

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 Officers



Member of COPS - California Organization of Police & Sheriffs

VOLUME 16 SAN FRANCISCO, AUGUST 1984 NUMBER 9

STATE SUPREME COURT UPHOLDS EMPLOYEE PROTECTIONS

by Dan Linehan/Director, Southern Station

On August 23, 1984 the Supreme Court of California handed down a unanimous decision that will have tremendous impact on future charter amendments throughout California. This decision's impact on past local charter amendments will be researched and certainly will be a topic of discussion at most public employee unions in San Francisco. To understand this landmark ruling an historical review is necessary.

Meyer-Milias-Brown Act

In 1968 the Meyer-Milias-Brown Act (MMBA) was adopted by the California legislature. The intent of M.M.B.A. was to allow public sector employees or their representatives the opportunity to meet and confer, in good faith, regarding wages, hours, and other terms and conditions of employment with the governing body of a public agency (i.e. the San Francisco Board of Supervisors). During the meet and confer process M.M.B.A. requires a full consideration of presentations that are made by the employee organization (P.O.A.) prior to arriving at a determination of policy or course of action.

Seal Beach P.O.A. vs. The City of Seal Beach

On March 8, 1977 the voters of Seal Beach, California adopted three charter amendments, which had been placed on the ballot by their city council. This process was completed without the benefit of meet and confer as required by the M.M.B.A. One charter amendment required the immediate firing, subject to an administrative hearing, of any city employee who participated in a strike; it also prohibited the city council from granting amnesty or the rehiring of any striking public employee.

After the passage of these charter amendments the Seal Beach P.O.A. and others filed a complaint, seeking to invalidate by reason of non-compliance with the meet and confer requirements of the M.M.B.A. The complaint requested the courts to (1) order the charter amendments stricken; (2) declare the charter amendments and additions null and void and; (3) retain certain charter sections in force as they existed prior to the election. The City of Seal Beach held in abeyance the

continued on page 24

Q-50: ANATOMY OF AN EXAMINATION

by Mike Hebel

On September 20th and 21, 1984, Federal District Court Judge Peckham of the Northern District of California will confront the recent Q-50 examination and will be asked to fashion a solution to this convoluted riddle.

The Public Advocates, representing the Officers for Justice, will ask Judge Peckham for racial quota appointments to the rank of sergeant (demonstrating, with finality, that the Consent Decree's "goals and timetables" are really thinly disguised racial quotas). The City and County of San Francisco will ask Judge Peckham to determine that the Q-50 exam was a valid and job related promotive selection devise. The San Francisco Police Officers' Association will request this jurist to order the establishment of a list of eligibles based solely on test score excellence and rank order promotions from this list.

At issue will be the right to an opportunity for advancement versus the "alleged" right to promotive jobs based on race.

In his "keynote speech" before the Democratic National Convention on July 16, 1984, New York Governor Mario Cuomo stated: "What makes and has made this country great is that people have the opportunity to work to better their lives and family's lives."

Q-50 EXAM

On May 10, 1983 the San Francisco Civil Service Commission published and distributed a Q-50-Sergeant/Promotive Announcement.

On June 4, 1983 Phase I (Knowledge of relevant Codes, Procedures, etc.) of this examination was administered at Brooks Hall. This Phase consisted of 200 multiple choice questions (including an in-basket exercise) for which five (5) hours were allotted for its completion. Six hundred and ninety-seven (697) persons completed this Phase; of that number 26.40% were "protected classes" (blacks, asians, hispanics, women) and 73.60% was the "non-protected class" (white males). The POA urged a 70% correct answer cut-off score; upon recommendation from the Consent Decree Unit, the Civil Service Commission set the cut-off score at 50% correct answers. Result: 673 passed while 24 failed.

In October, 1983 Phase II of the Q-50 exam process was administered at the Hyatt Hotel on Union Square. This was a four (4) hour writing skills test. Each candidate was given a description of a police related situation (bank robbery/police vehicle accident) and the necessary Police Department forms on which to place responses. The candidates were required to fully and completely complete: (1) Response to citizen's complaint; (2) Request for meritorious commendation; (3)

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5th ANNUAL SFPOA FAMILY PICNIC

SATURDAY, OCTOBER 13, 1984

3:00 p.m. 'til 11:30 p.m.

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See Pages 12 & 13 For Further Information



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POLICE POST #456 NEWS

I didn't know that women's liberation started when women began to get tired of dancing *backward* or that feminists just want the human race to be a *tie*. These are all reasonable since God created everyone equal. The nicest thing I ever read was about the guy waiting in line at the supermarket. He noticed that an elderly woman was having trouble trying to stuff her groceries into a net shopping bag. The man offered to help and while they chatted he repacked her purchases. Just as the man was about to return to his place in line, the woman took his hand in hers and with a warm smile, said, "My compliments to your mother."

Now, that sounds very much like one of the young men who has been to Boys State or been involved in one of our American Legion programs. I have never heard of any of those young men who has served a jail sentence or been involved in any kind of trouble and certainly reflects on a good family background. S.F. Police Post #456 has always been one of the first to get involved in these types of programs. Won't you get involved? All it takes is your membership dues. Support Commander Brian D'Arcy and his corps of officers. It's a move that will make you feel good and it will increase the numbers of upstanding American citizens that are daily making their mark in the world. Till next issue keep smiling and may God hold you close in the palm of His hand.

Your Scribe
John A. Russell

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Widows and Orphans

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. M. Lennon, Wednesday, August 15, 1984 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

V. Pres. M. Kemmitt and Tr. F. Jordan & M. Hurley excused. All other Officers and Trustees present. Also Pres. W. Hardeman & J. Sturken present. Minutes were approved as presented to the members.

The following donations were received and acknowledged by the Secretary:

MRS. DOROTHY ROSCOE — for recovery & return of her purse by Off. J. Bourne, Co I.

ANONYMOUS from Client of Attorney Le Rue Grim.

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

Treas. Parenti reported the following deaths:

EDWARD CANTWELL — Born in S.F. in 1922, Ed became a member of the Department in 1945 at age 23, after serving in the U.S. Navy. Worked at Taraval and was then transferred to Co. K. Fixed Post. After 2 years went to Ingleside and served on the Mounted Patrol for 13 years. Worked Tac Unit until his retirement for service in 1975 at age 53. Ed was 62 at the time of his death.

GEORGE LILLIS: Another San Franciscan, George was born in 1896, and at age 28 entered the Department. After working the various District Stations for 11 years, he left the Department in 1936 at age 39. George went to work for Wells Fargo Bank, ending up in a management position at the Market Sutter Branch. He was 88 at his death.

JACK SYMONS — Also born in S.F. in 1916, he became a member of the Department in 1947 at age 30, after working as a carpenter. After working at Ingleside, Taraval and then Northern, Jack saw greener pastures in the Division of Highways so left in 1954 to work for the State. He was 67 at the time of his death.

REPORT OF TRUSTEES — Trustees approved the selling and buying of some-stocks and the purchase of Federal Home Loan Banks. Annual income increased \$5,300.00.

GOOD OF THE ORDER: Members are advised next meeting will be Wednesday, September 19, 1984 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

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

Bob McKeen

S.F.P.O.W.A.

At our last meeting most of the business discussed was the upcoming convention in October. It's getting closer but everything seems to be coming together nicely. Our workshops are set, the menus have been planned, table decorations have been purchased and raffle prizes are still coming in. A huge THANK YOU to everyone present at the meetings for all the help and support. We couldn't have done it without you.

The NOR-CAL meeting was on Saturday, September 22 at Cathy Oberhoffer's house. We spent most of the time organizing the raffle prizes and stuffing the "goodie bags."

Our garage sale held on Saturday, August 18 was a success and a lot of fun. Thanks to everyone to who visited and a special thanks to Senator Milton Marks for his purchase.

WELCOME TO NEW MEMBER — NANCY RATTI!!!

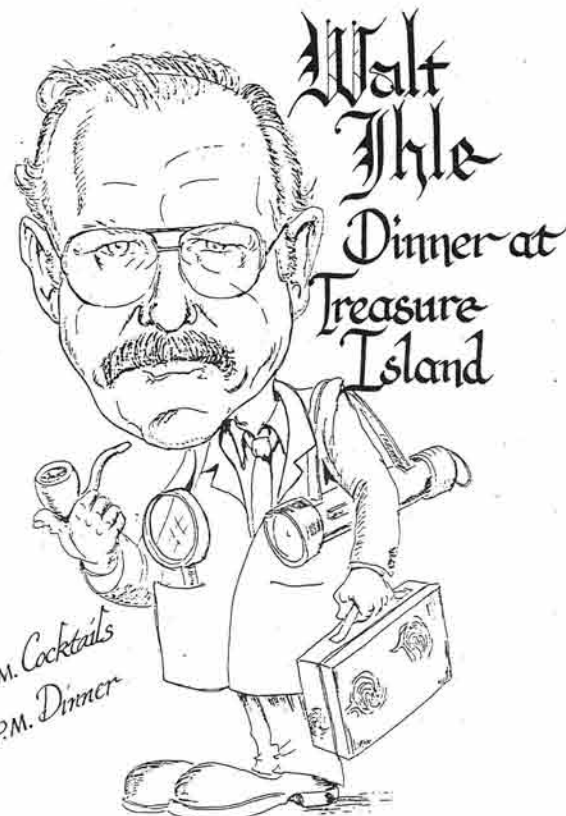
We have been asked by Deputy Chief Trueb's office to help with an upcoming Police convention in May 1985. More details, when available, will be forwarded.

Thank you to all who responded to our last newsletter questionnaire. "A special note to the person who wrote a letter but apparently did not think enough of their comments to sign their name. Take your own advice 'don't believe everything you hear' without being sure your information is correct. You have been seriously misinformed."

Our next meeting will be on October 2, 1984 (Tuesday) at 7:00 pm. The location is the POA hall, 510 7th Street (across from the Hall of Justice). This will be the last meeting before the convention and our last opportunity to finalize all the details. We look forward to seeing as many of you there as possible.

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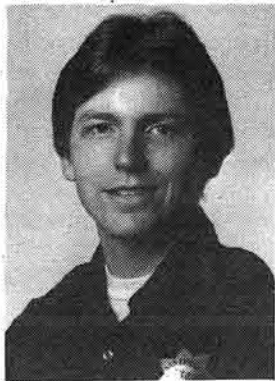
- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom 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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Secretary's Column

by Gerry Schmidt



TIER II UPGRADE

The San Francisco Police Officers' Association has as its top priority the upgrading of Tier II disability/retirement benefits. As one who has been extensively involved in successful POA sponsored charter amendments, it is my opinion that victory in achieving this fundamental equity will only come as the result of a well organized, well financed campaign, at the heart of which will be the voluntary efforts of individual members.

It is only through an initiative petition that the essential ingredients of involvement on the part of our members, their families and loved ones will be achieved. I am therefore calling for the creation of a special task force consisting of volunteers from throughout the San Francisco Police Department, the expressed purpose of which will be the placement of a proposed charter amendment on the November, 1985 ballot affecting the retirement/disability benefits of current as well as future Tier II members.

This voluntary task force would work in conjunction with a professional campaign manager, thereby guaranteeing that we mount the best possible campaign toward victory in '85.

We must begin an in-house campaign starting now to organize and get the most out of our mutual commitments. Hopefully volunteers will be addressing watches soon in order to begin this exciting process.

We will win through TEAMWORK, DEDICATION and HARDWORK.

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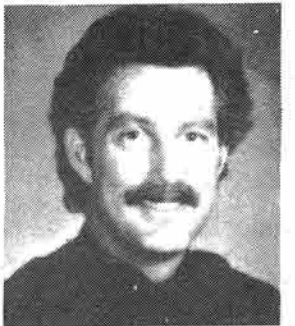
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Treasurer's Column

by Duane Collins



MONEY

LEGAL EXPENSES

I'm happy to announce, The Board of Directors, at the September 4th special meeting, ratified our flat fee legal arrangement with Stephen Bly Inc. The Board made a wise decision as this could save us as much as \$20,000 over the next 6 months. They approved it on a 6 month trial basis, and formed a committee to review all our legal expenses. This is something I have been working on alone for the past 18 months and I look forward to the help, with budget time just around the corner.

PICNIC '84

The Board also voted unanimously to go ahead with a picnic this year. It will be held at Marine World-Africa U.S.A., and will be the last weekend they are open, October 13th. My main concern was that we limit the P.O.A. subsidy to \$10,000, last year we subsidized it by nearly \$20,000. This year only the first 2,000 tickets will be subsidized any sold after that will be full price, about \$5 more, so get your tickets early. See you there.

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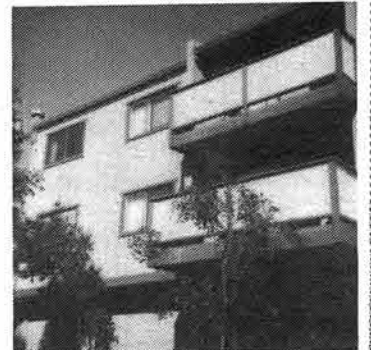
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PAST PRESENT FUTURE

by Tony Novello
Director Park Station

PAST: On July 31 1984, a male homosexual is murdered by 5 suspects in what is referred to as a "gay bashing." The case is assigned to a pair of Homicide

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Inspectors, one of whom is Inspector Ed Erdelatz. A few days later, the July issue of this tabloid is released. On the front page is an article written under the masterhead of "The Fellowship of Christian Peace Officers," and signed by Ed Erdelatz and other members of that organization. The article deals with immoral conduct, both heterosexual and homosexual in nature. It is viewed by some as homophobic. It is subsequently rebutted that the article condemns the sin, not the sinner. Political and religious rhetoric abound in a massive cloud of dust. Out of the dust, riding on a great white horse, a gelding I might add, is progressive Supervisor Richard Hongisto. Ed Erdelatz is labeled unfit to handle the murder investigation because of his Christian Peace Officer fellowship. "This atrocity will not continue," vows the Supervisor. He proposes to introduce legislation that will prohibit cops from getting involved in cases where there are people involved that are members of a group that the cop doesn't like. He bolsters his position by telling us that he is an ex-cop, ex-sheriff, ex-prison corrections officer. (Why can't this guy hold down a job?) Some feel the good Supervisor is starting his mayoral campaign a couple of years early. Others feel that he is right on target. Police Commissioner Jo Daly exhibits a lot of class in coming out and supporting Ed Erdelatz, and chastising the proposed legislation. She is constantly referred to by the media as "Lesbian Police Commissioner" Jo Daly. (This makes me wonder if she is MY police Commissioner, or just the lesbian officers' Commissioner).

I never saw Burl Toler referred to as, "heterosexual police Commissioner" Burl Toler.) Ed Erdelatz puts a little dimple in Hongisto's logic by promptly identifying all 5 suspects, arresting a few, and causing the rest to head East looking over their shoulders. And the beat goes on....

