate or free meals.

Asked whether he would have come forward to report the prostitute's sex act with a recruit had he been at the party, Don Carlson, the officer newly assigned to teach ethics at the academy replied, "I would hope I would."

Carlson, a training sergeant since 1980, said, "I recognize that choices like that ... are probably one of the hardest choices a police officer has to make. Peer pressure is very strong in law enforcement. And we really can't teach people to make those choices. The real reasons ... come from within yourself."

Carlson said he once has to make such a choice himself. While declining to provide details or to say whether he had made a report or kept silent, he recalled, "It was one of the hardest things I ever had to do. And even today, I am not sure that I did the right thing. But I can live with it."

The rule to keep your mouth shut and never squeal on a fellow officer exists in police departments across the country. Sociologist William Wesley, who studied police secrecy in the 1950s and again in 1970, said that 77 percent of officers interviewed would rather commit perjury than testify against their partners.

He also reported that not a single officer was willing to report other officers for unwarranted brutality.

San Jose Police Chief Joseph McNamara's began trying to persuade his officers to stop covering up for each other seven to eight years ago.

As an example of the turnaround he has achieved, McNamara cites a current case in which an officer came forward to report that three of his colleagues had had sex with an underage girl.

"I think Con Murphy is on the right track by making a public appeal to the officers professionalism," he said. "It's not easy to do, but the officers have to

understand ... they must report these things."

Trueb pointed out that codes of silence exist among physicians, lawyers and even truck drivers.

McNamara said officers cover up for each other because "we share danger and we often share abuse from the public. ... We know we're always open to attack, both physically and professionally. There's a feeling we've got to stick together and trust each other, no matter what."

San Francisco Park Station Sgt. David Roccaforte, who trains officers in crowd control, put the feeling more succinctly: "We gotta take care of ourselves. ... The only friends we got are each other."

And he said that leads to situations where an officer covers for his partners when he visits a girlfriend, or officers will back each other up when a crime report is fudged.

Inspector John Willett, a 14-year veteran, admits that his colleagues might have protected him when he was overzealous in making arrests. "I remember a Mission Station sergeant telling me I had too many resisters (suspects charged with resisting arrest) in the wagon and telling me, 'Keep your cool.'"

Other officers, however, claim the code of silence is exaggerated. Said Ballentine, "I think the code of silence has about as much credibility as honor among thieves. They are both myths."

(Reprinted From S.F. Examiner, Thurs, May 10, 1984)

May 11, 1984

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

Sir:

I feel I would be less than honest with myself if I did not voice my strong objections and total outrage at the remarks made by Lt. Taylor of Internal Investigations. If this man has one ounce of respect for his fellow officers, I would be shocked. His total irresponsible and insensitive remarks are an insult to any police officer.

Drinking on duty, accepting bribes, or associating with a "bookie" has never been a part of mine or any of my partners' police activities. These types of accusations cast an even darker cloud over our already troubled Department. Public trust is everything in this job. Lt. Taylor makes us sound like a den of thieves who have sworn an unholy pact with ourselves and the Devil.

Maybe it is time for Lt. Taylor to leave the confines of his office and the Hall of Justice and ex-

perience police work at the street level. This is 1984 not the 1950's.

I am proud to be a police officer. I do not like having to explain, justify or prove my integrity and motives for doing this job to the type of people who thrive on this type of "garbage."

When Lt. Taylor, speaking as the head of the Internal Investigation Unit, makes such statements to the press, they have a strong impact on the public. When in reality, he has given the press new fuel to burn down the Department's image, as well as the pride of its officers and families.

I cannot believe his remarks could have been endorsed by you or any of the Department Chiefs. I pray that the patrol force has a higher status than that of Lt. Taylor's portrayal in the minds of you and the rest of your administration. Such irresponsible actions by a ranking officer can only slow the healing process and revitalization that this Department so badly needs.

Thank you for your time.

Most respectfully,
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Club Names Outstanding Cops

SAN FRANCISCO — Eric Quema and his partner, Louis Espinda, were honored recently by the Mission District Kiwanis Club as Outstanding Policemen of the Year. The two officers patrol the Mission District in San Francisco and were chosen for the distinction from nominees submitted by various watch commanders from the Mission Station.

Quema, 27, and Espinda have been partners throughout their short, but full, three and one half years on the force. They were graduated from the same Police Academy class.

Their assignment in the Mission District came "by choice" at a time when other officers preferred to transfer out of the area. Quema said gang and lowrider problems once prevalent in the area have decreased significantly with stricter law and better enforcement.

He also said his partnership with Espinda, who is Japanese and Portuguese, "blends well with the people" in their patrol area. "Not only with the merchants," he said, "but people we arrest are more comfortable with us. The attitude towards us is not hate."

As unusual as it seems, Quema said when he and his partner encounter on the street, anyone they have previously arrested, it is not unusual for that person to walk with them on their beat. He described the relationship as "friendly."

Quema became interested in law enforcement while a high school student. He was a deputy sheriff in the city

for two years before moving to the San Francisco Police Department. His experience with the Sheriff's Department "primed me for the police department."

He said he believes in the "basics" of law enforcement — serving the public and the protection of life and property.

During the April awards ceremony, it was announced that a few days earlier, Quema and Espinda were placed in a situation where they were threatened at gunpoint while serving a warrant. The suspect, whose girlfriend was the subject of the warrant, barricaded himself in the house. Quema and Espinda called for back-up and the conflict was resolved without any bloodshed.

Quema a native of San Francisco and the son of Ross Quema, principal of the Filipino Education Center, and Purita Quema of the San Francisco Unified School District Intake Center. He spent three years in the Philippines as a child and said he can speak some Tagalog. Bilingual Filipino police officers are needed at the department, he said.

He and his wife, the former Linda Manalo, have been married a year and a half and are expecting their first child in November.

Also honored by the Kiwanis Club was Raymond Molinari, Fireman of the Year. The awardees were given plaques and cash awards.

(Reprinted from Philippines News, May 9, 1984)

MOTHER'S DAY BREAKFAST

If you missed the South of Market Boy's Mothers' Day Breakfast, you missed one of the biggest Mothers' Day Breakfast in years, more than 400 people were in attendance.

There were so many people responsible for this successful event that it is hard to single out every individual who was involved in making it such a success. Angelo and Ruth Rolando handled the reservations like the pros they are, even to a flood of last minute reservations. Leo Sapienza and a number of others took whole blocks of tables to sell; the Police Officers Association provided transportation for the 22 elderly ladies from Laguna Honda Home who were their guest at the breakfast. Captain Elmer Towle, as usual contributed towards the purses for each of the ladies and Ernie Lotti picked the purses up as well as the corsages for each of the ladies. Si Tashjian contributed the flowers for the members of the Breakfast Committee.

Karen Sapienza decorated the head tables and along with her mother Margaret, created individual flowers for each of the ladies present.

Walter Traverso provided his usual "toe-tapping" music for the event; while soloist Jim Bogue, the "Singing Fireman" rendered some stirring music, especially his rendition of "San Francisco" and "I Left My Heart in San Francisco" both of which are being proposed as our local theme song. Jim and his accompanist Francew Simas rendered several other songs and stirred the audience to sing along with them.

The food was delicious and well served and our Speaker of the Day, Supervisor Quentin Kopp was in good form in his salute to all mothers and the contribution made by women to our past and present in this country.

All in all, thanks to so many people you might say that it was really a Mothers' Day to Remember, and we're sorry for you if you missed this fine event. You also missed a chance to visit with Senator Tommy Maloney, who was with his son and daughter-in-law, grandson Kevin and his wife, as well as John and Helen Pettit, world travelers and long time active workers in the South of Market Boys.

(Reprinted From South of Market Journal, May, 1984)

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Asian Cops' Valor Awarded

SAN FRANCISCO — Two Asian American police officers were recently given Silver Medals of Valor for protecting a holiday crowd from an armed and deranged man in Chinatown.

Officers Edward Dare and David Tambara were the only two given Silver Medals on Thursday, April 26, when the S.F. Police Commission awarded some 22 officers for bravery.

The two officers were at Portsmouth Square in Chinatown for the August Moon Festival last September, when they heard a radio report of a man nearby threatening passersby with a meat cleaver. (See *Asian Week*, 9/29/83.)

Upon arrival at the scene, they found Vo Tuoc Traung, 33, waving a blade to try to stave off three kung fu students who had formed a ring around him, shielding passersby.

The two officers attempted to subdue the man, but he charged Tambara and then charged Dare with the blade raised in a striking position. Finally, Dare was forced to shoot him to death.

Investigators later found threatening letters in the room where Traung had been staying. *Asian Week* learned the man's social worker had been warned repeatedly that "this guy was mentally off" and should have been considered dangerous.

Dare, who was born in Chinatown but whose family moved to the Mission district during his infancy, said he was especially thankful to people in the Chinatown community who gave him friendly support after the incident.

"It is in the mind of every police officer to be prepared for having to kill, but you're never really prepared," Dare said. "Being in the Community Relations unit of the department, I was afraid I'd get bad vibes from the community after it happened. But people were real supportive, coming up and asking how I was doing and if everything was okay."

Tambara, a Sansei who was born in Sacramento, but

has lived in San Francisco since he was six, has served on the police force here for eight years and has received a Commissioners' Commendation.

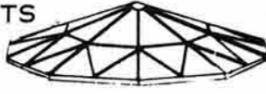
"But this was a different experience — I never had to use a gun before. Sure, I've drawn my gun on numerous occasions when confronting suspects, but I hadn't been in a situation where somebody got shot to death," he said.