PRESENT: Today, during the August Board of Directors meeting of the SFPOA, the board is advised that the controversial article referred to above, has caused both apprehension and fear within the gay community in San Francisco. A lively discussion follows. Views vary greatly. Questions abound. Why was the article put on the front page? Why was the article printed at all? Why was there no POA disclaimer attached to the article? The American flag is waved, citing First Amendment privilege. Editorial censorship is both suggested and chastized, and the beat goes on....

FUTURE: Late in the year 1984, Supervisor Hongisto calls in a bunch of his political I.O.U.s and his legislation has now become law. The ordinance has more teeth in it than originally proposed. Instead of prohibiting cops that openly avow prejudices from working on cases involving "those people," the law requires all cops to be hypnotized and given a truth serum so that all biases can be brought out. (Remember, this is 1984.) The data collected was fed into the Department's computer and made part of the CAD (Computer assisted dispatch) network. The scene shifts to a stucco residence on a quiet street in the area of 42nd. Avenue & Quintara. A middle-aged, left-handed, Chinese lady who practices Catholicism and is a Scorpio takes a breather from her vacuuming and looks out the front room window to the street. She begins daydreaming, reaffirming in her mind the fact that she is a Democrat,

supporter of the ERA, pro-abortion, anti-nuke, and that her favorite color is mauve. She thinks of her husband, going over the family budget in the den, an elderly Black Baptist Republican, a jogger and smoker whose favorite TV program is The A-Team. She chokes back a tear as she remembers her husband is a Virgo. She thinks of her kids, all adopted because of her damaging tubal ligation. First there are Thieu and Pham, the Vietnamese refugee twins, fathered by a lustful GI in that assinine war. Next, she thinks of Hector, the Haitian boat person she and her husband brought home from their vacation trip to Florida. Finally, her mind drifts to Jim, the punk-rocker teenager who just moved in one day. She tries to rationalize his spike hairdo and Boy George makeup, discounting it as something he will grow out of soon. She focuses in on the car parked down the street containing a sole occupant, a young male. The rear bumper of the car is adorned with bumper stickers; "Save the Whales," proclaims one, "You can't hug your kids with nuclear arms" says another, while the third one proclaims "Question Authority." "Right on!!" thinks the woman to herself. Her eye then catches some stains inside the rear window of the car. That looks like blood, she thinks. Looking closer, she perceives what might be a shotgun barrel resting against the back seat. The driver of the vehicle appears to be focusing his attention on the bank located at the corner. He then gets out of the car, opens the trunk, and puts something under this coat. She decides to call the police. She dials 911 and listens to a tape recordign telling her that all lines are busy and that her call will be answered in order. After what seems like an eternity a female voice answers the phone. The lady explains her observances of the blood stained seat, the possible casing of the bank, the shotgun in the car, and the concealment of the object from the trunk by this suspicious person. The police operator tells the lady that none of the things she has seen is a crime, but may be just innocent conduct. Our citizen informs the operator that the car is parked in front of an expired parking meter. "We'll send someone right out to investigate," replies the operator. But first I've got to ask you some preliminary questions to assure you that we will send you an unbiased officer. The operator starts with the suspect, asking his race, age, style of dress, etc., all the while putting the information into the computer to help her dispatch an unbiased officer. The operator then asks the complainant, "Is the suspect homosexual?", "How do you tell?", is the reply. The operator quickly flips through "Stereotype Guide" and locates homosexual, between "hispanic" and "hooker," and begins asking questions. The guide assists the operator in determining that the suspect may well be a homosexual, and after ascertaining what side the suspect is wearing his keyring on, starts to question the complainant. The operator finds out about the complainant's history, her husband, her children, all the while entering the data into the computer. The operator asks for a description of the suspect vehicle and is told it is a beige Borgward. The complaint is put on hold while the operator ascertaining if a Borgward is Swedish or German. The search for the unbiased officer begins. The computer screens the officers in cars in the district to no avail. The cars are methodically eliminated; one because one of the officers really dislikes left handed complainants, another is pro-nuclear power, yer another is anti-abortion. As the last district car is eliminated because the officer is a Leo, the complainant advises the police officer that the suspect is at her house, has removed a tire iron from under his "members only" jacket, and is trying to pry open their iron gate. "I'm looking as fast as I can," states the operator in frustration. By the way, who installed your iron gate? "Sanchez Iron Works," states the complainant. "I was afraid of that," is the operators reply as she curses to herself and enters this new data into the computer. The operator has now queried the computer and eliminated 4 other district stations, all officers having something in their backgrounds that precludes them from handling this assignment. The operator is particularly peeved by the computers rejection of a few cars, with the message "They don't like anybody." "They don't have to do nothin'!"

Thirty minutes have now passed. No one has been dispatched. Were it not for a dislike of the color mauve, an Ingleside unit could have been dispatched. A green 70 Camaro containing 5 teenagers from the East Bay rounds the corner. They stop their car adjacent to where the suspect is working on the iron gate. All exit the vehicle carrying truncheons of one kind or another. This is reported to the police operator, who, in turn tells the complainant of the three cars in the vicinity that are unsuitable to respond, reprimanding the complainant, "The law is the law." The woman turns away from the window in horror as the first blow is struck. This seems to be just where we came in. And... the beat goes on....

Author's footnote: In writing this article it was not my intention to demean any individual, group, subgroup, life style, or, for that matter, any astrological sign. The article is meant to be pure satire, a tongue-in-cheek aproach to what I feel is asinine legislation. I am trying to suggest to the author of the proposed ordinance that he "Have a clue!!" We all know that this ludicrous ordinance will never pass in San Francisco. Or do we??



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CHRIST FOR COPS

Officer Woodrow Tennant
Psychiatric Services Unit

The recent articles by the Fellowship of Christian Peace Officers raise the issue of the proper balance between religious groups like this one, and labor organizations like the POA. This discussion seems to be a version of the balancing of state and church interests which has been ongoing since the founding of this country, and which has intensified during the Reagan administration. Currently, Democrats accuse Republicans of interjecting religion into politics, while Republicans claim that the Democrats have been doing that for years, especially during the civil rights and peace movements. And it was, after all, Rev. Jackson who ran for President, not Rev. Falwell.

The Fellowship is a somewhat shadowy group. Either their membership is small, or their members are disinclined to admit membership. About thirty-eight men appear in a photograph of the group in the 1982 POA yearbook, although some individuals are obviously from outside agencies. Some SFPD officers who appear in the photograph claim not to be members of the Fellowship when asked. The membership at least appears to be predominately white male officers of advanced age and rank. Many of the identified members are said to have a curiously similar past: years of alcohol abuse, violence, marital and social problems; involvement in a fatal shooting or other serious incident; and a rather sudden conversion to evangelical religion. Whether this conversion represents a genuine philosophical shift, a symptom of post-traumatic incident stress, or the advice of a good lawyer, is debatable. The acclaimed goal of the group is to bring "the Word of the Lord Jesus Christ to the Police Department."

The current membership of the POA is about 1850 officers. This number represents about 95% of the officers eligible for membership. The POA membership includes the majority of minority officers, and some unknown number of gay and lesbian officers, another shadowy group, equally small in number. Among the purposes of the POA listed in its Constitution are "to develop a spirit of cooperation among those who have dedicated themselves to law enforcement" and "to establish and maintain an understanding between law enforcement personnel and the public." The POA and the Fellowship differ then in both membership and purpose. They differ also in other important ways.

The strength of any religious group comes initially not from number, but from a conviction or belief that their particular view of the world is the only correct one. The group is defined by the singleness of their beliefs, and they accomplish their goals by persuasion and appeal.

The strength of a labor organization is derived from different sources. A union derives its strength from breadth of its membership. As the composition of the Department has changed, so has the membership of the POA. A labor organization which fails to reflect the diversity of the members it claims to represent becomes weak. In the extreme, it becomes an anachronism. Like a democracy, the labor organization gains strength by supporting and utilizing its members. It is the involvement of all members that insures that the work of the association will succeed. By necessity, the methods are political, not evangelical.

Building a union involves working in a sincere and sensitive manner with each member, and with every individual and group which can influence the goals of the group. Unfortunately, the selfish and insensitive actions of a few can jeopardize the benefits of the others by eroding public support for ballot measures important to all members.

The sensitivity required does not necessarily mean agreement. It does mean, however, an awareness of how certain ideas and words are perceived by others.

For example, I suspect that Jewish officers would be disturbed if the POA newspaper featured an article endorsing "the final solution." Asian officers would be wary of an article which spoke of "internment," while Black officers would understand what an article about "racial purity" really meant. To the unaffected, who make up the majority of the POA, these are innocuous phrases. To minority officers, these are symbolic terms with a clear and strong meaning of violence. To the unaware, this reaction by minority officers may seem unfounded, paranoid. But to those officers who have lived the fears, the concerns are real and deadly serious. The uninvolved can choose either to respect these concerns, or ignore them.

So it is with gay and lesbian officers and the type of statements contained in the recent Fellowship articles. The words are not perceived as simply religious beliefs, but as threats as well. Almost every heterosexual suspect in a gay homicide or serious assault will claim that his actions were justified by his religious beliefs. One Inspector who belongs to the Fellowship, spoke recently on how homosexuals had "invaded" the police department. The pastor of the church at which he spoke had himself called for the death penalty for private consenting homosexual activity. Violence and hatred hang as a heavy stench around this type of religious bigotry.

The action which brought forth the discussions was the perception by both police and civilians that the positioning of the Fellowship articles in the paper, and the lack of an obvious disclaimer meant that the views expressed in these articles were now the official views of the POA. The unanimous vote by the POA Board of Directors to disavow the article indicates that this perception was mistaken.

The controversy generated by these articles also raised the question if members of the Fellowship were competent to do professional police work. Quite ironically, this was the very charge leveled against the gay and lesbian officers in the late seventies. The answer now is the same as it was then: professional competence can only be measured by job performance. Private personal practices, or religious beliefs, cannot be the yardstick. I am familiar with the work of some Fellowship members, and it cannot be faulted in any serious way. Although I may not trust these fellows with my spiritual life, I certainly do with my earthly one.

To criticize some of the actions of the Fellowship group is not to minimize the importance of the religious beliefs of other officers, which represent a wide range of Christian and non-Christian beliefs. Certainly, religious strength is necessary in dealing with the depressing fact that bad things happen to good people, a fact with which every police officer must learn to live. In that regard, I have always been respectful of the work of Fr. Heaney. This blustery, but shy man has touched the lives of countless officers in this Department and others. I first came to know him during those terribly sad days when Sgt. John Macauley lay dying at SFGH. Every day, almost every hour, Fr. Heaney nurtured not only the large and troubled family of Sgt. Macauley, but the many officers as well who came to stand guard, run errands, or just be there. Since then, again and again, we have all seen his goodness, particularly in the support and assistance he gives to the officers of the stress unit in their important and difficult work. Fr. Heaney's life teaches us Christ is for cops. He is really the only chaplain the department has, or needs.

The divisive message of the Fellowship articles is but another example of the increasing number of occasions on which officers attack other officers. I don't know enough police history to know if this has always been the case. I do know that divisions such as that between Catholics and Protestants, and between Irish and Italians have existed in the past, but for the most part, they were not acted out in a vindictive and violent manner. Perhaps the increasing diversity of our Department, where officers probably do have less in common than before, has made it easier to forget the realities that we share.

It saddens me to experience these internal attacks, whether by the Fellowship articles, or by incidents like the Rathskeller where, like a mirror reflecting itself, an abusive act towards a recruit led to an abuse against a training officer, which led to an abuse against other officers involved, which led to abuse against us all by the press and the public.

These internal attacks chip away at what little respect and solidarity we have left, and give grist to a public eager to exploit our differences for their own personal or political gain.

The solution to these concerns seems to be some mutual respect and some common sense. We must respect the right of Fellowship officers to believe what they please. In turn, the POA deserves respect for representing all its members. We need a single POA, not several. The muddle surrounding the promotional exams is but one example of where fragmentation can lead.

Whether the manner in which the Fellowship articles were managed was a purposeful and provocative venture, or the product of ignorance and poor judgment is unclear. Editor Maloney's alleged membership in the Fellowship makes the issue even more difficult to decide. Far easier to understand is the need to insure that similar incidents do not happen again. I don't think that any officers care if the Fellowship articles are printed on the front page or the back, rightside up or upside down. Many officers do care if the articles are perceived as being POA policy. The current disclaimer, buried in the masthead, obviously doesn't do the job. Neither does the special heading over the articles. Common sense suggests that a clear and obvious disclaimer is required for such articles, whatever their source.

The future issues of the paper will indicate whether the incident was the result of poor judgement or religious zeal, whether the resulting confusion about POA policy was purposeful or accidental. Most importantly, they will determine if the POA Directors take seriously their obligation to advance the goals of the POA in a manner which respects the dignity of all members.

P.S. The above is my contribution for the September issue of the POLICEMAN. Hopefully, the article will help bring this controversy to a close. Because of the sensitive nature of the article, I would prefer to do any necessary editing if either length or content is a problem. Needless to say, feel free to add a clear and obvious disclaimer. I think the infamous Don Brewer Memorial Disclaimer would do nicely.

—Woody

THE SAN FRANCISCO POLICEMAN is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

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STATE COMMENDS SAN FRANCISCO WOMAN LAW ENFORCEMENT TRAINER

San Francisco Sheriff Michael Hennessey was joined by Department Training head Lieutenant Janet Dempsey today in accepting a Certificate of Training Compliance from the California State Board of Corrections for excellence in law enforcement training standards.

State Corrections Consultant Antoinette Crabb praised the San Francisco Sheriff's Department for "the highest level of professionalism exhibited by Lieutenant Dempsey and her staff, who have conscientiously planned and managed the Department's training program".

The State Board of Corrections monitors hundreds of California sheriff departments, probation departments and local detention agencies each year to determine if California's exacting training standards are being met.

Lieutenant Dempsey, 31 is the only woman Director of Training of any urban law enforcement agency in the United States. She directs training for 370 deputy sheriffs, from an initial three week basic Department orientation for all new hires, to a host of specialized law enforcement courses including:

- Basic Jail Operations plus 500 hours of certified police academy.
- Advanced Officer training and general management courses.
- Computer and word processing seminars.
- 2,351 hours of specialized training for the 1984 Democratic National Convention in San Francisco.

Nationally, the San Francisco Sheriff's Department has the highest percentage of women officers of any major law enforcement agency — 24%. Of that number, 33% are in promotional positions (Senior Deputy, Sergeant, Lieutenant, Captain).

"The representation and achievements of women in our Department is totally unprecedented in national law enforcement", stated Sheriff Michael Hennessey, — "and impressive even when compared with the most progressive of private sector corporations.

"Lieutenant Jan Dempsey has brought the San Fran-



Sheriff Mike Hennessey is shown congratulating Lieutenant Janet Dempsey after receiving a letter of total training compliance and commendation from the California State Board of Corrections.

cisco Sheriff's Department into total compliance with thousands of hours of specialized training demanded by the State of California for all peace officers. Her expertise and determination has made this Department second to none in law enforcement training."

A native San Franciscan, Jan Dempsey joined the San Francisco Sheriff's Department in 1977, was promoted to the rank of Senior Deputy in 1980, and named Assistant Training Manager that same year. She received a Bachelor of Arts degree from San Francisco State University in sociology in 1976.

As a member of the San Francisco Sheriff's Department competitive shooting team for five years, Lieutenant Dempsey placed first in her class at the California State Police Olympics in 1981, and third at the International Police Olympics in Houston, Texas in 1982.

LOVE IT OR LEAVE IT

by Officer Steve Johnson

There's been a lot of talk recently among members of our department about quitting the Police Officers' Association. Great! Just what we need.

The P.O.A. is the only voice we have as a group that can make all the difference in the world as far as working conditions and benefits are concerned.

Disillusioned the way things are? Hey, so am I.

Why? Because it's getting real old listening to the same rhetoric about promotional test problems and legal costs.

What are you going to do about it? That's right - you. You're the P.O.A. — You're the one who has to make a decision. Don't blame the members of the board, they've been plagued with problems never before experienced by our department.

So it's up to you. If you want to quit, fine. If you want to throw everything we've earned out the window and go it alone — good luck.

If, on the other hand, you want to clean the slate and start over, let's do it.

The first issue that must be addressed is that there's too many rumors about "political differences" among members of our present Board. Let's get it out into the open. If you're elected to represent the members of our department and you can't work with the other elected representatives whether because of personal/political differences, then we don't need you. Do us a favor and resign.

The second issue is communication. The last I heard, we were going to place a paid medical plan on the November '84 ballot for consideration by the voters of San Francisco. Just recently I learned that this issue was scrapped for various reasons. So now we get to wait a whole year (til Nov '85) for a second chance for such a proposal.

I don't want to hear the same old song, "Well, you should have attended the meetings to keep up on that issue." That's ridiculous. I have a representative that I respect for his dedication in working for my interests and I want to hear from him. I want to know what's going on and what he wants me to do to assist him.

The key to communication is team-work. If my representative wants me to work on a committee to get information out to others, I'm going to do it. All ya gotta do is ask.

The third gripe I have with the present status quo is the image the P.O.A. has as power broker. We're not Standard Oil. We're not going to bankroll anyone for political office. We have to utilize what we have to our best advantage and that means using you. You — You're the P.O.A., and as a representative of San Francisco's finest you have the extraordinary power to influence people and, in so doing, to influence votes.

You're going to have to join committees. You're going to have to project an image of a professional at all times and you're either going to have to work within the structure of our association or do yourself a favor and quit.

It's a give and take proposition and I'm just as guilty as the rest of you for sitting back watching the parade go by.

As long as we pull together as a team, the Association will work and I can't believe that anyone who wears the star of the San Francisco Police Department would want anything less.

THE SAN FRANCISCO PARKING TICKET AMNESTY PROGRAM, 1984

The San Francisco Parking Ticket Amnesty Program, 1984, is now in effect. Members are informed that Parking Ticket Amnesty forms will be available to the general public at the nine district police stations.

The Amnesty provides for the dropping of **penalty fees** accumulated for the non-payment of **San Francisco parking citations only**. The Amnesty does not cancel the actual scheduled fine for the parking violation.

Full instructions for the use of the Amnesty Request Cards are contained on the form itself. The Program will be run entirely by mail; no payments will be accepted at district stations or the Hall of Justice. All request cards must be postmarked by September 30, 1984.

Other outlets for the cards include Room 201 at the Hall of Justice, all San Francisco Public Libraries, and the Information Booth at City Hall.

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\$1 MILLION BAIL TO O'CONNELL MURDER CASE

Office of District
Attorney, C & C of SF
Press Release: Aug. 14th, 1984

Municipal Court Judge George T. Choppelas concurred with San Francisco District Attorney Arlo Smith and yesterday allowed bail to remain at one million dollars for David Allen Rogers, 19, charged in the death of John O'Connell.

Assistant District Attorney William Fazio presented facts showing the senseless viciousness of the attack on John O'Connell, 40, and Judge Choppelas ruled against a defense motion to reduce Rogers' bail. O'Connell was assaulted near Polk Street July 29 and later died at San Francisco General Hospital.

Rogers is being held in San Francisco, charged with one count of murder and three counts of aggravated assault on other victims. Douglas Barr, 19, is being held in Oregon on the same charges and Roland J. Reyes, 20, is being held in Oregon as an accessory to the murder of Mr. O'Connell.

Timothy White, 22, and Donald J. Clanton, 19, are still being sought as suspects in the attacks. All five are from Vallejo. It is alleged that the defendants had no motive for the assault other than their belief that the victim was gay.

San Francisco Police Inspector Edward Erdelatz is spearheading the investigation. "As always, Inspector Erdelatz and his partner, Inspector Jeff Brosch did exceptional police work," District Attorney Smith stated via telephone from the National District Attorneys' Association's conference in San Diego. "They deserve the highest praise."

"I am — of course — very pleased with Judge Choppelas' ruling," District Attorney Smith concluded.

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As you may be aware, the Richmond Police Department lost two of its officers in a mid-air plane crash on July 5, 1984. Officers William Whitty and Ronald Fuller were flying on a narcotics surveillance when the accident occurred.

The Richmond Police Officers Association has set up a memorial fund for the families of the two officers and would appreciate any contributions your association is able to make.

Please send your contributions to:

William Whitty/Ronald Fuller Memorial Fund

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For any further information, please feel free to contact me at (415) 231-3641 or (415) 231-2100.

Thank you for your support and sympathy during our time of sorrow and loss. These two fine officers will be greatly missed, both by the Richmond Police Department and the law enforcement community.

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S.F. Supervisors OK Pay Raises for Cops, Firefighters

By Reginald Smith

The Board of Supervisors yesterday approved a \$28 million salary package to boost pay for San Francisco's police, firefighters, Municipal Railway drivers and registered nurses.

The proposal increases annual salaries for police officers and firefighters by about 9 percent, which means the top rate for a patrolman or firefighter will climb from \$30,302 a year to \$33,046.

The salary of Police Chief Con Murphy and Fire Chief Emmett Condon will rise from the current \$81,536 to \$88,963.

The new pay rates are to go into effect after a second vote by the board, expected next week, and approval by Mayor Dianne Feinstein.

Police and Fire Department salaries are determined by the City Charter and are based on the average maximum wage earned by police and firefighters in other California cities with a population of 350,000 or more.

Under that formulation, the city was required to give a 6.7 percent pay raise, and the supervisors added a 2.2 percent local cost-of-living increase, making the total cost \$20.4 million.

The cost-of-living increase is provided for under the same 1975 charter amendment that sets the formula for the pay raises for firefighters and police officers. The 2.2 percent figure was arrived at by comparing the Consumer Price Index figures for San Francisco and the other cities used to set the base pay.

Although the supervisors were in unanimous agreement about the salary increases for police and firefighters, there was some dispute about compensation for drivers of the troubled Muni system.

Supervisor Quentin Kopp disagreed with a charter provision that requires the city to pay Muni operators salaries the average of the two highest wages found in a nationwide civil service survey of transit districts — currently Santa Clara County Transit and the Massachusetts Bay Transit Authority.

"People wonder what is the result of the millions and millions of dollars that have been poured into the Muni Railway in the last five years," Kopp said.

"San Francisco might feel justified if the service was of the kind that inspired that type of justification or feeling of gratification, but it isn't.

With Kopp dissenting, the board approved a \$4.5 million wage and benefit package, gradually raising the current \$13 an hour paid to most Muni drivers to \$14 by the time the contract expires in January 1986. On an annual basis the current \$28,054 salary would grow to \$30,212.

Supervisor Richard Hongisto defended the beleaguered Muni drivers, saying that they are required to work under difficult conditions.

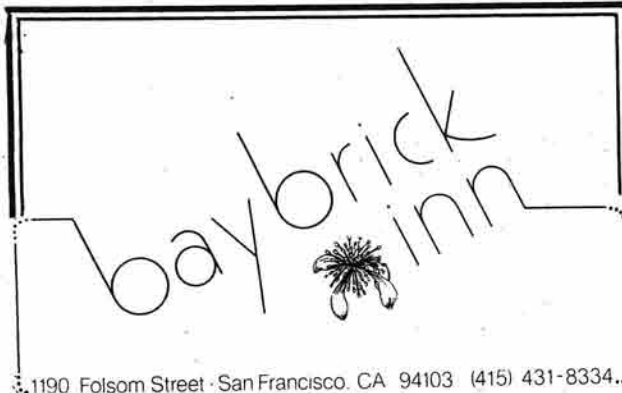
The board also raised the salaries of 1116 registered nurses and aides working at San Francisco General Hospital and Laguna Honda Hospital by an average of 7 percent. Those increases will cost the city \$3.7 million.

Reprinted from S.F. Chronicle
Tuesday, August 14, 1984

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0400	Deputy Chief	2878	6236
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0460	Secretary, Police Commission	1685	3651
0380	Inspector	1474	3194
Q 80	Captain	1979	4288
Q 63	Criminologist	1979	4288
Q 60	Lieutenant	1685	3651
Q 50	Sergeant	1474	3194
Q 35	Assistant Inspector		
		1364	2955
0520	Police Surgeon	1271	2754
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H 19	Operations Training Supervisor, Airport	1473	3192
H 18	Coordinator of Community Services	1473	3192
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H 22	Lieutenant, Bureau of Fire Prevention and Public Safety	1666	3610
H 24	Lieutenant, Bureau of Fire Investigation	1666	3610
H 6	Investigator, Bureau of Fire Investigation	1522	3298
H 4	Inspector, Bureau of Fire Prevention and Public Safety	1522	3298
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	3rd year	1211	2624
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ALFREDO MELENDEZ HONORED AS OUTSTANDING POLICE OFFICER

The recipient of San Francisco Aerie #5 Fraternal Order of Eagles 1984 "Outstanding Police Officer Award" is Officer Alfredo Melendez conscientious officer assigned to the swing match.

Officer Melendez was honored at a recent dinner hosted by the Fraternal Order of Eagles. Members of the Ingleside Station were also invited as guests to salute one of their own.

During the ceremony, Officer Melendez listened to glowing comments of praise such as: "He routinely performs every assigned task regardless of its relative importance and always in a competent and expeditious manner" also "Officer Al Melendez has been instrumental in the solving of several major criminal cases within the district; his consistently superior level of performance, both in quantity and quality is worth of recognition." Another quote "Officer Melendez is an excellent representative of the Police Department in all areas of community contact and rapport."

We, the members of Ingleside Station are very proud of Officer Melendez and we also publicly thank S.F. Aerie #5, Fraternal Order of Eagles for sponsoring such an excellent program on our behalf. Awards and recognition of the nature have a direct bearing on increasing the morale and positive image of the District Police Station personnel.

Fraternal Order of Eagles President, Mr. Gene Hartje concluded the evening by presenting a \$745.00 check made out to the San Francisco Department P.A.L. Program to "encourage police officers continued constructive participation with the youth of our City."



Capt. Frank Jordan — Off. Al Delacerda with perpetual plaque for Outstanding Police Officer Awards and individual plaques as 1984 winner.



Capt. Frank Jordan — Off. Al Delacerda 1984 winner — Lt. Dave Christensen, Sgt. Gary Elsenbroin.



Capt. Frank Jordan receiving \$745.00 check for P.A.L. from Gene Hartje, president, S.F. Aerie #5 Fraternal Order of Eagles.

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5th ANNUAL SFPOA FAMILY PICNIC

SATURDAY, OCTOBER 13, 1984
3:00 p.m. 'til 11:30 p.m.
LAST CHANCE EVER

ADULTS & CHILDREN \$9.00
TOTS UNDER 4 YEARS \$2.50

See Pages 12 & 13 For Further Information

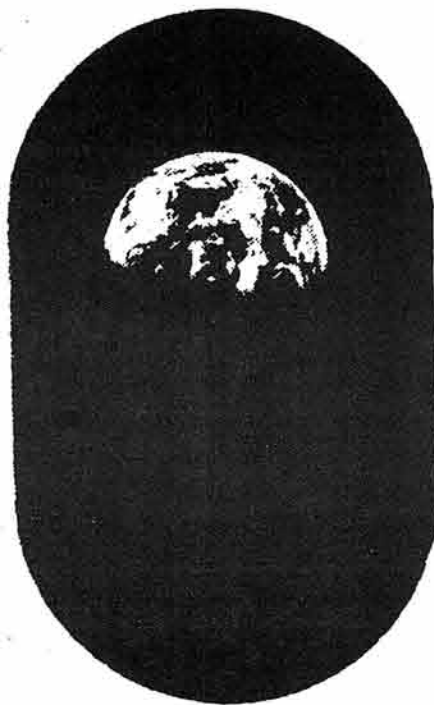


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BACKPACKING WITH THE SFPD YOUTH PROGRAM

by Marsha Asbe
Co. C
Photos by Dan Boyd
Photo Lab

I have been a San Francisco Police Officer since 1982. During this brief time I have dealt with all sorts of kids in all sorts of trouble. I have seen such viciousness displayed by 12-year-olds that I nearly accepted many of our young San Franciscans as irredeemable casualties of the inner-city. Then I had the good fortune to participate in the SFPD Wilderness Youth Program.

Unlike many "send-a-kid-to-camp" programs this program takes kids (many of whom have never been

who's greatest fear on the trip was not having enough to eat, gave her cup of hot chocolate to another child who was coming down with a cold. I saw each of these kids display similar small heroics and display such courage, humor and generosity that we were able to hike 47 miles and climb 11,700 feet in elevation. What had begun as a cold and grumpy gathering of strangers on the steps of the Hall of Justice became a tribe of 17 people who cared about each other.

When on Friday we marched back into Yosemite Valley we had adopted the stride of victorious warriors. We were pleased with our blistered feet, sore shoulders, grimey faces and aching backs. We had climbed the highest and walked the furthest of any group in the



outside a city), loads them down with upwards of 30 pounds of equipment, takes away their radios, cars, modern conveniences and peers and leads them through the wilderness through some very strenuous terrain. The guides, all of whom are excellent, are provided through the Yosemite Institute. These "pied-pipers" lead the kids and participating officers through some of the most beautiful and unsullied country in the world.

In the backcountry, to the surprise of many of the kids and some of the officers, life is not particularly easy. Existence is distilled into performing essential tasks in seemingly primitive ways and each day provided a new trial in survival and trust. We learned to pack, walk, set-up camp, cook on strange metal stoves, hang bear bags, sleep in tents, repack, wake-up at 6 a.m. to walk some more and we learned how to rely on each other as a valuable and necessary member of a group. We climbed one of the highest peaks in Yosemite, crossed a glacier, walked through a valley which belonged in the Hobbit Trilogy, and one day walked all day through a hailstorm. Somehow, the physical challenge and the crispness of the Yosemite backcountry elicited the very best from each member of our group.