Tambara, also in the Community Relations unit, often patrols Japantown or works special events in other Asian communities with Dare. They worked overtime the day after the shooting, keeping an eye on things at the autumn fair at the Japan Center.

Receiving Bronze Medals of Valor were office Victor Tsang, who raced into a burning apartment building on Turk Street to rescue sleeping tenants, and Officer Leslie Chong, who with her partner successfully disarmed a distraught husband who was threatening his wife with an automatic pistol.

(Reprinted from Asian Week, May 11, 1984)

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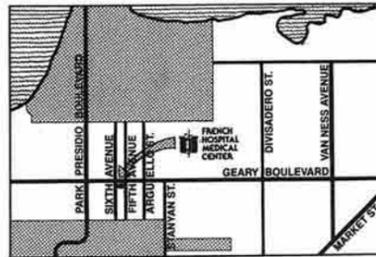
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Police Recruit Disarms Knifer

An off-duty San Francisco police recruit jumped off a Municipal Railway trolley bus yesterday and disarmed a knife-wielding woman who had stabbed two people.

Dan Gray, 25, was returning from the beach yesterday morning when he spotted several women struggling at a bus stop at 26th Avenue and Taraval Street.

Gray said he got off the trolley, grabbed the armed woman and told her, "Let go of the knife." The Muni driver called police.

Nancy Szeto, 46, was booked on two counts of aggravated assault. Officer Robert Landucci said she appeared distraught and had threatened to kill U.S. immigration officials.

The victims were identified as Vikching Wong, 50, and her daughter, Sukyee Chu, 20. Wong was taken to Mission Emergency Hospital, where she was treated for minor lacerations of the back and released. Chu, who suffered minor hand wounds, was treated at the scene.

(Reprint from S.F. Chronicle, March 29, 1984)

THE STATE OF THINGS

By William Hemby
Legislative Advocate, COPS

Why can't the legislature be like the movies. At least in the movies, the good guys are always the good guys and the bad guys are always the bad guys. Take for instance, one legislator, Stan Statham, an upstanding Republican from Redding.

On February 15th, Statham introduced AB 3130, which makes murder "committed while the defendant was engaged in or was an accomplice in the commission of, or attempted commission of, or the immediate flight after committing or attempting to commit child abuse", a special circumstance calling for a first degree murder conviction.

Now, as a cop, you would applaud this legislation. Putting child molesters who commit murder away for good, or sending them to the gas chamber, to me, is a good idea. Let's make Stan a good guy!

Two days later, Stan introduces AB 3616. This bill says that when a cop, or any public safety officer, is away from the job on disability leave, he shouldn't accrue sick leave or vacation leave. So, if you are injured on the job, and can't work for six months, you lose any sick leave or vacation leave that now accrues during that six months.

Working in a profession where injuries are fairly prevalent and time off because of those injuries is not

uncommon, may make one take umbrage with AB 3616. "Here I am, out there fighting crime and making the streets, even Redding, safe for upstanding good guys like Stan, and he goes and tries to take-away my earned sick and vacation time."

Well, if you had to award that good guy—bad guy badge based on these two bills, what would you do?

If you are like me, you would feel that protecting your benefits, which in turn makes your job a little more palatable, is more important than a possible murder conviction in a hit-and-miss judicial system. Under those circumstances, poor Stan would lose his good guy badge.

Fortunately, we don't have to make that kind of judgement, (not at first blush). In our peculiar system in Sacramento, we can support Stan's murder bill and oppose his sick leave/vacation leave take-away legislation.

However, when legislators consistently do these funny things to us, they make a mark that is as irrefutable as any fingerprint. After a while, all you have to do is read the subject matter of a bill and who the author is and, most times, you can tell whether a bill is going to help or hurt.

I wish they would pass legislation that makes good guys stay good guys, and bad guys stay bad guys. It would certainly make my life a lot easier.

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Working Nights Can Be Hazard To Your Health

By Cotten Timberlake
Associated Press

Shiftwork can be hazardous to your health, researchers say.

The foremost peril from working nights or rotating between days and nights seems to be disruption of sleep.

Other possible dangers include weight gain, gastrointestinal disorders, higher incidence of injury, moodiness, marital problems.

And then there are the practical hurdles of shiftwork, such as the difficulty of getting public transportation to work at odd hours.

"Numerous studies have associated shiftwork with sleep problems," said Donald I. Tepas, who directs a sleep laboratory at the Illinois Institute of Technology in Chicago, where he is a professor of psychology. "Most of these people have trouble getting enough sleep."

According to the "chronobiological" theory, shiftworkers have problems sleeping because they attempt to sleep at the wrong time of the day.

Other scientists believe shiftworkers sleep less because of social pressures, Tepas says.

"There's considerable reason for that night worker to get up early. A lot of things start happening in the house in the afternoon. Kids come home from school, dinner is served, the news comes on television," Tepas said.

"Since sleep is more of a solitary act than most other behaviors, it is the first to be reduced and reaches some minimal level almost instantly, given the social time demands of some shift schedules," he said.

But the result may not be a disturbed sleep but a more efficient sleep period, he adds.

Studies show that night shiftworkers sleep the least, and afternoon-evening workers sleep the most, Tepas says. This is true for both permanent and rotating workers. Rotators on the night shift sleep less than permanent night workers, he says.

But, acute sleep loss leads to chronic sleep deprivation, then to "microsleeps," or drowsiness, then to lapses — "periods during which responses aren't made" — which leads to impaired performance, Tepas says.

Tepas says impairment is most evident when the workers' tasks are not self-paced, such as assembly lines, and says that workers lose the ability to assess their own performance and the extent of their fatigue.

"Continued chronic sleep deprivation may very well lead to a variety of health problems...and result in a general decrease in life expectancy," Tepas said.

Michael J. Colligan, a research psychologist with the National Institute of Occupational Safety and Health in Cincinnati, surveyed 1,219 nurses on permanent day, afternoon and night shifts, and on rotating schedules to assess the effects of the shift worked on sick leave and frequency of worksite clinic visits.

He found that compared with nurses on permanent shifts, rotators exhibited a significantly higher rate of clinic visits and took more sick days for serious illnesses.

Charles Ehret, a chronobiologist at the Argonne National Laboratory in Illinois and a private consultant, said: "Shiftwork fatigue is not simple tiredness or simple fatigue of the sort that most workers experience. Shiftwork fatigue is in fact a transient condition of mental dysfunction.

"When you reset your body clock from one time to another, until the body clock is complete reset, it experiences multiple problems."

He said workers' biological functions are desynchronized, and if they do not resynchronize, that can lead to neuroses such as depression and manic depression.

"Where the worker isn't handling it well you find absenteeism, mistakes. They perform bad work and in the severe condition there are catastrophes," Ehret

said.

Michael J. Thorpy, director of a sleep-wake disorder center at Montefiori Medical Center in the Bronx, N.Y., says some shiftworkers complain about feeling irritable, anxious and depressed.

Thorpy says shiftworkers do experience appetite changes. "It can go either way," he said. "Either people lose weight or gain weight, and usually they put on weight."

Tepas says shiftworkers have irregular eating habits that may lead to gastrointestinal disorders.

He says, though, that he has not seen any evidence indicating that night workers drink or use drugs more than other workers.

(Reprinted from S.F. Examiner, Mon., June 4, 1984)

San Francisco Police Department
Weekly Vacancy Report-Sworn Personnel

Rank	Budgeted Positions	Filled Positions		Variance	Vacant Positions Cleared For Appointment	
		Permanent	Temporary		Permanent	Temporary
Q2 Police Officer (A) Regular Budget	1332	1327		-5		
(B) Funded by Q35 Vacancies		15		+15		
(C) Funded by Q50 Vacancies		23		+23		
Q2 Subtotal	1332	1365		+33		
Q20 Policewomen	4	4				
Q35/0380 Inspector	309	276		-33	16	
Q50 Sergeant	214	159		-55	23	7
Q60 Lieutenant	77	6	62	-9	3	
Q80 Captain	26	19	4	-3		
Exempt (Inc. Q63)	10	10				
TOTAL	1972	1839	66	-67	26	23

Remarks: _____

Prepared by: *Patricia A. McHugh* Rank *PERSONNEL* Approved by: *James H. Astor* Rank *At. #832* Star

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A smiling Officer William Boniface of the School Safety Patrol Detail, San Francisco Police Department, stands behind the winners in the "Simon Says" Drill Championship. Displaying their awards, from left to right: Third Place Winner Miriam Barraza, a 14 year old 8th grader from St. Anthony's School; Second Place Winner Cinthia Aglubat, a 14 year old 8th grader from St. Thomas the Apostle School; and First Place Winner Stewart Chin, a 13 year old 7th grader from St. Finn Barr School.

The "Simon Says" competition was held as part of the School Safety Patrol Review sponsored by the California State Automobile Association (AAA) in Golden Gate Park during School Safety Patrol Week (May 6-12).

"POLICE OFFICER PARANOIA TOWARDS L.A. CITIZENS"

(From The Los Angeles Times, March 15, 1982)

Regarding your article (FEB 25 1982) "Paranoia in Police Training Films Seen," in which researchers criticize some police training films as resulting in officer paranoia towards citizens. The study was nationwide, and the local angle was not well developed. Perhaps your readers should be aware of some local perspective on the subject.

In March, 1963, Los Angeles Police officers Karl Hettinger and Ian Campbell failed to exercise an appropriate degree of "paranoia," as researchers stated, when they approached a suspicious vehicle on Hollywood Blvd. without drawing their guns. We buried Campbell.

In April, 1970, four California Highway Patrolmen on the Ridge Route failed to exercise an appropriate degree of this so-called "paranoia" when stopping a car containing two more "citizens." All four Patrolmen were shot to death in the ensuing 90 seconds, setting a modern day American Record for officer fatalities at one incident. (One of the suspects later told police that the reason the suspects had begun shooting is because the officers approached *without* their guns drawn and pointed at them).

In July, 1973, an LAPD motorcycle officer, working alone in the (then) mostly upper-middle class San Fernando Valley, failed to exercise an appropriate degree of "paranoia" while stopping a "citizen" for a traffic violation. The "citizen," armed with a stolen weapon, in a stolen car, shot and killed the officer.

In February, 1976, an LAPD officer failed to exercise an appropriate degree of "paranoia" as he walked into a MacDonald's Restaurant robbery with his gun safely pointed downward instead of pointed at the people he saw standing by the safe. They were the last people he ever saw.

In August, 1979, an LAPD officer failed to exercise an appropriate degree of "paranoia" when stopping a "citizen" in a vehicle for reckless driving. The "citizen" was an armed robber. The officer is dead.

Paranoia? During the past 18 years, 20 LAPD officers have been murdered in the line of duty. In 1980, assaults with firearms on LAPD officers increased a staggering 53.8% over 1979; 160 assaults with firearms were committed, more than any year in recorded LAPD history. (More than the year of the Watts riots, more than any of the years of the 'off-the-pig' activities of the Black Panthers and Weather Underground).

The highest increase in the number of assaults with deadly weapons against LAPD officers occurred in the mid to upper-class West Los Angeles area, which had a 680% increase from 5 incidents in 1979, to 34 in 1980). The crime-ridden South Los Angeles Divisions did not experience such dramatic percentage increases; however, they are all ready at the top of the scale, accounting for 174 such assaults in 1980.

The reporting of the researchers' conclusions in your story suggests a lack of restraint on the part of Police

Officers in dangerous situations. If that were true, LAPD officers would have shot 528 people in 1980, instead of 3 or 4 dozen, because 528 people attacked LAPD officers with deadly weapons (including the 160 guns mentioned earlier that year.) There is, in fact, an assault with a deadly weapon against an LAPD officer each and every 17 hours, around the clock; but officers in this City return fire, and wound, or kill their assailants only once every 9 days. (Figures are from 1980).

The researchers suggest that police develop psychiatric help and peer-counseling programs for officers involved in a shooting. That may be a helpful suggestion, for some cities, but your story should have mentioned that LAPD has both those programs, in addition to removing an officer from *street duties* for some time after a shooting.

As for the researchers ideas that citizens need training to know how to act when stopped by Police, you can thank the American Civil Liberties union and other such organizations, including much of the media, for fostering in un-sophisticated people the idea that they however have a "Right to resist the direction of Law Enforcement Officers in the Street." (Example: "Eulia Love" and several other (less celebrated) knife-wielding people would be alive and well today if only they had put down their knives when first ordered to do so. Anyone who mouths off or runs or otherwise resists when an officer orders them to stop, is a fool. It is questionable that anyone who exhibits such a total disrespect for duly constituted Law Enforcement Authority could be trained in how to act when confronted.)

As for the training films mentioned in the article, any Police agency that fails to aggressively teach Officer Safety Tactics is asking for a lot of fancy funerals complete with flag-draped coffins, "TAPS," and several hundred thousands dollars of tax money going to the survivors of each dead Cop.

The ivory-tower research groups Monday-morning-quarter-backing will probably be applauded by someone, sometime (namely people who are looking for "evidence" to confirm their beliefs that cops are a bunch of loonies out there with guns and badges). Well, if researchers out there in never-never land ever start meeting violent death by the same rate as do cops, firemen, liquor store owners, and old ladies carrying \$4.00 in their purse maybe we'll see some real-world conclusions in these silly, federally funded reports your newspaper frequently publishes.

If the surviving researchers write a report on the collective deaths of their colleagues, I guarantee they wouldn't apply the term "paranoia." They would call their feelings and self protective actions "aggressive survival instincts," tempered with healthy doses of caution, in the face of obviously increasing danger.

OFCR GREG MEYERS,
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CSAA TRAINING FOR AUTO MECHANICS IN SAN FRANCISCO

Help is now available to auto mechanics who repair the latest technological devices on the new model cars.

The California State Automobile Association (AAA) is running an "Auto Mechanics Technical Training" program in San Francisco at the California State Automobile Association, May 21st through May 24th.

Such innovative devices as electronic ignition and on-board computers have made cars easier and more efficient to operate. Yet some mechanics who might be highly skilled in other types of car repair work have had difficulty, until now, finding a training program on repairing these new components.

As a result of CSAA recognizing this problem and of garage owners appealing to the AAA-affiliated auto club to help them overcome this lack of training, the "Auto Mechanics Technical Training" program was developed.

The program consists of four separate classes, running Monday through Thursday evening from 4:00 p.m. to 9:00 p.m. These class subjects are: Solid State Electronic Ignition; General Motors Computer Control, Part I and Part II; and Ford Motor Company Computer Control.

The classes will have "hands-on" instruction. Emphasis will be placed on practical use of the training, based on manufacturer's information and AAA experience.

Cost for each class is \$20.00 per person to help defray the program expense. Class size is limited to 12 students.

SENATE BILLS 2278 and 1915

ATTEMPT TO REGULATE STAFFING AND OPERATION OF PRIVATE JAILS, DETENTION FACILITIES AS THEY APPEAR ON CALIFORNIA SCENE

By Senator Robert Presley

Contracting for private correctional facility construction and/or operation is a reality in many jurisdictions — federal, state and local — and is being contemplated in many more.

Counties, finding that an ever increasing proportion of their budgets are going to criminal justice system/corrections functions, are casting about for ways to reduce those costs. Contracting looks appealing, because it appears to cost less. But one gets what one pays for. That's what my Senate Bill 2278 and Senate Bill 1915 are meant to deal with.

Private contractors can propose less expensive facilities (such as private jails or detention facilities) and/or cheaper operations if they:

- pay staff less
- provide fewer or no personnel benefits
- don't spend money to train staff
- provide fewer or no programs
- use buildings which would not meet standards applicable to local government operations
- don't meet standards

Without SB 2278 there will be no standards applicable to private providers of adult or juvenile correction services or facilities.

SB 2278 protects both counties and private providers by clearly enumerating standards for hiring and train-

ing of staff, facility design and operation, health and life safety of inmates and staff and prisoner programs. It clarifies the role of private providers vis a vis the county and defines the operational criteria required for private corrections organizations.

SB 2278 provides for regular inspection of private facilities by appropriate state agencies to insure ongoing compliance with standards.

It requires that persons employed by private jail providers must meet the same standards as those working in the county jail. It also forbids the county from cutting staff when it contracts for private providers to provide alternative jail facilities.

Overall, its purpose is to provide the necessary regulations and standards when they do come. And based on experience in other states, and the signs in California, such facilities are coming, as companies and other private providers discover that there can be profit in operating private correctional facilities.

Nearly 20 states are already negotiating for private jail facilities. The immigration and Naturalization Service already contracts with a private firm to provide detention facilities in California.

Senate Bill 1915 will set up standards for private alcohol rehabilitation facilities and permit courts to send drunk driving offenders to such facilities to serve part of their mandatory jail sentences.

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Sonitrol works closely with law enforcement agencies and would like to take this opportunity to thank them for their support.

LETTERS

"Wish Upon A Star"

June 5, 1984

Al Casciato, President
San Francisco Police
Officers Assoc.
510 7th Street
San Francisco, CA 94103

Dear Mr. Casciato:

As secretary of the San Jose Police Benevolent Association, I am asking for your organization's endorsement of "California Law Enforcement's Wish Upon a Star Program."

Our Benevolent Association recently became the first supporting member of Wish Upon a Star and, thus far, the program has been endorsed by the Visalia Police Department, the Tulare County Sheriff's Office, and Chief McNamara and the San Jose Police Department, as well as our organization.

Wish Upon a Star was formed in March 1982 by members of the Visalia Police Department. The program grants wishes to terminally ill children whose parents or guardians are financially distressed by medical bills.

At first, funding was obtained by "passing the hat" around the Visalia P.D. Then the Visalia City Council presented Wish Upon a Star with a one-time grant of \$20,000. Since then, the program has continued to grow, and

more terminally ill children and their families have been helped. Wishes have ranged from trips to Disneyland, a meeting for one child with the players of the S.F. 49ers, and another child was given the opportunity to visit relatives in Baja, CA. In one recent case, the child's wish was to be with daddy. As a result, the program picked up two weeks salary for the father, enabling him to stay home with his child before the youngster passed away.

I am enclosing a tabloid that explains the program in greater detail. It was published when Wish Upon a Star was supported solely by members of the Visalia Police Department, before our Benevolent Association became involved.

At this year's annual California Juvenile Officers Association meeting, held in Sacramento in March, Wish Upon a Star received the Distinguished Service Award from the California Youth Authority.

This is how my organization became involved: Our Benevolent Association sponsors a circus every year, and each year we have donated a portion of the proceeds to charity. In past years, we've been solicited by various charities in the San

Jose area for our annual circus donation. This year, we decided to focus in on one cause we could help support on an on-going basis. We feel very fortunate to have discovered Wish Upon a Star.