I witnessed formerly sullen and defiant kids begin to laugh and break into songs sung in three different accents. I listened as a young black man tried to explain to a Hong Kong-born Chinese what it was like to live in a housing project. I saw a young girl push herself physically and mentally up a mountain trail and later return to carry the pack of a less sturdy hiker up the same trail. One night a slightly over-weight young girl, history of the backpacking program.

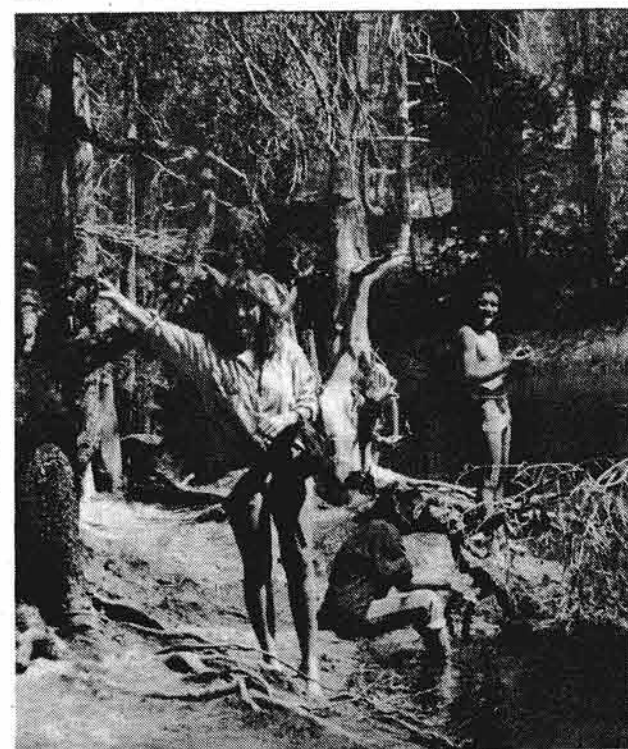
As we reacquainted ourselves with civilization most of us stepped back into our former selves. Much of the courageousness and independence of the group began to dissipate. But I know many were changed. These kids had experienced the best in themselves and others. They had accomplished a hike which would give experienced backpackers pause. Many of these kids experienced their first success and this experience may very well be the needed tailspin against future defeat in their lives. They had climbed and stood, for awhile, on the mountain top.

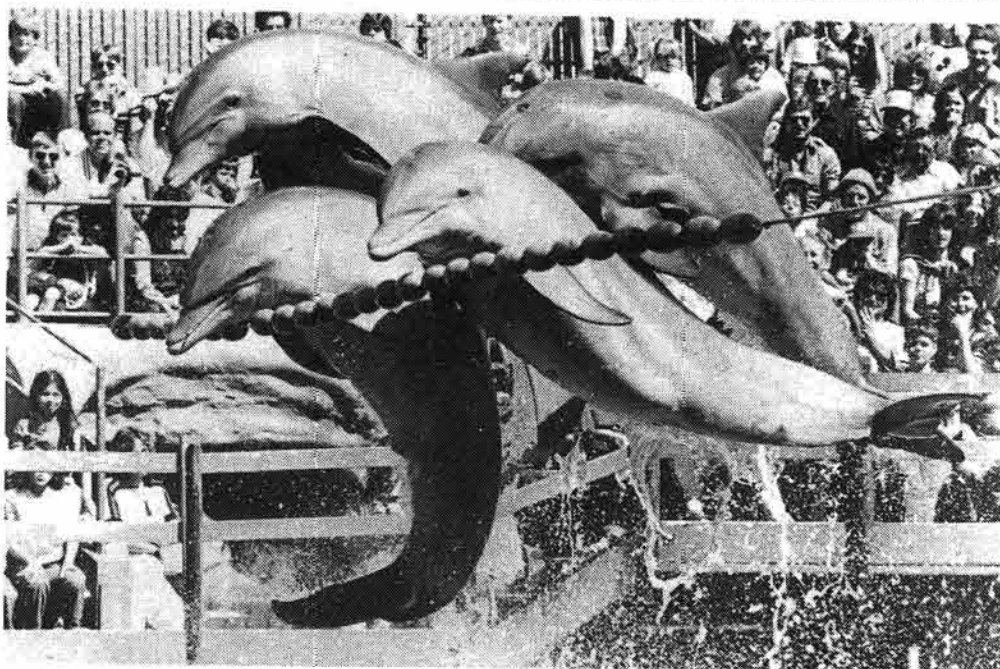
I am very proud to have participated in this program and think it speaks very well of San Francisco to have such an innovative program operated through the police department.

Since returning to my regular station I find myself much more interested and patient with the kids in my

area. I no longer view them as somewhat reprehensible budding barbarians but as young human beings capable, given the right opportunity, of great things. In short, I like them a lot better.

Yesterday afternoon I had occasion to answer a call in the area of the gym at Hunter's Point. I saw a group of teenagers on the street corner and went to talk to them. Initially, they seemed embarrassed and uneasy that a uniformed officer should approach them. Then I heard a familiar voice and turned to see Tony, a member of our group. He came up to me, put an arm around me and said "You listen to her. She's alright. She taught me to walk in the mountains." The blisters and sore shoulders seemed suddenly worth it. Thank you.





MARINE WORLD/ AFRICA USA

OPENED JANUARY 1, 1968—CLOSED OCTOBER 14, 1984

5th ANNUAL SFPOA FAMILY PICNIC

SATURDAY—OCTOBER 13, 1984

TWILIGHT 3:00 p.m. — 11:30 p.m.

PARK CLOSED TO GENERAL PUBLIC AT 6:00 p.m.

LIMIT—2000 PARTICIPANTS

NOTICE

After the 2000 adult and children tickets priced at \$9.00 each are sold out, additional tickets will be available at the P.O.A. office, at a cost of \$15.00 each. Late ticket sales will cease on Thursday, October 4, 1984. Buy your tickets early to save money, and we'll see you on Saturday, October 13, 1984.

EVENTS

WATERSLIDE
GOOD FOOD
TWILIGHT WHALE SHOW
TWILIGHT ELEPHANT SHOW
COMMEMORATIVE T-SHIRTS

FIREWORKS
NIGHT SKI SHOW
TOUGH TUG 'O' WAR
LIVE BAND DANCING

BEVERAGES
FUN
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COMMEMORATIVE BALL CAPS

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TICKETS: FIRST COME—FIRST SERVED
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TICKETS WILL BE AVAILABLE WITHIN 10 DAYS, AND MAY BE OBTAINED FROM YOUR STATION, UNIT OR DETAIL REPRESENTATIVE OR AT THE P.O.A. OFFICE.

Advance tickets may be obtained by sending a CHECK OR MONEY ORDER to the POA office in care of Ted Schlink III. A SELF ADDRESSED AND STAMPED ENVELOPE must accompany your order, in order for us to notify you when your tickets arrive. Advance sale tickets must be picked up IN PERSON at the POA office when they arrive in approx. 10 days. Please make your check out to the S.F.P.O.A.

S.F.P.O.A. 5TH ANNUAL SATURDAY, OCTOBER 13, 1984

CHILDRENS
EXCLUSIVE

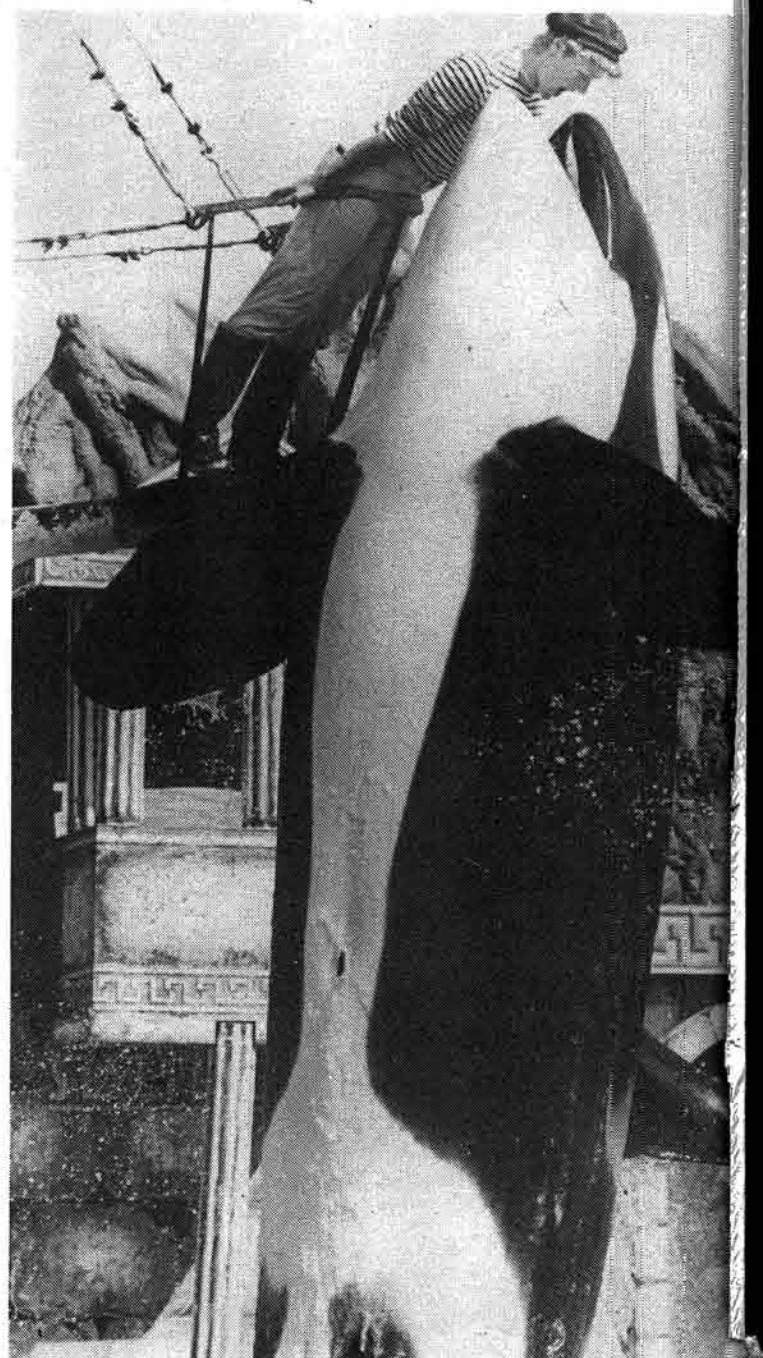
3:00 p.m. — 11:30 p.m.
Park is Closed to General Public at 6:00 p.m.

by Ted Schlink
Picnic Chairman

As you may know, Marine World/Africa USA will close its doors forever on October 14, 1984, the day after our picnic. For 16 years, the park has been a monument of enjoyment to us and our children. On October 13, 1984 we have a golden and historical opportunity to spend the last remaining hours of Marine World's existence with the animals, mammals, fish and human staff in a twilight setting of tropical elegance.

Our exclusive children's twilight picnic will begin around 3:00 p.m. with general entry to the park, and free one-half hour use of the waterslide. At approximately 5:30 p.m. the park will begin to usher the general public out, while we lunch on hot dogs and assorted condiments, along with free beer and soda. Due to the massive legal bills we incurred this year, the free beer and soda will only be available during the two hours we spend in our private tropical lagoon picnic area. I would recommend that those with insatiable desires for food or drink, bring along any necessary supplies.

After lunch and before our private adventure into Marine World proper, the somewhat world famous Tug'O'War championship will commence. Mission Station will be defending a title they have coveted since 1981, however, last year's second place finisher, the TAC Squad, promises to be a team to watch. As I recall from last year, every team that pulled did a tremendous job in capturing the awe of the crowd, and I expect the same this year. I recommend that each team select a captain as soon as possible, so that your semi-olympic



ANNUAL FAMILY DAY PICNIC

TOBER 13, 1984

**TWILIGHT
SIVE**

**11:30 p.m.
he General Public
p.m.**

training may commence immediately.

After the Tug'O'War you may proceed into the park that will be void of the general public. The park will operate as though it were open during the day, with shops, beverage stands and staff available to suit your needs. There will be three shows put on for us, including a spectacular ski show done under lights, as well as a gigantic fireworks presentation. Live band dancing will then commence in Center Square, and the music will focus on the Top 40.

Marine World tells me that children are the heavy users of the dance floor, due to the Disneyland atmosphere of the park after dark. The dance floor may be a life saver to parents whose children are jumping with energy generated and fueled by the euphoria of the thrilling and spectacular events of the day.

On a final note, I anticipate a quick sell out of the 2,000 available tickets due to this being Marine World's last weekend ever. Please obtain your tickets from your unit representative, or at the P.O.A. office during normal business hours. Commemorative T-shirts and ball caps will be on sale at the park on the day of the picnic, Saturday, October 13, 1984.



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DRAWING:**

2 lucky winners will win a San Francisco Police Stained Glass Shield (15" x 19") donated by Joe Weatherman from Co. A. See Photo



August 21, 1984

Board of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 3:15 p.m. Present were Barry, Linehan, Lindo, Parenti, Novello, Dempsey, Murphy, Doherty, McAlister, Carlson, Hebel, Dito, Fagan, Flippin, Schmidt, Duane Collins, Chignell and Casciato. Excused were Keys, Rapagnani. Absent were Terry Collins and Bob McKee.

SECRETARY'S REPORT

It was then M/Hebel S/Fagan to approve the minutes as printed in the July and August editions of the POLICEMAN newspaper. The motion passed unanimously on a voice vote.

TREASURER'S REPORT

It was then M/Hebel S/Linehan to approve the treasurer's report. A lengthy discussion then took place regarding legal representation plans. It was then M/D Collins S/Carlson to approve a contract with the Bley firm for a period of six months. It was then M/Dito to table. The motion to table passed. Voting yes were Linehan, Lindo, Parenti, Novello, Murphy, Doherty, McAlister, Carlson, Hebel, Dito, Fagan, Flippin, Schmidt and Casciato. Voting no were Dempsey and Duane Collins. A special board meeting was then set for Monday, August 27, 1984 at 4 p.m., the purpose of which would be to further discuss proposed legal plans.

In addition a meeting of the Screening Committee, as well as any other interested parties, was set for Friday, August 24, 1984 at 1 p.m. for the purpose of discussing legal proposals.

SPECIAL ITEMS

It was then M/Schmidt S/Dempsey to purchase one ticket to a function to be held on Tuesday, August 28, 1984 being held by the Committee to Re-Elect Quentin Kopp. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Linehan to purchase four tickets to a function honoring Ruth Passen, as well as benefit the Potrero Neighborhood House, to be held on Saturday, September 8, 1984. The motion passed unanimously on a voice vote.