Our Board of Directors subsequently met with Maureen Logan, Executive Director of Wish Upon a Star. Maureen is a civilian who works under contract with the Visalia Police Department's Crime Prevention Unit.

Until our joint meeting, Wish Upon a Star was organized as a "trust." After meeting with our Board, Maureen met with her Board of Directors and the decision was made to enlarge the program by incorporating and renaming it California Law Enforcement's Wish Upon a Star program. By doing so, a much larger number of children and their families will benefit from the program.

I am helping Maureen obtain endorsements from law enforcement agencies and their employee organizations such as your association. We are not asking that you support Wish Upon a Star on a financial basis, although any donations from your organization would certainly be appreciated.

In our letters seeking endorsements from the

Chiefs and Sheriffs of Northern California, we have asked that we be given the name of a contact person within each agency who can coordinate any wishes made in each particular jurisdiction. For example, a young child in Fremont had a wish for nothing more than a video game. As a result, the Fremont Police Department was contacted, a check was sent to cover the cost of an Intellivision video game, and Fremont officers purchased and delivered it to the ill child on behalf of Wish Upon a Star.

Within the next few months we hope to have endorsements from all the major law enforcement agencies and their respective employee organizations in Northern California.

I explained the program to my Chief, Joe McNamara, and he has officially endorsed the program on behalf of the San Jose Police Department. We are hoping that your association will also see fit to endorse Wish Upon a Star.

If I or Maureen can answer any questions or concerns you may have, please feel free to contact us. I can be reached during the day at the San Jose Police Department, (408) 277-4290, and Maureen can be contacted at the Visalia Police Department, (209) 625-6370.

Thank you,
Officer Bill Mattos,
Secretary
San Jose Police
Benevolent Assoc.

Thanks

May 30, 1984

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

Gentlemen:

Your contribution to the Friends of Kopp Committee is very much appreciated and has enabled the Committee to produce another newsletter, a copy of which is enclosed.

Thank you very much for your generous response.

You may be assured that I shall continue to provide the very highest standard of leadership in regard to public policy issues which will shape the future of San Francisco and the Bay

Area. I am grateful for your manifest expression of confidence in my ability to do so.

Sincerely yours,
Quentin L. Kopp

Thanks

May 3, 1984

San Francisco Police
Officers Assoc.
Mr. Al Casciato
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Casciato:

On behalf of the Officers and Executive Board along with the young members of the San Francisco Bay Area Council, Boy Scouts of America, I want to express our sincere appreciation to you and San Francisco Police Officers Assoc. for the generous Sustaining Membership gift to Scouting of \$1,000.00.

We are indeed grateful to you for this support to Scouting in this Council, and assure you that we shall arrive to continue to warrant this confidence that you and San Francisco Police Officers Assoc. have placed in the effectiveness of the Scouting program. Your gift is important to our efforts to Inner-City youth.

With many thanks and good wishes,

Sincerely,
Nick W. Stamos
Council Executive

Thanks

Community Service Fund
As an Advisory Board of Directors member of the S.F. Special Olympics, I would once again like to extend my thanks to all of you on the Community Service Fund. Your generous donation of \$2,000 was deeply appreciated for the '84 Centurion Charity Bowl. San Francisco Special Olympics is a wonderful organization for some real "special" individuals. I can assure you that your contribution will be used entirely for the growth and welfare of those Special Olympians representing our City of San Francisco.

Sincerely,
Officer Bob Del Torre
Chairman '84 Centurion
Charity Bowl

Foreign Correspondence

David Lee Donachie
39 Labumum Road
Worsley M285-EL
Lancs. England

Dear Sir,

I am writing to you regarding corresponding* with a serving police officers male/female with your Police Department (*pen-friend)

I am a 24 year old police officer with a Lancs Police Force in England. I have been a police officer for five years.

I am interested in most sports and play a variety of them. I am interested in all types of music.

I would appreciate any replies and all would be answered.

I now look forward to any replies.

Yours sincerely,
David L. Donachie

Pride's Confidence

June 5, 1984

Letter To The Editor:
The San Francisco
POLICEMAN
510 7th Street
San Francisco, CA 94103

The Big Democratic Convention is just around the corner, and the world will be watching how San Francisco's Police Department will handle such a momentous event. I predict that we will all be proud. I know so many of the Officers and know how well they care about all that is good for our great city on the bay. Having worked with them with the District Attorney for some years prior to coming to the City Attorney's Office, I grew up with many of them. They will make us all proud and keep the peace. It is very important that we make it a team effort, and the community as a whole assist in every way that those who will be coming from all over the country and many parts of the globe can safely say that this is a safe and caring city.

Marvin-Michele
Le Grier, II



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LETTERS

Thanks

May 7, 1984

Mr. Jack Ballentine
San Francisco Police
Officer's Association
510 Seventh Street
San Francisco, California
94103

Dear Mr. Ballentine:

On behalf of the members of the Board of Directors of the Northern California Chapter, National Multiple Sclerosis Society and the many persons coping with multiple sclerosis in our area, I wish to express sincere appreciation to the San Francisco Police Officer's Association.

Our work in the field of MS research, education and program services is supported entirely by the community. Concerned individuals and organizations enable our Chapter to continue to provide these much needed services to MS persons and their families.

Unfortunately, I was unable to attend the Association's Press Club fund raising event due to a brief stay in the hospital. However, I gather the evening was thoroughly enjoyable and successful.

Please express our feelings of gratitude to the many persons who worked to make the evening a success.

Yours sincerely,
Robert B. Leet
President

Uniform Assistance

May 30, 1984

Mr. Robert Tecco
Director of Purchasing
City & County of
San Francisco
City Hall - Room #286
San Francisco, CA 94102

Dear Mr. Tecco:

I would like to take this opportunity to thank you and your entire staff and, in particular, Mr. James Breslin and Mr. Richard Kimball for the effort that was made to correct the problems the Police Department was experiencing with their clothing contract and distribution.

As chairman of the Uniform and Safety Committee for the Police Officers' Association, I have worked with, and kept in constant contact with members of the Police Department's Planning and Research section in regards to this particular problem, and I would like to acknowledge and applaud the efforts of all parties involved in effecting the necessary changes to the problems as they existed.

Thank you very much for taking such responsible action in regards to this matter.

Sincerely,
Officer Dave Herman,
Chairman
Uniform & Safety
Committee

Sgt.'s Exam

June 8, 1984

Ronald Reagan
President
United States of America
Washington, D.C.

Sir,

I respectfully submit the following situation to you in the hope that you might help rectify the inequities involved and bring it to a fair conclusion. But first a little about myself.

In the past I have been a loyal supporter of yours and the Republican Party in both time and money. I am currently on the board of directors for both the San Francisco Police Officers Association and the Hibernian Newman Club of San Francisco, and am now a candidate for a Sergeants position in the S.F.P.D.

The problem lies in the promotional practices of the City and County of San Francisco. After waiting 8 years to take a promotional exam and having my seniority and veterans points taken away in the interest of minority justice the City administered a Sergeants and Lieutenants promotional examinations and indicated exactly how the tests would be administered and the different phases weighted. Seems fair, everyone having an equal chance for the positions open. Not quite, after the test, "game" was over the City changed the rules so only the desired individuals would be allowed the open positions, somewhat upsetting to those persons who studied up to 2 (two) years for what they believed would be a fair test.

Mr. President, this is where you come in! The Department of Justice now decides that minorities rights have been violated because they did not do well on the test, although they were given the same if not better advantages. But wait only some minorities feel slighted. Women, Asians, Hispanics are all happy with the results but not Miss Salsberry nor Mr. Rosen attorneys who receive monies for creating havoc in situations like these. Well, as everyone knows the Democratic convention is coming to San Francisco soon and word has it that we the candidates for Sergeant and Lieutenants are going to be the pawns so your administration can embarrass the Democrats. Great, but we don't like it and won't stand for this type of political embarrassment at our expense. We have already taken great steps to embarrass Mayor Feinstein into taking a position of non discriminatory action and expect to get national coverage in both the press and TV.

To date I have been unable to support your reelection because of the issues mentioned above, and am involved in a

similar campaign to take the same action against you that we are taking against the mayor, unless the discriminatory that your administration is backing is discontinued.

I doubt that you will ever see this letter but I hope your staff is as competent as they have appeared over the past 3 and one half years.

Respectfully Submitted,
Terence M. Collins

Sgt.'s Exam

June 7, 1984

To The Editor
San Francisco Examiner

As the wife of a San Francisco police officer, I ponder with disbelief the decision by the Civil Service Commission regarding the scoring of the recently completed promotional tests for Sergeants and Assistant Inspectors. My husband sacrificed a year of his life, as did many other fine officers, to study for these exams. He was of the impression that sacrifices had to be made in order to better himself. My husband is a proud man, and night after night, month after month, family, friends and even his marriage were often ignored. I sat by quietly, often hurting but giving support. I believed in his abilities and knew that our sacrifices would be rewarded when he passed his tests. Now that the Civil Service Commission has slapped the face of all police officers who studied for the promotional tests, as well as their families who sacrificed along with them, I can no longer remain quiet.

Because an insufficient number of minorities passed the written phases of the exams, the Civil Service Commission has decided to discard these portions of the tests. It should be pointed out that it was these portions of the tests which measured knowledge and writing skills. I guess we are to believe them, that the Civil Service Commission is advocating promoting to Sergeant and Assistant Inspector, police officers who lack incentive and knowledge and who cannot write. Wise indeed! I wonder if these same Civil Service Commissioners would go to a doctor who flunked out of medical school, or hire an attorney who could not pass the State Bar exam? I think not. With these portions of the tests discarded, we are left only with the oral interview phase to grade and from which to pick successful candidates for promotion. This phase of the test can be described as subjective at best.

It is time to realize that past discrimination cannot be corrected with new discrimination. To penalize those who studied hard, made sacrifices, and demonstrated a desire to

better themselves and the police department is ludicrous. To sacrifice the most qualified candidates for the sake of adopting a list which is color coded to the proper proportions is insane. The people of San Francisco are paying for and deserve the best supervisory officers within their police department. Thanks to the Civil Service Commissions recent decision, they will not get the best.

Jayne B. Smith
P.O. Box 1225
Boyes Hot Springs, CA

Sgt.'s Exam.

Now I've heard of everything! No frills flights! No-nonsense pantyhose! And finally, no-brain Sergeants and Inspectors! I feel that a 50-55% cutoff score for passing the knowledge portion of the exam is ludicrous. A 60% cutoff score for passing the written communications skills portion is unbelievable. Most of all, it is down right idiotic to create a promotional list based solely upon a 30 minute oral interview, especially when 10 minutes of it was spent on the ability of one to read from a piece of paper.

The rules were recently decided at a Civil Service Commission meeting, and backed by the City Attorney's Office and the U.S. Department of Justice. I certainly hope these people realize what they maybe liable for. I surely do!

Imagine a Sergeant or Inspector that is not required to have any job knowledge or writing skills; one that can only read and B.S.

Stephen P. Mroz
Mission Station

Sgt.'s Exam

June 8, 1984
Editor
San Francisco Examiner
110 Fifth Street
San Francisco, CA 94103

Editor
San Francisco Chronicle
Fifth and Mission Streets
San Francisco, CA 94103

For the past twenty-five years as a teacher in the field of administration of justice I have fought against discrimination and injustice. This is why I must now speak out against the ruling by the Civil Service Commission that in essence eliminated the two written components of the San Francisco Police Department's Sergeant's examination.

This ranks as one of the most prejudicial actions against a group that I have witnessed. When will we learn that another injustice does not correct a past action. If the City and their elected officials allow the Civil Service Commission to change a test grading system after the test is given to benefit any group,

then there appears to be no hope for any agency in San Francisco.

How do I explain to my students of all races and creeds that if they study, work hard and make an honest effort they will achieve promotion and success in their chosen profession? How do we keep faith with these young people?

Police Officers must be promoted because they are competent to carry out the functions and tasks demanded by the particular ranks for which they are competing. We must have some standards.

Without a doubt this decision will contribute to the proliferation of millions of dollars in lawsuits against the City and County of San Francisco. It will also result in San Francisco losing well qualified officers who will seek a career in law enforcement elsewhere.

If this decision is not corrected, the citizens of San Francisco and the Police Department will pay the price of this action for many years to come.

Sincerely,
Lawrence R. Lawson
Administration of
Justice Instructor
City College of
San Francisco

Sgt.'s Exam

June 8, 1984

Letters to the Editor
San Francisco Examiner
110 Fifth Street
San Francisco, CA 94105

Reverse Discrimination

Dear Editor:

The recent change in the written portion of the Police Promotional Examination by the Civil Service Commission is blatant

reverse discrimination. Because only 10% of the minorities passed the written examination, the requirements were lowered after the examination was given so that more minorities could pass. What an intolerable act!

Many white officers who had high scores in the examination were passed over and were not promoted to make room for minorities with low scores. All persons should have the same opportunity in a promotional examination regardless of race, color or creed. This examination was disgustingly unjust.

We do not want a second-rate Police Department with low morale, but that will be the result if these test results are allowed to stand just so the City can hire less competent minorities.

The City Attorney and the Civil Service Commission should show some backbone and stand up to the Federal Justice Department in this matter. If they lack the courage perhaps the Mayor and other elected officials and civic leaders should give them a little shove. This entire situation is sickening, disgraceful and an outright insult to the Police Officers who come up the hard way, study diligently for a promotion and then, after passing it with a high score, must lose their promotion because they are white.

I know many others in this City are as outraged about this matter as I. I urge them to get on the phone and call City Hall and send in letters to start the ball rolling to reverse this repugnant injustice.

Harry J. Aleo
#2 Forest Side Avenue
San Francisco

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The Stress Of Police Promotion

By Robert B. Schaefer
Special Agent, Behavioral Science Unit,
FBI Academy, Quantico, VA

The concept of competitive promotion is relatively new in the criminal justice system. Prior to organized law enforcement, the head of a family, tribe, or clan assumed a position of authority. Later, sheriffs and constables were appointed by the crown, governor, or finally, by popular election. This led to the birth of "politics" within police systems. The police officer who had the most personal influence or who was willing to pay the highest price for promotion was raised to the next highest grade. Today, promotions are based on testing, interviews, and analyses of ability and performance. As a result, the promotional process imposes unique stressors upon police officers.

Stress, in general terms, can be defined as the amount of wear and tear on the human body caused by living. Police work has been traditionally referred to as an occupation that leads to a variety of stress-related maladies, such as hypertension, cardiovascular irregularities, and gastrointestinal disorders. This is probably due, in part, to the actual physical dangers associated with being a police officer.

The law enforcement profession, however, creates other stresses, less physical in nature, but equally wearing. These emotional stressors stem from the ingestion and "burying alive" of undigested everyday negative stress, also known as distress. This distress, inherent in the internal and external environmental demands made upon police officers, modifies their behavior. Among the least explored areas of this distress is the stress associated with promotion and career development. Such stress can be negative (distress) or positive (eustress), depending upon the individual's ability to keep the stress within individual tolerance of elastic limits. This limit varies from individual to individual. If an individual does recognize this limit, stress can be used to his advantage in the career development and promotional system.

The first stressor to be considered and understood in modern police career development systems is the awareness that organizational charts are hierarchical and paramilitary — there is very little room at the top. There are more police officers than sergeants, more sergeants than lieutenants, etc. This fact is frequently ignored or overlooked by employees and management officials, and as a consequence, becomes a source of severe stress for many officers. Phil Caruso, President of the New York City Police Department Patrolmen's Benevolent Association, recently stated, "The department no longer wants seasoned senior people doing the headquarters jobs, and there is little or no promotion." This stressor is, in part, responsible for reports of spiraling retirements reaching 2,026 for the fiscal year ending June 30, 1982, in New York City. These officers are seeking alternatives for what Caruso has labeled "a deadend job."

A second stressor is the promotional examination process. Civil service laws in most cities provide that promotions be made through successive ranks. Promo-

tional examinations are open only to those who have served in the next lower rank for a specified period of time.

The written examination is usually prepared by either the Civil Service Commission or the department itself to test a candidate's knowledge and understanding of subject matter required for a new position. Normally, an officer's educational background does not play a significant role in promotion, except as it contributes to the acquisition of "test-taking ability," which permits his moving up the promotional ladder at an accelerated rate.

Traditionally, promotion examinations have had few, if any, questions pertaining to the measurement of general management concepts. This generates frustration among police officers who believe that promotions should be based on their competency to handle particular positions, rather than on a test of memory and reading skills. Police officers should be promoted because they are competent to carry out the functions and tasks demanded by the particular ranks for which they are competing. All too often, as a result of the ability to do well on tests, one falls prey to the "Peter Principle." The "Peter Principle" in a police hierarchy emerges when an employee tends to rise to his level of incompetence. A common assumption made in the law enforcement profession is that an individual who performs well as a sergeant will perform equally as well as a lieutenant and so forth. However, experience has demonstrated that this is not necessarily true.

The written examinations police officers "cram" for are a continuing source of frustration for police officers. They are usually the chief factor in determining promotion. Using the written test to measure management skills, such as planning, organization, and leadership, severely limits some officers. A recent study of the promotional methods of 10 law enforcement agencies reflected that respondents felt frustrated by the use of a single selection instrument. Their frustration is easily recognizable in the following comments:

"Written tests only measure ability to retain study material."

"The written exam did not test true knowledge of my profession. In our case the officer with the best memorization capabilities has the best chance for promotion."

"No written exam can evaluate potential, judgment, or common-sense."

"I completed only the written test and I feel that no written test can evaluate a person's supervisory capabilities..."

Officers often become obsessed with the written examination. Paradoxically, this worry affects their efficiency and performance. The level of stress tends to increase with the announcement of a promotional examination within a department. Although this stress can be healthy if properly directed, when taken to extremes, it can upset the relationships of an entire police department.

The written examination is usually followed by an interview conducted by three or more high-ranking departmental officers. The next step is the preparation of a special or promotional performance rating for each candidate. These performance ratings frequently include subjective items such as reliability, dependability, job attitude, and quality of work. Supplementary criteria such as work products, education, citations, physical and medical condition, disciplinary action, and veterans' credit may be interwoven into the performance rating or given special consideration.

When the examinations and ratings are completed and the candidates are listed in the order in which they have passed, the appointing authority of the police department is generally given the opportunity of selecting one out of every three names presented to him from the top of the list for every vacancy available.

The creation and publication of the promotional list is a significant stressor. The long term effects on the self-esteem of those officers passed over, yet considered qualified by examination standards for the vacant position, are devastating. In addition, Equal Employment Opportunity (EEO) court decisions have frozen promotional lists across the United States in cities such as Atlanta, Boston, Chicago, Los Angeles, Memphis, New Orleans, and New York. Organizational stress mounts and departments experience the needless loss of highly competent, trained, experienced officers to other law enforcement agencies or even to other professions.