It was then M/McAlister S/Schmidt to purchase four tickets to a function to be held on Thursday, September 6, 1984 by the Roger Boschetti for Supervisor Committee. It was then M/Dempsey to table. The motion to table passed. Voting yes were Lindo, Novello, Dempsey, Murphy, Doherty, Carlson, Hebel, Dito, Fagan, Flippin and Schmidt. Voting no were Barry, Linehan, Parenti, McAlister, D. Collins and Casciato. It was then M/Parenti S/McAlister to purchase two tickets to the function. The motion failed. Voting yes were Barry, Linehan, Parenti, McAlister, Fagan, Duane Collins and Casciato. Voting no were Lindo,

Novello, Dempsey, Murphy, Doherty, Carlson, Hebel, Dito, Flippin, and Schmidt.

PUBLICATIONS COMMITTEE

After a lengthy discussion regarding the editor's performance in carrying out his responsibilities relating to the publication and printing of the San Francisco POLICEMAN newspaper, it was M/Dempsey S/Novello to remove Peter Maloney as editor and replace him with Brother Tom Flippin. After further discussion it was M/Linehan to table. The motion to table passed. Voting yes were Barry, Linehan, Lindo, Parenti, McAlister, Hebel, Dito, Fagan, Duane Collins and Chignell. Voting no were Novello, Dempsey, Murphy, Doherty, Carlson, Flippin, Schmidt and Casciato.

NEW BUSINESS

After a lengthy discussion regarding an article appearing on the front page of the July edition of the POLICEMAN newspaper, it was M/Schmidt S/Hebel that the POA formally disavow itself from the thoughts and views expressed in an article appearing on the front page of the July 1984 edition of the POLICEMAN newspaper entitled the "Unbalanced Scale" as per the disclaimer printed on page two of said edition wherein it states "The San Francisco Policeman is the official publication of the San Francisco Police Officers' Association. However opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department."

A quorum was lost at 5:47 p.m. The meeting was therefore adjourned.

Respectfully submitted,
Gerald J. Schmidt
Secretary



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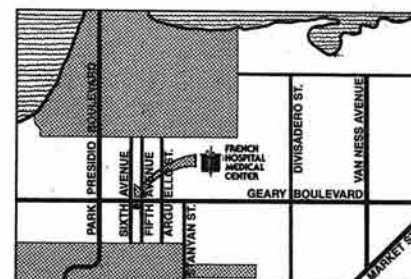
This year take a good close look at the French Hospital Health Plan. Compare our benefits and price with your present plan.

As a San Francisco city employee you are offered a choice this May from among five selected health plans. Only one will be right for you.

The French Hospital Health Plan offers scheduled appointments, your own doctor available from among a panel of leading French Hospital physicians, convenient parking in a secure neighborhood, and a full range of medical and surgical health care services.

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LETTERS

Gay Officers Respond

To the Editor
San Francisco Policeman

Sir:

The undersigned members of the San Francisco Police Department and the S.F.P.O.A. have observed the recent events concerning the Cops for Christ letters with great consternation. In the July issue of the Association newspaper we all read their letter which addressed the issue of moral decay within our Department. Now we read another front page letter from this group in the August issue in which they react defensively to the concern expressed from a wide cross section of the community, both gay and straight, police and civilian, about their ability to function as police officers. We feel a need to address several points.

While we realize emotionalism takes part in this discussion, we feel there are a few clear and simple facts which have become lost in the fray. The Cops for Christ's implication that the decay they perceive in The Department's moral standards is somehow attributable to the presence of homosexual officers is a direct affront to many members of The Department and The City. To suggest that the Rathskeller Incident, recent arrests of police officers and other well publicized embarrassments are the fault of gay members is misrepresentation and a direct expression of bigotry and hatred towards fellow officers. This is an unusual, if not blatantly hostile provocation towards members of this department who conduct themselves as hardworking, productive, professionals. The officers who have brought discredit upon The Department by engaging in illegal or unethical activities are wholly responsible for their own actions. The implication that gay members are somehow liable is

capricious.

Secondly, we question the license taken by editor Maloney in the display of the inflammatory Cops for Christ letter. Was there some overriding concern, besides personal friendship that dictated the placement of this diatribe on the front page directly beneath the banner motto which states: "To promote the efficiency and good name of the San Francisco Police Department and its members"? Did Editor Maloney feel that moving the Cops for Christ column from its usual and customary spot promoted our efficiency and good name? We think not.

In conclusion, we feel that the Cops for Christ are engaged in divisive and negative actions which only serve to alienate both officers and the community. Gay officers are here to stay. All members have worked hard for the privilege of wearing the Star and are proud to be a part of a department which has the courage and foresight to include all members of The City. We hope that in the future Editor Maloney will use the front page of the paper for reporting factual information for the entire membership and use the editorial page for expressing opinion.

Sincerely

Valerie Agard, Darryl Ball, Ray Benson, Cathy Brown, Tom Cady, Pat Correa, Monica Fields, Phillip Fleck, Kevin L. Hall, Laurel Hall, Don Hicks, Kevin Jones, John Land, Kippie Locati, Dan Lomio, Robin Matthews, Lee Militello, Bob Miller, E.T. Mohrman, Paul Siedler, Dennis Tomason, Dave Tussey, Edward Waldorff

A Volunteer

To the Editor
The San Francisco Policeman

Sir:

I am moved to write, not defensively against the in-

siduous attack by certain members of the Fellowship of Christian Peace Officers against my brother officers and my department, but in response to the self-serving piece of trash that they published in the last issue.

What troubles me is that these Cops for Christ feel they can separate out their moral and religious beliefs and professionally and sensitively respond to the calling of their office, while homosexuals can not. Not only do they not allow that homosexuals could have the same professionalism as they, but that homosexuals spread moral decay as if it were disease.

We are fortunate to have among us these self appointed moral physicians who stand to protect us one and all with their prophylactic proselytism.

My heart goes out to these dedicated Inspectors who slave away for 16 to 18 hour workdays without regard for sleep or relaxation with their families or other luxuries of life. We know that the implementation of time-and-a-half pay for overtime has no relation to the increasing length of some Inspector's workdays.

The fact that this particular case garnered national media attention and intense local coverage, not to mention a City offered reward, must have been no more than a slight spur to the Inspector's rabid zeal to see these malefactors brought to justice. It must have been particularly galling that the victim, whom they must have viewed as a sinner and moral blight on the community, was slain before they could have brought him their sweet messages of Jesus and their love for God and their fellow man; saving him from the eternal fate which must now be facing him.

I wouldn't want to steal any thunder from our Inspectors by pointing out that the case was broken open by officers of the Vallejo Police Department, who arrested a prime suspect and obtained a confession implicating

the other members of his gay bashing band. To make things even tougher on our already overworked Inspectors, they were forced to take an expense paid trip into the wilds of Oregon to return these suspects that were taken into custody by local officers.

I can not allow myself to stand by and see our Inspectors overworked in this manner. Therefore I will personally volunteer to accept any official Department assignment to return prisoners from out of state in order to help ease the burden on the Inspectors Bureau.

I know I am not the only officer that wishes to help. Just look at how many officers are scrambling all over themselves to be Inspectors or Inspector/Sergeants, instead of Patrol Sergeants. We all know how tough it is and we can't wait to have our limits tested.

Sincerely,

Edward L. Waldorff
#1447 Headquarters Co.

"Christian" Fundamentalists And Gay People

A previous article by the Cops for Christ group is a classic example of the two-faced attitudes and twisted thinking of religious zealots and other dogooders.

Throughout all history, much of the bitterness and bloodshed that have cursed mankind has been perpetrated in the name of "doing God's work," when in reality such behavior is in direct opposition to everything that God has tried to teach the human race in regard to kindness toward others.

The Fundamentalists' habit of preaching one thing and then doing the opposite is a graphic illustration of the essential hypocrisy and perfidy of organized religion. People who perpetrate evil and hatred in the name of Christianity are anything but true Christians,

regardless of their pious ranting.

What the Moral Majority and the Cops for Christ are engaged in is the standard procedure of most religious fanatics: Quote the Bible when it serves your own purpose, ignore the Bible when it doesn't.

Religious fanatics are constantly accusing other people of sin, conveniently forgetting Christ's admonition: "Let he that is without sin among you cast the first stone."

What these people are actually doing is using the Bible as an excuse to hate and persecute, which is downright evil and totally un-Christian.

Throughout the New Testament, Jesus preaches that we must love all people equally, yet characters like Jerry Falwell advocate the mass murder of a certain group of people, simply because the group has different personal habits. What do you suppose Christ would say to Jerry Falwell?

The Bible states very clearly, "... though I have faith to move mountains and have not charity, I am nothing..." The Cops for Christ may have a great deal of faith, but they certainly don't have much charity.

Fundamentalist fanatics castigate gays for being alleged "perverts," yet they distort Christ's teachings for their own malicious purposes in order to persecute others, which in itself is a form of perversion.

Speaking of the "sins" of human beings, it should be noted that hypocrisy is also a sin, compounded by the perfidious assertion that the do-gooder is doing the right thing. People who preach about Jesus and then deliberately ignore Christ's basic teachings are committing the double sin of hypocrisy.

L. Davis Almand

Disappointment With Lack of Disclaimer

Dear Al:

This is a note to let you know of my disappointment re: the Higgins article in the POA paper. I'd like to know why there was no disclaimer by the POA and how come it rated a front page space for the first time since I've been reading it?

I'd like to see a formal statement from the POA (front page) disclaiming the article's stand as that of the POA.

David Tussey
#1296 Co. D
Philip M. Flech
#784 Co. D

A Retired Brother Comments

Pete Maloney
Editor
San Francisco
Policeman

Dear Pete:

Although it has been some time since we have seen or talked to one another, I would like to think that we are still brothers of the same fraternity. I try to stay in touch with some of the guys and I do communicate with several of them from time to time. Above all, even though I have been retired for the past nine years, I have tried to keep abreast of the developments and misfortunes of the members of the department.

I read the Policeman every month when it arrives and look forward to the arrival of every new issue. May I say before I go any farther, that in my estimation, the Policeman has improved greatly under your capable hands.

continued on page 16

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LETTERS

continued from page 15

Keep up the good work.

It is not often that I am moved so very much by the written word. But, in the case of the article I have just read, I felt that I could no longer sit silently by and say nothing. Just let me say that your article in the August Policeman in the Last Word column was one of the best pieces of journalism I think I have ever read. I, like you, don't always agree with what is said or printed. But, like you, I feel that expressing one's own opinion is a God given right as well as a freedom guaranteed by the Constitution of the United States. Woe be the day when law enforcement loses the right to express personal opinions.

As you know, this is not a new controversy. The problem that is being discussed here is one that will go on as long as there are two people alive to argue about it. That, as I see it, is not the problem or the solution. What we have here, is another end run by those in the media who would use an expressed opinion by a group of policemen to widen the gap between the Gay Community and Law Enforcement. It sells newspapers when a hornets nest can be stirred up. Many times I have read articles or interviews with Gays or Politicians espousing their views and opinions on television and in the newspapers and magazines. My question is this, if it is the right and the privilege of any person, regardless of age, sex, ethnic background,

religious background or sexual preference, to express their opinions and observations of Law Enforcement in whatever media they desire, why is it not the privilege or the right of those involved in Law Enforcement to answer in kind and in the same media?

If the Gays and Politicians who were so quick to jump on the bandwagon in the Controversy Parade can answer that one, I would like to hear it. In the meantime, stay proud and keep standing tall because the San Francisco Police Department is a shining example of what Law Enforcement everywhere would like to be.

Fraternally Yours,

Pete Gurnari
#749 (Retired)

P.S. Who is Richard Hongisto, anyway?

Hate Sins, Not Sinners!

Dear Mr. Hongisto and Board of Supervisors:

I applaud the efforts of Cops for Christ. They are brave people in a corrupt world. They are not bigots; there are many sins; homosexuality is one of them. Are they supposed to pretend not to know that in order to save their jobs?

True Christians DO NOT HATE GAYS. This is an incredible common assumption. We are all sinners, Mr. Hongisto.

Christians simply state the facts. I hold no hatred for adulterers, murderers, pornographers, abortionists, liars, or thieves — I hate their sin as I hate my own sin.

The police department is very bad about enforcing the vice laws. I know. I am an apartment manager in the Tenderloin. Shall we have pro-prostitution, pro-drug, pro-murder officers in order to protect such law-breakers from "denigration"? Really, Mr. Hongisto, think about that. Is it not prejudicial of the police department to arrest a pimp? a thief? a jaywalker? a rapist? are we denigrating them?

Of course we are! They break the law! Do we HATE them? Sometimes, although we shouldn't. What is our motivation from arresting people? is it not love?

Do you love the gay community enough to stop their ungodly sexual practices? Do you love them enough to prohibit the prostitution, the "sex" clubs, to visit them when they contract AIDS or other gay sex related diseases? Do you love them enough to condemn their sin and offer the only alternative — Christ?

Well, we do. And I hope you confess Jesus as your Lord and Saviour. He loves the gay community for more than we know. Let the love of Christ rule mankind — not the hatred of a secular police force.

Monika Rothenkuhler

Don't Silence 'Em Sack 'Em

Editor
San Francisco
Policeman
510 7th Street
San Francisco, CA 94103

Editor:

I think the "Cops for Christ" misunderstand our

position regarding their front-page, anti-Gay attacks in your newspaper. We have never questioned the competence of Inspector Erdelatz or any of the other signators of the column in regards to any specific investigation. We do indeed question whether these individuals have what it takes to be members of the San Francisco Police Department in the first place.

To be direct: We do not want Ed Erdelatz off the case. We want the "Cops for Christ" off the force.

We make these demands with some reluctance. For the most part, the police officers in this city have been doing a fine job. Many years of hard work between police — officers and the higher-ups — and our community have bridged most of the differences and animosities which have separated us. For the most part, the Police Department now serves and protects our community — as well as the rest of the City — quite well. And, for the most part, our community supports the work of the Police Department. Our political clubs, for example, can always be counted on to support P.O.A. efforts to improve working conditions and pay for the officers who are, after all, on the front lines of crime.

So along come a small group of fundamentalist nuts — no more than a dozen in all — and make life difficult for all of us. Let our community be clear. Statements such as those printed on the front page of your July newspaper can only have the result of encouraging violence against our people. Those kids from Vallejo beat John O'Connell and killed him because they got the social encouragement to do so from the likes of Him Higgins. John O'Connell's blood is on Ed Erdelatz's hands. Maybe, in an ironic way, it is appropriate Erdelatz now must deal with the ultimate result of the hatred he promotes.

The "Cops for Christ" have openly written that they follow God's law above the laws of the City of San Francisco and the State of California. The problem with such a credo is that we all have different interpretations of God's

message to us. In our society, we keep God's message and civil law separate to avoid the kind of tyranny presently suffered in Iran. No doubt, the "Cops for Christ" would be a fine addition to the holy police of the Ayatollah. But they have no business being given the power to enforce our civil laws when they openly revile those laws, in print, on the front page of a police newspaper.

Let us be clear. This is not a First Amendment issue. The First Amendment protects the right of a citizen to say things without being put in prison for saying those things. Nobody wants to put "Cops for Christ" in prison for their views.