Promotional opportunities often occur during the mid-life emotional crisis in a person's life cycle. Thus, the officer is competing at a time when he is already experiencing personal stress. These stages of development for both men and women have been identified and addressed by both Yale social psychologist Daniel Levinson and author Gail Sheehy. The developmental stage most likely to affect those in career development has been called the midlife emotional crisis. This typically occurs in both males and females between the ages of 35 and 42, although it can occur earlier or later in life. This period presents an individual with predictable challenges, crises, and problems that must be resolved. If this individual is already experiencing stress as a result of participation in the career development program and is several managerial levels below where he or she expected to be, the midlife crisis can intensify this career development stress. Without recognition and understanding of this stage, this stress can lead to feelings of apathy or to a pattern of blaming one's failure on others or the system.

Recommendations

Stressors for those involved in the career development program will never be eliminated, but certain logical steps may be taken to keep stress within one's own tolerance limits. Police executives throughout the United States should examine their department's promotional policies to determine whether their policies are realistic in terms of modern police organizations. Executives should also examine the entire system to ensure it has been designed to operate in a manner that will reduce rather than induce stress. The administrator needs to ask himself, "Have I, as an administrator, determined the best method for identifying the specific competencies associated with positions and ranks?" Only after the administrator has discovered what these specific competencies are, can they be measured. Written tests have been challenged, and promotional lists permit contamination by "politics" or "palace guards." One method for reducing test and list stress is the implementation of assessment centers to choose supervisory and management personnel.

The administrators of the Metropolitan Police Department (MPD), Washington, D.C., have recognized and are actively attempting to minimize promotional stress by standardization and removal of subjectivity from promotions up to and including the rank of captain. Their new promotional examination system consists of a written examination to test knowledge and a performance-based phase to test management skills.

The written examinations are made up by MPD sworn personnel. Inclusion of EEO officers in the promotional system from the outset provides guidance and prevents affirmative action issues from arising.

In Chicago, Ill., Psychologist William Ruch has developed an assessment center entitled "What Now Sergeant?" Candidates for promotion are observed during an inbasket exercise to rate their ability to manage time and prioritize work. Additionally, the candidates participate in simulated exercises to rate their ability to react as a manager when there is no "operational cookbook" available to cover the varying situations that arise. The cities of Memphis, New Orleans, Richmond, and Rochester are also using assessment centers for the selection of promotional candidates. Traditional multiple choice and essay-type examinations have not been favorably received by the courts, while the opposite has been true of assessment centers.

It is also important for the individual officer to learn to take personal inventory of himself. This includes asking three important questions: Who am I? Where am I going? and Why? The next step is to move at his own pace, carrying with him an awareness of the stressors to which he is likely to be exposed. Learning to visualize several alternatives may also assist an officer in surmounting those inevitable, uncontrollable, organizational barriers toward upward mobility.

Stressors for officers participating in the career development program are both numerous and varied. They begin with the very organizational structure of police departments and are further complicated by written and oral examinations, court decisions, and even the officer's self-induced stress. Police executives have begun to recognize these unique stressors. Future efforts are being directed toward reducing rather than inducing promotional stress. The use of assessment centers within police departments to replace the traditional written examination represents a positive step in that direction.

(Reprinted From May 1983, FBI Law Enforcement Bulletin)

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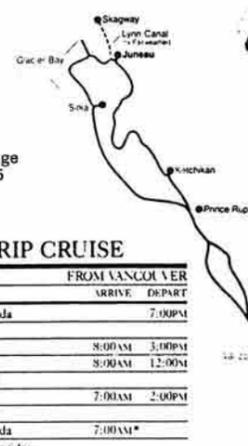
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Specific cabin category cannot be confirmed as condition of sale. Stated savings (if off) are based on minimum priced cabin. Higher cabin categories may be assigned at no additional cost.





For additional information
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



(Left to right Tom Sweeney, Jim Petrie Solos, Mark Hurley (center-Animal Control, and Lt. Mike Sullivan, Airport Police) formed the Barbecue committee.



Sgt. Bill "Tex" Leet, Co. D, driving the PAL Hayride in the Family Day Picnic.



SFPD Officers Dennis Norris (Co H), left, and Will Battle, Community Services, checking out the new Radar installed aboard the PAL Boat. The two officers represent two of 46 civilian and police officer volunteers for the PAL Fishing Program.



Directing the PAL Hayride Depot for children is, guess who? Debbie Waterfield, D.A.'s Office, helping at the Family Day Picnic.



PAL Cadet Anita Nuno helping out at the recently concluded SFPD Family Day Picnic. (All photos by Herb Lee)



POWA Member Ana Lee is the center of attention between two PAL Senior Cadets.



SFPD FAMILY DAY PICNIC

The SFPD Family Day picnic was held on Saturday May 19, 1984 at the police range. Motorcycles, Hondas, Tac Unit, Horses, games, rides, etc. were all featured. Another new addition this year was a 10 foot lady, a tightrope walker, and, of course, more balloons. The hot dog pit crew consisted of Jim Petri and Tom Sweeney, Solos, Lt. Mike Sullivan, Airport Police, and Mark Hurley, Animal Control. The PAL Cadets were present in force with 22 volunteers. Some of their duties include: setting up, running games, providing hayrides, kiddy kar rides, gate security, and cleanup. Much thanks to everyone who participated, including the Police Officers Wives Association who contributed so much.



PAL LAW ENFORCEMENT CADETS

Graduation exercises for 16 PAL Law Enforcement Cadets is scheduled for June 19, 1984 in the 6th floor Auditorium. A complete report will be published in next month's column. This marks the completion of 9 months of weekly meetings for the Cadets. Speakers from the various SFPD units gave presentations to their Cadets during the course of the semester. Included in their activities were the many dozens of volunteer assignments which ran the gamut of assistance to senior citizens, youth groups, pre-school children, crippled children, various fairs and shows, civic sponsored activities, and SFPD and PAL related activities. Social activities included dances, picnics, barbecues, boat cruises, seminars, and snow trips. In all, a very busy semester. The PAL thanks and salutes all those PAL Cadets who have given generously of their own time and effort to help others.

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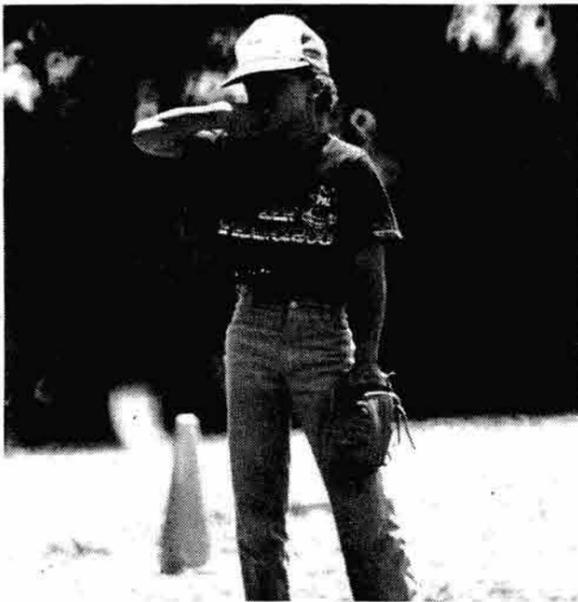
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



Pal Pee Wee Baseball is in full swing. 9 year old Eric Rankin is shown biting his nails while waiting for action. (photo by R. Sepulveda).



Another busy Pee Wee practice session for this head coach.



Yes, girls are welcome in the PAL Pee Wee League. Mrs. Williams, Director, reports more and more girls are playing ball.



Head PAL Pee Wee Coach Bill Etzler in a common pose during a game (where's the beef?)



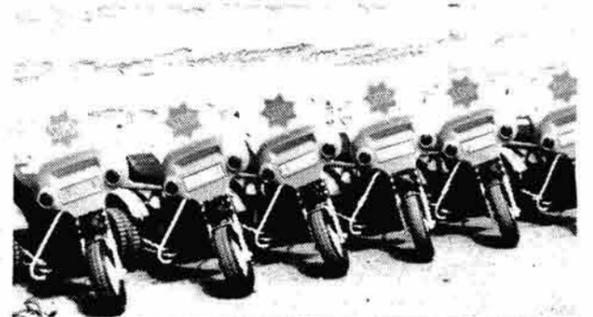
A couple of Pee Wee Baseball players waiting their turn at bat.



10 year old Mila Etzler with the PAL Pee Wee Potrero Hill Raiders connecting with a line drive for a base hit. Etzler is the team pitcher (photo by R. Sepulveda).

PAL PEE WEE BASEBALL

PAL Pee Wee Baseball is continuing and is midway into the season, according to Director Mrs. Williams. A gala graduation day game for seniors (10 year olds) is being planned and scheduled for Saturday June 16th noon at West Sunset #3 playground, 36th Ave. and Pacheco. This graduation day is called the Mrs. Williams Graduation Day where only boys and girls who have been playing PAL Pee Wee Baseball through the years, and has reached the ripe old age of 10, will have to move on to a higher division, are allowed to play ball on this day. Besides the double header game, hot dogs and refreshments will be served. Mrs. Thelma Williams is the founder of PAL Pee Wee Baseball, and has been its Director for the past 25 years. Assistant Pee Wee Director Stan Chiarucchi will head the planning for this exciting day for the kids which will include gold medals for the graduates.



The PAL Kiddy Kar Rides Program will be expanded this summer for children 3 to 7 years of age. Call PAL Headquarters for signups. Nursery schools and centers in San Francisco are eligible for participation.