No, what we are dealing with here is employer-employee relations. Mr. Higgins et al may have forgotten, but we — the citizens of San Francisco — are the ultimate employer here. And he and his colleagues are openly promoting hatred against 20 percent of the citizenry.

We do not intend to stand for that from a public servant. You may be assured that we will not rest until the "Cops for Christ" either learn some respect for the citizens, or are off the force for good.

By the way, I would be pleased to debate Mr. Higgins or any member of the Cops for Christ publicly on these issues. I have no doubt, the more the citizens of San Francisco learn about these individuals, the more disgusted they will become.

Sincerely,

Brian Jones
Editor
Bay Area Reporter

Equal Protection Under The Law?

Mayor Dianne Feinstein
Room 200, City Hall
San Francisco, Ca. 94102

Dear Mayor Feinstein,

I am writing as a concerned citizen and as the President of the Pride Foundation. An issue has risen recently, which seems to have grave implications for the City and County of San Francisco. Moreover, the issue seems to have traveled outside our

borders and is being laid before the people of Dallas, Texas. Would that it were not reflective of the manner in which the world looks at our City. However...we cannot always be in control of what goes on outside our view.

Specifically, I refer to some published remarks made by an inspector (robbery detail), Jim Higgins, which appeared in a booklet entitled, "The Tragedy of San Francisco - Don't Let It Happen To Your City." The booklet has been distributed by a San Diego based personality, who makes no bones about his anti-gay stance and activism. His philosophy encompasses the belief that Gay people who practice the "homosexual lifestyle" should be put to death.

My concern centers on Officer Higgins endorsement of such beliefs. Especially, since he makes known his feelings about a significant segment of the San Francisco population (the gay population) through an article published in *The San Francisco Policeman*. Inspector Higgins makes inflammatory remarks against the Gay community in the article headlined "Cops for Christ." He claims to have no way in distinguishing the difference between private sex acts among consenting adults and prostitution. Another officer, Inspector Ed Erdelatz (homicide) signed the same article. You may be aware that this officer was recently assigned to a case involving the violent murder of a gay man.

We support any person's right to speak freely in a democratic society. Yet, when an officer uses his title from the San Francisco Police Dept. to give credibility to articles he writes for public dissemination, the issue calls attention to who speaks for law enforcement policy in the jurisdiction of the City and County of San Francisco?

As citizens, we wonder whether the populace of San Francisco can be objectively and equally served when there are officers espousing such beliefs walking neighborhood beats, patrolling com-

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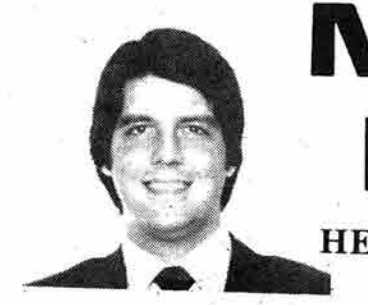


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LETTERS

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munities, and monitoring activities in and around San Francisco. How far is the jump between espousing hatred and acting upon that hatred, critically wounding the feelings and hopes of the people of San Francisco?

It wasn't long ago that murder was committed against two elected officials because of the dislike held by the killer for the liberal views and lifestyle of one of the victims. That killer was a former police officer of the SFPD.....

How are we treating our Police force? Are they suffering from stress and overwork? Wouldn't it be prudent to give them leaves of absence until they were healthy, whole people ready to live in a civilized community like San Francisco? Are they receiving proper community relations skills through continuous training about the various ethnic and racial communities of San Francisco? Are they acquainted with the fact that they are public servants and that despite annual salary standardization, they still work for all the people of San Francisco?

Your Honor, we appeal to your knowledge and involvement as our Mayor. What can the Lesbian and Gay community expect in the way of protection when those enlisted with protection are rampantly anti-gay, anti-freedom, and anti-San Francisco? What course of action will your good offices take to assure the people of San Francisco that "equal protection under the law" will be the governing rule for our City?

Your investigation of this matter would be greatly appreciated. Thank you.

Sincerely,
W.J. Brandy Moore,
President
Pride Foundation

Public Trust Damaged

Mr. Al Casciato,
President,
San Francisco
Police Officers
Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Casciato:

I am concerned with recent allegations in the local media regarding statements apparently made by spokespersons for an organization made up of San Francisco police officers called "Cops for Christ."

Specifically, I refer to some published remarks made by an inspector (robbery detail), Jim Higgins, which appeared in a booklet entitled, "The Tragedy of San Francisco — Don't Let It Happen to Your City," distributed by a San Diego-based anti-gay activist, Rev. Dorman Owens. I am deeply perplexed since the Rev. Owens has taken a position with respect to what

he calls the "homosexual lifestyle," suggesting that gays practicing this lifestyle should be put to death. It is bewildering to me that a San Francisco police officer would endorse any individual or organization advocating such treatment of a group of San Francisco citizens.

I am further confused by Inspector Higgins' commentary published in the July issue of *The San Francisco Policeman*, an official publication of the P.O.A. Not only does inspector Higgins make inflammatory remarks against the gay community in the article headlined "Cops for Christ," he indicates that he cannot differentiate between private sex acts among consenting adults, and prostitution. It is disturbing that a member of the S.F.P.D. is unable to make a distinction between private sex and the exchange of sexual favors for money.

Perhaps equally disturbing is the fact that the "Cops for Christ" article was by-lined using Higgins' S.F.P.D. title, identifying him with the Department.

Additionally, the same article was signed by an Inspector Ed Erdelantz (Homocide), who was recently assigned to a case involving the violent murder of a gay man.

I strongly support Supervisor Richard Hongisto's investigation into such misassignments. Administratively, it is tantamount to asking a member of the Ku Klux Klan to investigate a case involving racial violence.

Personal prejudices — particularly those strong enough to be aired publicly in print — tend to distract from the public trust in the professionalism of our police officers.

Perhaps you could use your good offices to launch a review of this situation.

Cordially,
Walter F. Rowen

Dodging The Issue

August 9, 1984

Patrick and Edward White
35 Cumberland Avenue
San Francisco, CA 94110

Dear Messrs. White:

I regret that an answer to your letter is so long in coming but I wanted to be sure that the most recent court action was resolved.

This City is committed to establishing the highest possible standards for our Police Department. But the situation in regards to promotional examination is complicated by a variety of lawsuits and by directives from Federal Court.

I believe you have been misinformed as to the City's position on promotional exams within the Police Department. First, there is no intent to lower

standards in order to promote minorities. As a result of litigation in Federal Court alleging discrimination in hiring and promotion policies in our Police Department, the City entered into a Consent Decree agreeing to discontinue those types of exams that proved to be discriminatory. Efforts by our Civil Service Commission and Police Department to develop an examination that provided equal opportunity to all applicants was found to be out of compliance with the terms set forth in the Consent Decree.

We were again threatened with a lawsuit in Federal Court by the United States Attorney. We were advised by attorneys representing the City that there was no real choice but to find an equitable means of settlement.

It is my belief that nothing in the settlement terms either demeans the efforts of the applicants or lower the standards to favor any group or groups over another. I am committed to the idea of full participation of all our citizens in every aspect of city government and to that end I will continue to support affirmative action as a goal for our Police Department.

Thank you for taking the time to express your views to me.

Warmest regards,
Sincerely,
Dianne Feinstein
Mayor

Police Shouldn't Be vs. Labor

Pacifica, California

Chief of Police
San Francisco, California
Dear Sir:

I do not like to criticize the police, although everyone in positions of power needs to be under public scrutiny, because the police have a very difficult job, perhaps the most difficult, and dangerous job in society today. But, it seems to me that the frivolous and harassing type of arrests made against the Macy's and Emporium-Capwell pickets during this current labor dispute were not at all in keeping with the policy of neutrality that should be forthcoming from the police.

Let me remind you that police are "Labor" and are organized themselves and expect from the public, support when they themselves are in conflict over issues which relate to their advancement and economic well-being.

I also am very much opposed to the practice of letting off-duty policemen serve as guards on struck property, often protecting and assisting the use of scabs at such properties. Aside from the anti-labor character of these acts, police need their full

faculties during their regular working hours and, I believe, should not be expending their energies in non-public pursuits.

Frankly, the police seem to be, in labor disputes, far too zealous in taking the employers side.

Most people, myself included, favor excellent pay and benefits for our police forces, those persons who risk their lives for the protection of our lives and property, however they can only retain the respect, loyalty and cooperation of the public if they show an even hand and sympathy to both sides in this matter of labor conflict.

Yours very truly,
Harry E. Gibson

I should very much like your comments to my remarks.

EDITOR'S NOTE:

• Officers of this department are specifically forbidden to work off-duty at the site of labor disputes and do so at the risk of their continued employment as San Francisco Police Officers.

• This writer makes a good point though, we are part of the Labor Movement and shouldn't forget it.

Disgruntled But Supportive Labor Brothers

Croce A. Casciato,
President
S.F. Police Officers' Association
510 Seventh Street
San Francisco, California
94103

Dear Sgt. Casciato:

The San Francisco Labor Council has reviewed your request for a contribution to the Annual Variety Show. After much discussion, our Executive Committee directed a fifty dollar contribution to this cause, only because of the good that will come of it.

However, they did raise a very important matter. That is the conduct of some of your officers in recent picket line activity. Two examples being at the Emporium-Capwell/Macy's lines and at the El Sombrero Restaurant on Geary Street.

We do not take lightly the harassment by some officers in these situations. Our normal procedure in picket lines is the conduct of a peaceful demonstration. However, we find a steady growing apart of our relationship with the Police Department because of the actions of some of your officers.

Hopefully, through your Association, you will be able to convince these officers that while they are there to protect citizens, they are not there to harass other citizens for doing what they must do against

avaricious employers.

Sincerely,
John F. Crowley
Secretary-Treasurer

Thanks

Dear Al:

I would just like to take a moment and say THANK YOU for the time and effort you spent on my problem.

I know you must be busy running our P.O.A. and I do appreciate what you did!!!!

Thanks
Marty Sacco

P.S. If I can ever be of any aid to you let me know.

A Sense of Fairness

Managing Editor
San Francisco Chronicle
5th & Mission Streets
San Francisco, Ca.

Dear Sir,

I am submitting this with the hope that in the sense of fairness and responsibility of impartial presentation you will publish my response to the featured article of Bill Wallace which appeared in the July 28th, 1984 edition of your paper. A copy of the subject article is attached for your reference.

RESPONSE FROM A CONCERNED CITIZEN:

Bill Wallace in his column of July 28th — "Police Dept. Scandals" — totally bypassed a greater scandal concerning our police department. That is the scandal of the destruction of the police morale by the outrageous "consent decree" of early 1979 when Judge Peckham and the city sold out the police department for a quota system that has been repudiated by the U.S.

Supreme Court. However, for whatever reason this city continues to defraud the officers who legitimately qualified and passed the exams for sergeant and lieutenant promotions. Arbitrarily the rules of the game were changed so that quotas could be substituted for qualified persons. If the actions of the Civil Service Commission in particular and city hall in general are not totally immoral, unethical and fraudulent then nothing is.


Before we have any more media hype about the police department, harping on the private party of the recruits, let us have some in depth investigative journalism into the double standards of the court, the Civil Service Commission and the political machinations of an immoral city hall in general.

Wallace stated in his biased article that among the things the Police Commission learned at a recent 17 hours of hearings was:

1. "Internal investigations of police misconduct are sloppy and inept." A totally unsubstantiated matter of the personal opinions of the radical fringe and misguided liberals who prefer to believe the worst of all law enforcement agencies. And even if there were any truth to the matter, where have the commissioners been that they had not informed themselves of the procedural matters of such investigations and proposed procedural changes, if they felt any were to be recommended.

2. "Middle-level supervisory staff is inadequate at patrol level." That is a fact which the department

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LETTERS

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has been trying to correct ever since the crippling "freeze" on hiring and promotions caused by the absurd "consent decree" and its senseless quota as opposed to qualified demands. Now that the U.S. Supreme Court has repudiated affirmative action as a legal requirement it is time we had Judge Peckham's consent decree vacated.

3. "Personnel records at district stations are frequently slipshod; a potential for time-card fraud exists." This is a situation common to virtually every department in this city. It is a matter that should be remedied by the overpaid staffs of the C.A.O., the Mayor and the Auditor. Police captains are not accounting specialists, even less so are the rank and file, but the highly paid persons who should see that proper systems are instituted and developed have failed miserably not only in the police department but throughout the system thus encouraging practices that should never have occurred.

If the city can capriciously defraud the police officers of their earned promotions and the Civil Service Commission and the politicians defraud the citizenry of having the complement of properly qualified officers, irrespective of gender or race because of an injudicious agreement to a consent decree that is highly dubious, and if that decree can be kept alive to circumvent the promotions of officers who have given many hours of valuable time to prepare themselves for and passed a difficult examination when the U.S. Supreme Court has nullified the legal requirement of affirmative action programs, then it is the ultimate in hypocrisy of the media and city hall to expect exemplary behaviour from its officers when the actions of the employer, city hall, are so totally reprehensible, being badly corrupted by the politicalization of vote-buying affirmative action

programs that have badly lowered the hiring standards and disgusted all decent citizens by the negative effect this had on what was one of the finest and proudest police departments in the country.

Yours very truly,
D.K. Finn

Delighted Runner

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

Dear San Francisco Police Officers and Officer Scott:

I was delighted to have participated in the Spirit of America Run on July 14, 1984. All of you did a fantastic job. The police officers who directed the traffic did a "super" excellent job. The other nice thing was that it's easier to get to Golden Gate Park Polo Field on public transportation than Lake Merced. Everything was really great.

I also want to give Officer Scott a special "thank you" because he was very nice and gave me the information regarding the run on the telephone when I spoke to him. I am sure he had a million things to do. Yet, he took the time to tell me about the race and about the program for the kids. I enjoyed very much speaking with Officer Scott.

I do hope that the wilderness hike was a real success. There are so many beautiful things in this world but not too many take the time to enjoy them. You are doing a great job and help the kids to enjoy and appreciate nature by taking them on hikes.

Sure hope you will continue the good work you are doing and also start new programs. I do wish to share with you one thing that really bothers me. I am sure many of you police officers have seen abandoned, abused, and mistreated animals. It is beyond my comprehension how anyone, especially here in America, can take a dog or cat and throw it

out as if it were garbage. It is indeed sickening. Unfortunately, the children adopt a callous attitude towards animals from their parents. I sure hope that your Police Officers' Association can start a program that teaches kids that animals are not garbage or property to be thrown out whenever humans get tired of them. Pets are creatures who have feelings, give love and companionship, and also need love and good care from the human beings who own them. A while ago, Ann Landers stated in her column that a police department in this country took a survey of the people who either beat their wife or kids or got into other trouble. It was very interesting to note that the majority of these people not only abused humans but also have abused and mistreated animals. I am convinced that is very true, and if the San Francisco Police Department would do a survey the exact same results would be found. People who mistreat and abuse animals will also abuse and mistreat people. It is very important to teach the children to love and respect animals and to care for them properly and not to abuse, mistreat, or abandon them.