PAL Cadet Lt. Jose Pubill helping a youngster in the PAL Kiddy Kar Ride.

PAL KIDDY KAR RIDES

The popular PAL Kiddy Karr Rides will again be offered this summer. Six motorized tricycles, bedecked in SFPD logos with microphones and horns, are geared for youngsters 3 to 7. All interested nurseries and rec centers are to call PAL Headquarters for signups. These motorized cars are portable and can travel to any site. Horizons unlimited will be providing youths to assist in this program with PAL Cadets.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



Under 16's — Guadalajara, also coached by Jose Coronado beat the Lions, also coached by Joe Battaglini 2-1 in a very close game. Jose Gonzales scored both goals for Guadalajara.



Members of the victorious PAL Salesian Girls Softball Team who recently won the City title. Top left is head coach Angela Delfino. At right is Asst. Director Sean Keighren. (photo by Con Keighren).



Members of the PAL Cadet Softball Team which entered the 1st annual Cable Car Classic Tournament held recently at Moscone Park. Head coach Ernie Galaviz (left 2nd row), and Assistant Coach Dan Lara (2nd row right). (Photos by Herb Lee).



Under 8 — Rascals — This is team made up of kids from all over the city by Cathy & Con Keighran and came in 2nd by defeating the 1st place team, the Astros, in the final game. All kids on the team received the newly designed soccer patches. For a group of kids who had never played soccer before, this was a tremendous ending to the season.



Runnerup in the PAL Girls Softball League for 1984 is the Eureka Valley team with head coach Claire Anderson (top left). The championship game was a humdinger with both sides giving no quarters and the lead exchanged hands several



Cadet Lt. John Swan was the Catcher.

PAL GIRLS SOFTBALL

Wednesday, June 6th, at a water drenched Larsen Park, the Salesian's Girls Club, coached by Angela Delfino, defeated Eureka Valley to become the 1984 PAL-Girls Softball champions.

Although they won by four runs, it was not an easy victory. Eureka Valley exploded for seven runs in the bottom of the third inning including a grand slam homer hit by Courtney Lubell.

Salesians, not giving up, came back in their half of the fifth and rallied for six runs to tie the game up seven to seven. Salesians carried their momentum into the sixth inning scoring four more runs giving them the lead eleven to seven.

Eureka Valley refused to give in. In the bottom of the sixth of a six inning game, they loaded the bases with one out for their number four hitter, Chrissy McDowell. After a conference with coach Clair Anderson, Chrissy lined a shot to the left of shortstop Kelly Smith who made the defensive play of the game, spearing the ball and firing it to first for the game ending double play.

Sean Keighran

Congratulations to the Champs and all the players in the league. Runnerup Eureka Valley players received trophies for their outstanding team play throughout the year. Contratulations also to PAL Softball Director Con Keighren and to his Assistant Director Sean Keighren. Both did a great job in administering the program for the girls.



First baseman Cadet Eric Johnson ready for a putout.

PAL JOE DIMAGGIO BASEBALL OPENS

The PAL Joe DiMaggio Baseball Season will open on June 7, 1984. In all, 7 full teams have entered. They include: Kiwanis Club of the Golden Gate, Lera Electric, Sapunar Realty, Meyers Safety Switch, Rothchild and Raffin, San Francisco Senators, and Valente, Marini, Perata. Some of these firms have been sponsoring PAL Joe DiMaggio Baseball for a number of years. Lera Electric 18 years, Valente, Marini, Perata, 17 years, Meyers Safety Switch 15 years, Kiwanis Club of the Golden Gate 13 years, Rothchild and Raffin, 10 years, San Francisco Senators 4 years, and Sapunar Realty 2 years. Each sponsor donates a specific sum which goes directly to the PAL Joe DiMaggio Baseball Program. The PAL acknowledges their support throughout the years for youth baseball. Many of these youngsters go on to college and pro ball. An awards ceremony is scheduled at 1 pm Saturday June 9, 1984 at Big Rec where representatives of these firms will receive commemorative plaques as a token of the appreciation from the youths of San Francisco.



Under 14's — Guadalajara which was coached by Jose Coronado beat the Cougars coached by Joe Battaglini 2-0. Rudolfo Orellana and J. P. Goode scored the goals.



Under 10's — Two divisional champs played on June 2nd at Balboa Soccer Stadium were the R. C. Cola Wolves and Shooting Stars. The Wolves were coached by Les Mohacsy and the Shooting Stars by Peter and Susan Cook. Both teams played extremely well and it was an exciting game. The Wolves won the game with Robert Mohacsy, Adam Turner, Jeff Bacigalopi and Victor Cipparrone scoring the goals. The trophies were presented to the teams by Capt. Frank Jordan, Commander of Ingleside Station.

PAL SOCCER

Under 19's - The Celtic team coached by Desmond Conner defeated the Wildcats, coached by Rob Hickox 6-0 in a game played a week earlier. The Celtic team was undefeated for the season, but the young Wilcat team gave them a run for their money.

Over 1100 kids participated in the PAL Soccer League and the Championship games at Balboa on June 2nd brought the season to an exciting finish. All the PAL coaches and youngsters appreciated Captain Frank Jordan's presence and were delighted to receive the trophies from him. Many thanks to all the coaches and volunteers like Maggie and Izzy Martinez, Officer Gabe Harp, Sean McNulty, George Yarnall and last but not least, Guy Milano, The PAL Soccer Director. Tremendous job that was well done!!!

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SPORTS

SUPERSTARS

Shirley Scheffler: She's Got The Power

She stands 5'1" in her stocking feet and barely tips the scales at 100 pounds.

But San Francisco Deputy Sheriff Shirley Yven Scheffler is no 98-pound weakling.

In fact, pound for pound, Scheffler is stronger than many of the inmates she guards at the county prison.

A champion power lifter, Scheffler holds two state records and has been coined "the strongest woman" at several regional meets.

Scheffler, a native of San Francisco, started lifting weights in 1979 to prepare for the physical portion of the San Francisco police entrance examinations.

In retrospect, the exam seems like a "piece of cake." But in 1979, the thought of lifting a 140-pound dummy and dragging it to a table one foot off the ground sent tremors through the pint-sized candidate.

Undaunted and determined to build her strength to pass the police exam, Scheffler signed on at a local gym.

She was stronger than she thought. In fact, the owner of the gym was so impressed with her progress that he encouraged her to compete in a local meet against teenage boys.

Scheffler put the guys to shame, placing second at the State Novices and Masters Championship after only three months of training.

It's been all uphill since. Encouraged by her husband, Bill, captain of the San Francisco Police Department's Transit Division and himself a noted power lifter, Scheffler continued to train, and can now lift more than three times her own weight.

In fact, Scheffler is something of a world figure in dead-lifting. This past January, she set a new world record for dead-lifting in her 96.4-pound weight class at the National 1984 Women's National Power Lifting Championship in Austin, Texas. The previous record was 308 pounds, and Scheffler dead-lifted 319.95 pounds, setting a world, national meet and American meet record. Ironically, the new world record is not her own personal record. Scheffler said she lifted 330 pounds at a local meet recently. World records,

however, must be set at world events which are approved and drug-tested by the International Power Lifting Association.

Her strength also enabled her to cinch first place titles in her weight class in powerlifting in the northern California and California state competitions. Last January, at the Women's National Powerlifting Championships in Chicago, she placed sixth in her class.

Scheffler also holds the state records in her 97-pound weight class for the dead lift (297 pounds), and for pounds total weight (595), the sum total of the squat and dead lift and the bench press. All three competitions were timed events measuring a different type of strength: the squat measures leg strength; the bench press measures upper body strength, and the dead lift measures back strength.

Scheffler is currently training for a national competition in Indiana at the National Drug-free Women's Championship this May. Her weekly workout of two to three hours per day, six days per week, includes lifting weights, stationary exercises, and cycling.

Prone to gaining weight, the dessert-loving Scheffler ("I really love fruit cake") tries to avoid sweets before competitions and sticks to a low-calorie balanced diet including raw fruits and vegetables.

If the inmates she guards are astonished at discovering the diminutive woman guarding them is a champion power-lifter, Scheffler insists she makes no attempt to impress them, or anyone.

"I like to keep a low profile," she said. "I know the police and sheriff's department are very supportive of me, but I don't like to talk about it during work."

But knowing her strength can carry her through difficult on-the-job situations is a definite fringe benefit of the hobby, she said.

"I'm not the top power lifter in the world, but being as strong as I am gives me a lot of confidence and overall esteem," said Scheffler. "It's doing something good for myself — it gives me something to show for each day."

Now if she could only convince her mother... "She wanted me to be a nurse or teacher or something safe like that, but it didn't appeal to me," said Scheffler. "I think a woman should be whatever she wants to be."

For Scheffler, being a deputy sheriff and power lifter fits that bill.

(Reprinted from World Police & Fire Games Magazine/ Summer, 1984)

GOLF CLUB NEWS

Since the last publication a great deal has happened regarding the San Francisco Police Golf Club. On May 21st and 22nd forty-six members and guests journeyed to the Marysville-Yuba City area and played two days at Plumas Lake Golf and Country Club. We stayed overnight at the Bonanza Inn in Yuba City and from all the feedback everyone had a great time. The accommodations and food were excellent and the golf course was super. It's hard to believe a trip like this could be improved upon.

Tim Hettrich had the low score shooting seventy-nine each day. Unfortunately he was the only one in the seventies either day. The low net winner was Commander Jerry D'Arcy who had a total of 138 for both days. The other net winners were: Tim Hettrich, Nick Eterovich Sr., Rene Aufort, Vic Macia and Joe Allegro Jr.

On Friday, June 1, 1984 sixty-five members and guests played Napa Muni Golf Course at John F. Kennedy Park in Napa.

I might mention it was another beautiful day. I'm sure glad I found or should I say regained the knack of picking days with good weather.

The low score of the day was eighty shot by Tom O'Connor. This is indicative of the toughness of the course. The fact that only three players broke par with their net scores is another indication.

Tom Greene was the low net winner and I might add a winner by nine strokes.

The flight winners were: first, Mike Mahoney, Ed Garcia, Dave Kranci and Jerry Cassidy; second, Vic Macia, Bob Wood, Paul McGoran and Fred Fegan; third, Mike Brady, Earl O'Brien, John Du Bose and Jack Southern; fourth, Bob Seghy, Dan Mahoney II, Mickey Sullivan and Ed Cassidy.

The guest flight was won by Ken Charshaf followed by Al Pedrin, Gene Vittori and Eric Hipp.

The hole-in-one winners were: Bill Mills at the seventh hole with a shot 8'1" away, and Al Pedrin at sixteen when he hit one 21'4" away.

Our next tournament will be at Las Positas, on July 6, 1984. After that we will take some time off for the Democratic Convention and in August we will go to Reno for our annual weekend trip (incl wives) at the Peppermill Inn. In September we play Mt. Shadows 'South', and tentatively scheduled for October is Diablo Creek against the Oakland Police Officers Golfing Association. In November we play Bennett Valley and in December we play Harding Park.

It's hard to believe we only have six months to complete our eleventh year in existence. As of this time we have one hundred and fifty-one members. Anyone interested call me at below and I'll send you all the pertinent information.

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LEE MARZETT Mgr.

Tour de Tahoe '84

For all you cyclists, or would-be cyclists, the 2nd annual Tour de Tahoe ride is being tentatively scheduled for Tuesday, Sept. 18th thru Thursday, Sept. 20th. The actual biking adventure occurs on Wednesday, Sept. 19th. For those who don't know or don't remember, the last Tour de Tahoe took place August of '83. It involved 11 members from Co. A who biked around Lake Tahoe (72.5 Miles). The ride is challenging but conducted in a leisurely manner, stopping every 12-15 miles to regroup. Cyclists of all abilities are invited, the more the merrier. A 'sang wagon's accompanies us, carrying refreshments, spare parts, and taking pictures. If interested, have questions or suggestions, drop me a note so I can get an idea of the number of participants. If possible, we might be able to make arrangements for group lodging. Further updates to come.

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SPORTS

SUPERSTARS

From Bag Lady to Champion Fencer: Connie Louie

By day, she's a bag lady, shuffling from street corner to street corner in a bed-ragged overcoat and scarf.

But by night — watch out! This bag lady wields a mean sword.

A sword?

The bag lady is San Francisco Police Officer Connie Louie, a decoy with the department's Streets Crime Unit since 1979, and one of the top amateur fencers today in the United States.

In the past 10 years, Louie, 31, a native of San Francisco, was West Coast Women's Fencing champion twice, in 1981 and 1982; Northern California champion for three successive years from 1981 to 1983; and placed fourth in the United States National Fencing competition in 1981 in Fort Worth, Texas. She placed fifth at the D'Asaro Open Circuit meet last January in San Jose, Calif., and has placed first in virtually every local meet in which she's competed.

For the next three months, her bag lady disguise will hang idle in her closet while Louie prepares for competitions to qualify for the United States Olympic Fencing Team this summer.

The San Francisco Police Department has granted her a sabbatical, and the San Francisco Police Officers Association, thrilled that one of its own may be an Olympic contender, is sponsoring Louie at two upcoming meets, including a competition in Philadelphia and the national qualifying meet in Chicago.

Only five out of some 110 women competitors will make the national Olympic team. Louie, who expects to be among the top 15 competitors, is devoting all her time to what will be her last competitive bout.

"Fifteen years of fencing is enough," she said, "and I plan to retire from the sport at the end of this year to raise a family. If I make the national team, it will be the crowning glory of my career, and my last hurrah."

Her coach, San Francisco chiropractor Dr. Robert Handleman, a master fencer and her college coach, is helping Louie hone her skills to a fine point. She's his only remaining fencing student, and his star pupil. And why not? She's also his wife.

It was by accident that Louie ever developed into a champion fencer. She took up the sport in high school because it was something different from the traditional sports offered to women.

Her attitude changed when she was named to the high school fencing team as a replacement for a team member who contracted hepatitis.

"I figured as long as I was going to be on the team I might as well get good at it," said Louie.

Her natural competitive spirit sparked, Louie practiced fencing every day after school. Her efforts paid off — by the time she had graduated from high school, she was among the most valuable player on the team and team captain.

More than flashing a sword, fencing requires special conditioning for endurance, stamina, and flexibility. Louie works out three hours each day. Her training includes a two-to-three mile run and wind-sprints for aerobic durability (typical fencing matches are made up of several vigorous 10 to 15-second intervals; thus, sprinting capacity is extremely crucial), lifting weights to strengthen arm, leg, abdominal and torso muscles, and "footwork," or practice in moving forward, backward, and lunging.

"Bulk isn't required for fencing," says Louie, who is a case in point, weighing only 100 pounds herself. Louie said much more important is flexibility and quick reflexes. "You have to be quick on your feet and anticipate your opponents moves two to three moves ahead of time," she said.

Although Louie doesn't use fencing on the job (a bag lady with a sword might be a dead giveaway), she said the training and conditioning required for the sport have given her an "inner confidence" as a police officer.

On one occasion, for instance, Louie and her partner were following a drunk who happened to be waiving a machete.

Louie was carrying only her police baton, and while she doubted the gentleman was actually dangerous, he was drunk...

"But I knew I could handle anything that came up," said Louie. "Fencing is a challenge where you're always coming back for more," she explained. "It's sort of like chess — you're both the player and pawn."

The rules, regulations, and weapons used by modern-day fencers have their roots in the Medieval art employed by knights-in-armor during battle.

Fencing, now as then, comes in three varieties: Epee, the most widely known form of the sport; Sabre, and Foil.

Anyone who has watched a duel on television is already familiar with Epee. It hails from the days of yore when knights staged duels. The opponents stood face to face and scored (or killed, depending on the occasion) by striking one another on any part of the body with the point of the sword.

Less known is Sabre, a type of fencing that originated in the Calvary Days when knights duelled on horseback. In this type of fencing, a "score" is made by striking the body anywhere from the hip on up with the edge, rather than the tip, of the sword.

Foil, the third type of fencing, and the only type recognized by the International Fencing Association for women's competition. In the olden days, foiling was actually practice-fencing. A lighter sword was used, and "scores" were confined to the torso only. Hits to the arm, legs, or head were grounds for disqualification.

(Reprinted From World Police & Fire Games Magazines/ Summer, 1984)

CENTURION CHARITY BOWL RAISES \$13,500 FOR S.F. SPECIAL OLYMPICS

The 1984 Centurion Charity Bowl was beyond a doubt the most successful fundraiser in the game's history. Thanks to your donations and the unselfish donations of many others in the community, a tremendous thing happened. We not only doubled last year's donation, but we raised TEN TIMES the amount, to be given to San Francisco Special Olympics. The amount of \$13,500 was raised for this worthy cause.

The 1984 Centurion Charity Bowl is the 5th Annual game to be played for the San Francisco Special Olympics. The S.F. Centurion Football Team are extremely proud that over \$40,000 have been raised for S.F. Special Olympics since the 1st Charity game was played.

Some have asked "Why Special Olympics"? Special Olympics is an international program of athletic training and competition for mentally retarded children and adults. The idea behind Special Olympics may perhaps be captured in a unique happening that occurred during a track competition. One child, an easy winner in a running event, noticed that another child had fallen. The first child stopped, disregarded the finish line and retreated to help the other runner to his feet. The two finished the race, each with one arm around the other child. This scene will undoubtedly be repeated in the future.

Once again, thanks for your support.

Officer Bob Del Torre
Chairman '84 Centurion Charity Bowl



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ACADEMY RECRUITS 3RD PLACE FINISH

By Jeff Barker

The 157th recruit class participated in the iron man contest and made a fine showing despite only being able to practice for 3 weeks.

The team placed 3rd place overall & some of these recruits will be heard from again in future events.

Frank Rivero finished 1st in the 100 bench press with 82 repetitions. Frank will be around a long time & with the proper training could master any number of weight lifting events.

Guillermo Amugo finished 2nd in the Lake Merced Run & was only beaten by a veteran who waited until the time was right & flew by Amugo in the last 200-300 yards. I don't think Amugo will let that happen again & I believe he is capable of winning some major races in the future. His 29:57 time was excellent.

Jim Guelff despite having never shot in a tournament finished 3rd & again, anyone who is looking for a future competitive shooter would do well to seek Jim out for future events.

Larry Henderson really only prepared for a week on the pushups. Being a marine (no such thing as an ex marine) he is in excellent shape & his 101 situps was an excellent showing.

Joe Fong didn't know it but he was going up against a machine who rarely if ever comes in 2nd place (K. Dalryple). Joe has no previous experience but showed his upper body strength & competitiveness with a fine showing of 19 pullups.

Congratulations to all participants, winning & losing are down on list of priorities, participating & doing your best are still the name of the game.

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