I sure hope that AT&T, the Independent Center for Disabled, and the San Francisco Police Officers' Association will get together again next year and have the run.

I also wish to share with you several things I am sure would benefit the run itself and the participants. I sure don't mean to tell you what to do or sound bossy. But, the more money you make on the run the greater the benefits will be. You'll be able to do more things and have more programs to help the kids and whoever else you do help.

I was delighted that the race was at the Polo Field at Golden Gate Park because it is much easier to get to on public transportation. Saturday is a good day because the trains run direct to San Francisco

from Fremont; and the BART stations open at 6:00 A.M. — not at 9:00 A.M. as they do Sundays.

Since everyone is concerned about pollution, clean air, etc., why not encourage the runners to use public transportation. For example, the Demolition Derby Run in San Francisco last year published the Muni bus numbers, where to catch the bus, and where to get off right on the registration forms. The police officers who direct the traffic would benefit because traffic would not be so heavy, parking problems would be decreased, and most important, Muni bus system needs a great deal of money and would benefit from the extra fares it gets from the runners. It would help to put the information about where an dhow to get the public transportation right on the registration form. Calling Muni can drive one buggy especially if the call is long distance. I got off the BART train at Embarcadero Station and then boarded the Muni bus "N" Judah which goes underground and is boarded right in the BART station. That line has friendly bus drivers. The closest bus stop to where the race starts is 40th Street and Judah. Judah is about two or three blocks from the park. Also, the people who take BART can purchase a discount ticket for the Muni bus right in the station. That means the Muni bus fare is 30 cents instead of 60 cents on a one way trip.

Also, I have noticed that in many races coffee is sold before and after the race. The Nimitz Run at Treasure Island also sells donuts. Some other races also sold hot dogs, hamburgers, Nachos with cheese on top, etc. You know, even just a good pot of coffee would be great. Usually the price range was 25 to 35 or 35 cents a cup. I am convinced that many runners would really love you people if you'd sell good hot coffee before and after the race. Some travel quite a way to get to

the race and some suffer "somewhere a pain" from sitting on these very hard seats on the Muni bus. BART is comfortable. It takes Muni bus approximately 30 minutes to get from Embarcadero BART to 40th and Judah Street. Then comes the hike to the starting line. Both, the runners and the people who put on the race would really benefit by selling coffee.

By the way, those oranges you had were just delicious. Before I started my journey back to the bus stop I loaded up on some more "vitamin C".

I am looking forward to participating in next year's race. All of you have done a great job; and I am very happy to have taken part in the Spirit of America Run. Please order cool weather for next year's race. I am convinced that

it was cooler in hell than in the City of Hayward. Even cool San Francisco turned out to be hot.

Sincerely
Maria J. Giezendanner

**Editor San Francisco
POLICEMAN
510 7th Street
San Francisco
Ca. 94103**

Dear Sir:

I would like to bring to the members' attention the tremendous job welfare officer Mike Hebel is doing regarding the area of disability pensions.

Many members such as myself have benefited from his effective and efficient work. Many thanks to a dedicated and ambitious officer.

Sincerely
Sergeant
Robert E. Kelley Ret.

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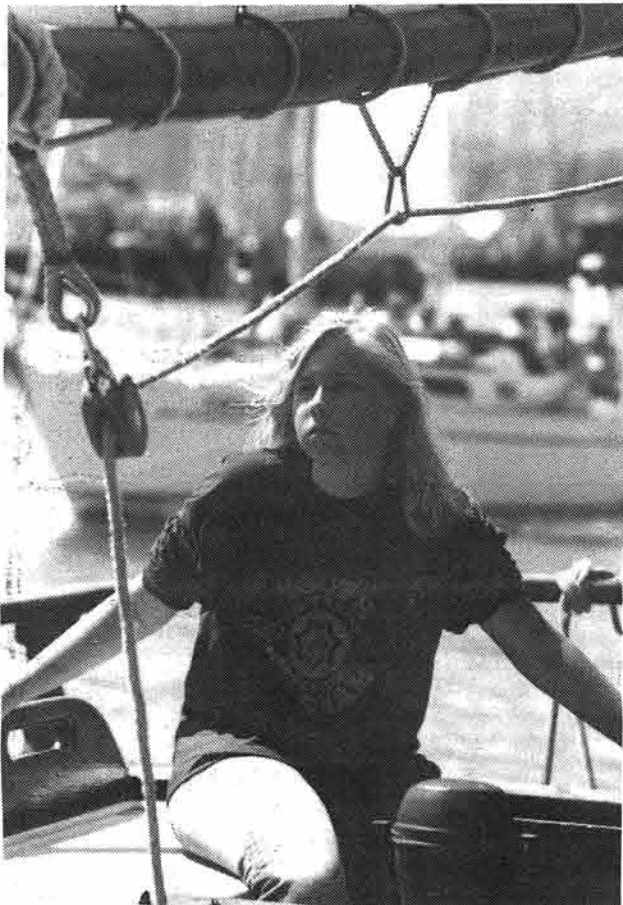
SAILING WITH THE SFPD YOUTH PROGRAM

by Merlyn Storm
photos by Lorna Stokes

"All hands on deck, let's haul up the anchor and sail out of here," came the call from the helm. Six teens taking part in the San Francisco Police Department's Youth Program and Officer David Donnelly crewing up on the 70' square-rigged schooner Stone Witch lined up along the deck to weigh anchor and get underway.

Hauling up the jibs, staysails, and mainsail was next. The Stone Witch has few winches; everything is man powered or wind powered. Marcus Cortez and Mike Gong soon learned about teamwork. It takes a lot of cooperation to sail this 33 ton ship carrying 8 sails and using 57 working lines. Heading out under the Golden Gate Bridge, Larae Brown, Lamont Jones, and Amdue Torres worked on the foredeck; letting out the sheets for the sails and hauling them in on the other side of the deck as the Stone Witch tacked back and forth close-hauled before the wind. And Renee Brown took the tiller for her first lesson in helmsmanship. Instructing her was Captain Alan Olson, owner and builder of this San Francisco tall ship.

Earlier this summer Alan approached Officers Walter Scott and Brenda Walker, the coordinators of the SFPD Youth Program. He wanted to teach young



Renee Brown at the helm

people sail training and needed a group of teens for his pilot program. The Stone Witch is being leased next summer by a non profit group "The Call of the Sea." As part of the American Sail Training Association, the members of the Stone Witch and Call of the Sea Education Project want to share the values of teamwork, self confidence and character building that crewing on tall ships help to bring about.

"We'd worked previously with the SFPD Youth Program," stated Alan Olson, "and knew they had a group group of young adults who had already been on some backpacking, river rafting trips, and the ropes course. And we were seeking motivated young people who wanted to learn about boats. There may be many young people who have a calling for the sea and we want to help them chart their course on the water."

So four young men and two young women were selected for the four day adventure aboard the Stone Witch. Because The SFPD Youth Program was formed to open up lines of communications between teens and cops away from the street settings; Officer David Donnelly was chosen for his expertise in sailing and his willingness to teach the young people what he knew. The crew was complete along with Captain Alan Olson and the Stone Witch's mate and cook, Merlyn Storm.

On August 6th the group met on the Stone Witch, anchored near the San Francisco Ferry Building for orientation. The morning was spent learning water safety procedures, sailing terms, knots, and the deck layout. In addition the teens learned where to find things in the galley (kitchen), how to pump water into the sink, and other facts of shipboard life. After lunch the crew went ashore for a walk down the San Francisco waterfront. Part of the sail training program is to learn about maritime history and careers that are available in the maritime industries. It was a busy afternoon touring Crawford's Nautical School, Crowley Tugs, the sailing vessels Rendezvous and Balclutha, the fishing vessel Donna and the Maritime Museum.

Early Tuesday morning it was an excited and enthusiastic crew that lined up at the dingy dock for their sailing expedition in SF Bay. For 3 days the group sail-



Amdue Torres bringing in the jibs

ed in a variety of weather conditions. Lessons were continuous in piloting, navigation, rules of the road, and helmsmanship as the Stone Witch ran before the wind with her square sails to the Richmond Bridge, then charged over to the Bay Bridge into the fog and whitecaps with her fisherman sail flying between the masts. The young crew alternately wrestled with lines and sails on a wet deck or relaxed on the cockpit munching snacks under a hot sun. The ship moored at Angel Island on Tuesday night. The crew explored Ayala Cover in shore dingies before returning for a barbecue dinner on the deck. Wednesday night found the ship anchored in Sausalito with the crew requesting shore leave for showers and ice cream after dinner.

On Thursday morning the group toured the Bay Model to learn about bay ecology. Then small boat handling took place as the teens learned to windsurf, row, sail in dingies, and run outboard engines. It was a tired, happy and tanned crew that sailed the Stone Witch back to her San Francisco anchorage that night. The first week was over and the ship's crew declared it a tremendous success.

In two weeks a new group was ready to do it again. On August 27, five new teens came aboard. Their week went much the same with the crew sharing galley duties, standing anchor watches, and scrubbing the deck. This time Channel 7's Bob's Marchall came out on Wednesday to film some of the sailing activities for a news report. For awhile the ship was becalmed and buckets of sea water cooled off the crew. Then on Thursday the anchor was hauled up and sails were set in the rain before the crew could take turns drying off in the galley with hot chocolate brewing on the stove.

Some comments from the second week were recorded. Corvina Tom wrote, "I've had more fun these past 3 days than I've had in a long time. I hope that sailing trips like this one will continue in the future and will be available to all people." Vincent Kobelt stated that he learned many things like "how to put up sails, steer and climb the crow's nest." He also felt that "night watch is



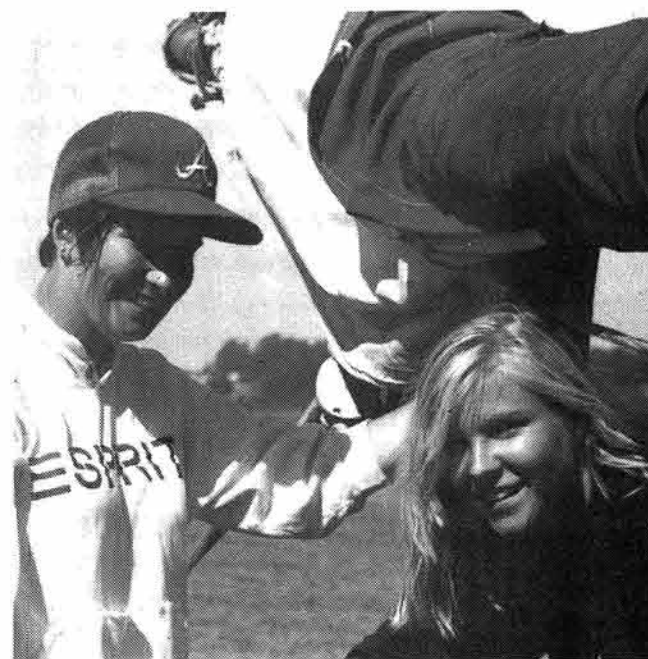
Dave Donnelly & Mike Gong bagging the fire stays

not something fun, it's just something you should do if you're sailing." Anni Trolle wrote "I loved the trip around the bay on the Stone Witch but wished it had been longer so the whole crew could have gotten to know each other better." Paul Graf enjoyed working aloft furling the topsails and going out on the bowsprit to bring in the jibs. And Jeff Hayers will take his sail training experience to the Coast Guard in which he has already enrolled.

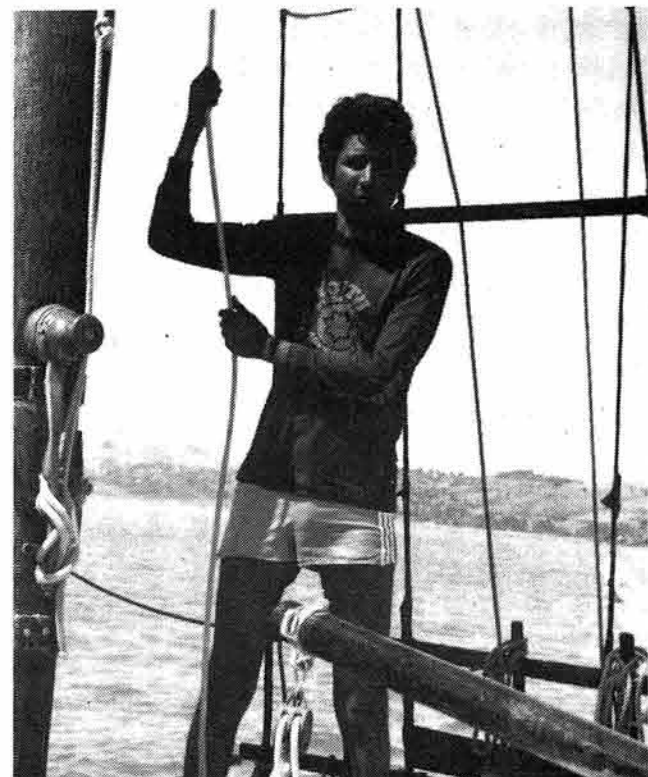
This fall the Stone Witch is preparing for a 5 month expedition down the coast of Baja and Mexico, leaving November 24. But there's still time to take part in her one-day sail training trips for all ages. For \$65 anyone can learn to crew on the Stone Witch. And those seeking adventure and excitement on the high seas can sign up for 2 weeks to 5 months of the winter expedition to Mexico. Since her launching in 1974 the Stone Witch has sailed over 50,000 miles on expeditions to Hawaii, Mexico, Micronesia, and Central America. This is her 3rd summer offering sail training in the bay area. In 1985 the youth program will be expanded to 5 days and 6 teens can sail each week throughout the summer with "Call of the Sea." For more information about the Stone Witch programs call 431-4590 or write Stone Witch Expeditions, 55 Sutter St. #534, San Francisco, CA 95104. The SFPD Youth Program can be reached at 553-1348.



Lamont Jones & Amdue Torres on the bowsprit bringing in sail



Larae and Renee Brown putting the mainsail cover on



Marcus Cortez hauling up the main staysail



SAN FRANCISCO

Fellowship of Christian Peace Officers

ENOUGH - SAID

by Jim Higgins, Robbery Detail

In the public display of "washing their hands" of us, the P.O.A. demonstrated a historical repetition on Christian stands. Moral concern in this City becomes a political issue, a thumbs-down situation, and the P.O.A. followed suit with a movement of their hand and an utterance of voice; leaving us exposed to the teeth of the jackal.

It is easy to ascertain what we stand for — just take a close look at our 'logo' — "Fellowship of Christian Police Officers." We cannot understand why people become alarmed when we take a position on righteousness. Are we supposed to write about entertainment in the Big City, or a guide to meat racks in Bagdad by the Bay???

Has our City been lulled into complacency on moral standards, are they archaic and placed in the archives of the City's better days? Perhaps a fresh wind blowing into a stale atmosphere would revive circulation in the Christian community. For so long have they been silent that their salt and light have become tasteless and dimmed. Has our voice become an ineffective whisper, and the heart that we gave to Jesus simply a functioning muscle?

At this moment we know we do not stand alone, and we thank you for prayers and support. As always, the offensive letters will filter into the P.O.A. Accusations of an unsound nature will stretch across the pages; derogatory comments conjured up on groundless fear. Our voice is not one of condemnation, but a thrust of God's Word to place people under the conviction of truth which lies in their heart of hearts. Why do they seek us out as an enemy? The enemy is their lifestyle, and a cord of fear tightens as they fall in numbers to a dreaded disease. Christ can set them free.

We are not radicals, or bible-thumping sin killers; no hidden lapel buttons, secret hand shakes — just Christian Cops. We visit the sick, pray with those who ask, consul the troubled, visit prisons and juvenile homes, serve on the board of Teen Challenge, and go wherever God sends us.

For those who want to make up their own minds about us we have a luncheon every second Thursday of the month at 1200 to 1300 hours at Zuka's — across the street from the Hall of Justice. This month our speaker is Jim Essian of the Oakland A's.

P.S. Thanks, Pete Mahoney, for your show of courage in placing our articles on the front page of the San Francisco Policeman — we know you took a lot of heat. God Bless You!

THE SAN FRANCISCO POLICEMAN is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

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ANATOMY OF AN EXAMINATION

continued from page 1

Discharge of firearm report; (4) Industrial accident report and (5) Investigation of a member involved in a vehicular accident.

In December, 1983 Phase III of the Q-50 exam was administered at the Holiday Inn on 8th Street; this was a 20/30 minute oral board. There were 20 oral board panels each consisting of three (3) raters; the raters were lieutenants or above from law enforcement agencies throughout the United States. Each promotional candidate was asked standardized questions: (1) Recite and explain a selected general order in 10 or less minutes; (2) Respond to a supervisory situation; and (3) 2 or 3 follow up questions.

In accordance with weights established by the Civil Service Commission on September 12, 1983 (Phase I: 41%; Phase II: 29%; Phase III: 30%), the results of this 3-Phase Q-50 exam were released in March, 1984. Seven hundred (700) total points were required for inclusion on a list of successful candidates; 323 candidates were successful (10% "protected classes" and 90% "non-protected classes"). The white males had done pretty well.

CITY CHARTER: NO DISCRIMINATION ALLOWED

In Section 8.310 (a) the Charter of the City and County of San Francisco sets forth the City's Declaration of Personnel Policy as follows: "All appointments in the public service shall be made for the good of the public service and solely upon merit and fitness, as established by appropriate tests, without regard to partisan, political, social or other considerations. No person shall in any way be favored or discriminated against in employment or opportunity for employment because of race, color, sex, sexual orientation, political affiliation, age, religion, national origin or other non-merit factors."

The Rules of the Civil Service Commission in section 1.03 (3) sets forth the City's Policy for Equal Employment Opportunities as follows: "No person in the classified service or seeking admission thereto, shall be appointed, reduced, removed or in any way favored or discriminated against in employment or opportunity for employment because of race, color, sex, sexual orientation, political affiliation, age, religion or national origin."

The Police Commission has set forth the Police Department's Policy Position regarding Equal Employment and Promotional Opportunities in Information Bulletin 81-10 as follows: "It is the policy of the San Francisco Police Department that all persons be assured of equal opportunity for employment, training, and promotion without regard to age (except when required by the Charter), sex, sexual orientation, religion, race, national origin, marital status or political affiliation."

CIVIL SERVICE COMMISSION'S "HIGH CRIME"

Exactly one year after Phase I of the Q-50 exam was administered, on June 4, 1984 the Civil Service Commission changed the Rules in the middle of the game and flagrantly engaged in the biggest "police sell out" ever known.

The Commission decided that too many white cops (male and female) had passed while too many minority cops had failed. The Commission decided the score was "wrong" because the ethnicity of successful candidates was "wrong."

Committing their "high crime and misdemeanor" this Civil Service Commission voted new weights for the Q-50 exam; they voted pass/fail for Phase I (knowledge portion) with a 50% correct answer cut-off; pass/fail for Phase II (writing skills) with a 60% cut-off; and 100% of the weight (all the points), with no cut-off, on the 20-30 minute oral board. Four hundred and twenty (420) names were to be placed in rank order based on oral board's scores; there would be a one day list; 25 "protected classes" (22%) and 88 "non-protected classes" (78%) would be appointed. (Blacks leap forward while women and hispanics retreat.) Another Q-50 exam would then be announced.

This police sell out, urged by City Attorney George Agnost, would have killed the merit system and placed advancement on an ethnic spoils system.

POA TO THE RESCUE

The Board of Directors of the Police Officers' Association went to Court to prevent the Civil Service System from emasculating the very merit system which they, under oath, pledged to maintain and uphold.

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On June 7, 1984 the San Francisco Superior Court granted a temporary restraining order which restrained the City and the Civil Service Commission from "adopting, utilizing, placing into effect and/or using examination component weights for the 1983-84 Assistant Inspector and Sergeants Examination accept the weights established by vote of the Civil Service Commission on September 12, 1983."

On June 21, 1984 the Superior Court, Law and Motion Department, was scheduled to hear the Police officers' Association's request for a preliminary injunction on the Q-50/Q-35 Examination results as adopted by the Civil Service Commission on June 4, 1984. The City, through the office of the City Attorney, petitioned for removal of this matter to the jurisdiction of the United States District Court for the Northern District of California. And so the matter now rests with the Federal District Court — Judge Robert Peckham. This jurist must determine whether he will take the case or send it back to the State Court.

RACIAL SEPARTISM

In testifying before the Democratic National Platform Committee two (2) present members of the United States Civil Service Commission urged a colorblind approach to civil rights. These two (2) members stated: "American people remain committed to the goal of equal opportunity. Yet today in many quarters the principle of equality of opportunity is being replaced by another principle, namely, equality of results. We are now told, for example, that racial preference should be given to certain persons by virtue of their group membership. That is why there is so much talk today about quotas."

The members of this Commission went on to state: "We think there is a significant thread running through what we have tried to say — all too briefly — today. The American people want and will continue to work for a society that is free of racial hatred, racial division and racial injustice. They do not wish to support those who's actions would increase the already pronounced trend to politicize and racialize more and more aspects of American life. They do not believe that racial distinctions should have any place in our laws or public practice, or that persons should be judged on the basis of the group to which they belong. They believe that the individual, not the group, is the fundamental bearer of rights in our society, and that justice is done to an individual, not a race."

When equality of opportunity is replaced by equality of results, policies focus not on individuals but on groups. This replacement is supremely calculated to said group against group.

The position of the Public Advocates demonstrates that there is only a thin veil of difference between affirmative action with goals and time tables and outright racial quotas. Such position, unless repudiated, pits race against race.

What is wrong with rising on merits? "My presidency will be based on values...rising on merit!" said Walter Mondale at his July 19, 1984 nomination acceptance speech before the Democratic National Convention.

UNITED STATES SUPREME COURT

In the case of *Memphis Firefighters Association v. Stotts*, the United States Supreme Court ruled, by a vote of 6 to 3, in a reverse discrimination — seniority rights case, that seniority prevails when lay offs are ordered: "When seniority is pitted against an affirmative action plan, only those who have been actual victims of illegal discrimination" can win a job bias claim." This decision moves the arena from statistical adverse impact to actual victims of discriminatory practices. It is a movement away from the group and towards the individual.

Relief comes to the individual who is the actual victim of a discriminatory practice and not to the entire group.

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See Pages 12 & 13 For Further Information



SFPOA PAYROLL DEDUCTION IRA THROUGH MERRILL LYNCH POSTPONED

Contrary to expectations announced earlier in these pages, payroll deduction IRA's will not be available through Merrill Lynch, the nation's largest brokerage firm, to SFPOA members. The program, if adopted, would have allowed for POA members to invest in stocks, bonds, mutual funds and other securities to their IRA's through monthly payroll deductions. A similar program is still available through Merrill Lynch without automatic payroll deductions, however.

Briefly, the impediments lie within the code which authorizes the controller's office to make payroll deductions and specifies which type of deductions are permitted (ie: insurance, annuities, etc). Since IRA's were not available to the general public prior to 1981, no mention of them is made in the code which was written before then. Hence, until the code is amended through the Board of Supervisors, this service cannot be made available to SFPOA members by Merrill Lynch.

Questions and comments regarding this matter should be directed to: Max Torres, c/o Merrill Lynch, 300 California Street, San Francisco, CA 94104 (415) 445-7152.

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\$100 per officer or prosecutor if registration is received by November 1, 1984. Persons registering after November 1 must pay the regular tuition of \$125. To qualify for the special tuition telephone registrations must be received by 5 P.M. November 1, and written registrations must be post-marked no later than November 1. NOTE: Upon specific request, we will delay billing to meet your needs, including billing after the end of your fiscal year.

*Requests for refunds will be honored up to one week prior to the seminar, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed after November 26, 1984.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL BOXING

by Erwin Bunge

San Francisco PAL Boxers distinguished themselves in the recent ABF sanctioned Concord Golden Gloves Tournament. Paul Carrasco in the novice 147lb class, was declared the champion. Peniata Tino won the 178 lb novice Championship, as did Orlando Montes in the Senior 125 lb class. Congratulations to all San Francisco PAL Boxers, including George Wilkerson who lost in his very first fight due to an injured shoulder. Kelly slocum lasted through the semi-finals losing a touch decision. The big story was PAL Boxer Chancy Hayes who lost a close decision to two time champion Pedro Fernandes. Hayes floored Fernandes in the second round and had him hurt, but a two point decision in the third cost Hayes the championship as three judges voted for Fernandes and two judges for Hayes. A tough loss. Head coach Erwin Bunge said all our fighters looked good.

PAL LAW ENFORCEMENT

by Ernie Galaviz

PAL Cadets were again assigned to the Department's many Bureaus and Details for the summer in the In-Service Training Program. Some assignments include Crime Lab, Photo Lab, Robbery, Juvenile, General Works, Auto, Intelligence, etc. In addition, many PAL Cadets volunteered their services in the recent Democratic National Convention in assignments such as: Intelligence, Pier 50, and OCC. In all, over 1,000 volunteer hours were donated by the PAL Cadets. Law Enforcement Director Ernie Galaviz states: "The Cadets did an outstanding job and service not only to the Department but to the City of San Francisco as well. Every one of the PAL Cadets distinguished themselves, working as long as a 10 hour day during the Convention." "They wanted to do it, to help the Department and the City." Deputy Chief Kevin Mullen also stated that the Cadets did an "outstanding job."

The PAL Cadets recently hosted members of the Seattle Police Explorers in their recent San Francisco visit. Arriving wideeyed and with great expectations, eight Explorer Post Cadets and their adult advisors from Seattle, Washington began a four day visit which will long be remembered. Included in the many activities were tours throughout San Francisco with Chinatown, Telegraph Hill, Golden Gate Bridge, the Hall of Justice, its bureaus, etc. Acting Chief George Eimil graciously welcomed the Seattle Police Explorers Cadets. They were treated to a cruise on San Francisco Bay with the PAL Boats, and enjoyed a visit to Pier 39. One day was set aside for a visit to Marriott's Great America and ending with a sumptuous Cantonese Ban-



PAL Cadet Sergeant Chris Parente explaining the machinery in a squad car to a group of attentive Seattle Police Cadets in their recent visit to San Francisco. (photos by Ernie Galaviz).



Members of the Seattle Police Explorers Cadets and our own PAL Cadets prior to an eventful day sightseeing in San Francisco. San Francisco PAL Cadets played host to our visitors from the northwest.

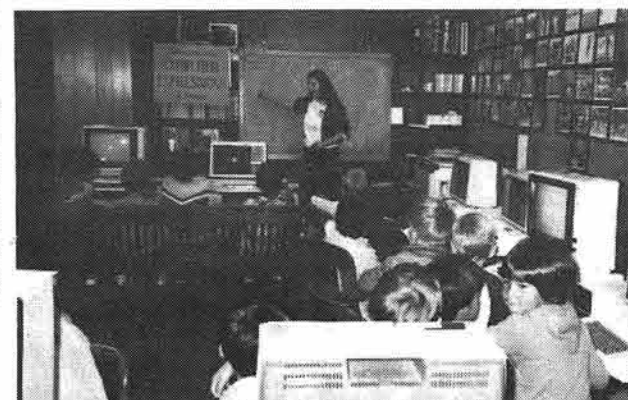
quet at the Superior Restaurant on Balboa and 37th Avenue. Exchanges of souvenir gifts were made. Officer Joe Nicholson, Seattle PD was most grateful for the hospitality provided by the San Francisco Cadets. All arrangements for the tour were made by Mr. Ernie Galaviz, Director, who did an outstanding job.

In other PAL Cadet news, the end of summer Cadet Picnic was held at Morton's Warm Springs where picnic grounds were reserved. Softball, football, volleyball, swimming, and arcade games were the order of the day. Hamburgers, chicken, hot dogs, etc., were served to the Cadets. This is the final social event prior to beginning a new semester in October, and was certainly a perfect way to close out a funfilled and successful summer Cadet Program. See you in October.

The PAL Kiddy Kar Ride Program was a huge success. Under the direction of Cadet Kathy Seekamp, the Program, aimed at children two to 7 years of age, visited dozens of school nurseries throughout San Francisco. In all, six motorized tricycles were used in this outstanding program. Many thanks to the PAL Cadets who helped out.



Computer Expressions Instructor with a PAL Class. The Company offered the use of 10 Apple Computers and three Instructors for an entire week to the PAL. Classes were then offered to children as young as 6 years old in the use of a computer. Classes were held at PAL Headquarters at no charge. Letters of appreciation from grateful parents were received.



Some children learning the operation of a computer at PAL Headquarters. The classes were made possible by Computer Expressions, a Sausalito based Company.

PAL BASKETBALL

Signups for PAL Basketball is underway. Call PAL Headquarters for team entries. Boys and Girls in the 6th, 7th and 8th grades are eligible. All schools and recreation centers are invited to compete. Trophies awarded to division champions. Admission is free. Sergeant Tom Burton (Auto), PAL Basketball Commissioner, expects a record turnout.

PAL JUDO AND BOXING

PAL Judo and Boxing signups are being taken. Simply call Officer Joe Mollo (552-7495) for signups. Classes are conducted at the old National Guard Armory, 14th and Mission Streets.

PAL LAW ENFORCEMENT CADET SIGNUPS

The 1984-85 Law Enforcement Cadet Semester will begin on Tuesday October 9, 1984 7 p.m. in the 6th floor Auditorium, Hall of Justice, 850 Bryant Street. All interested boys and girls in the 10th, 11th or 12th grades are cordially invited to attend the open house. Application forms are available. Eligibility will include either a San Francisco resident or attend school in San Francisco, and successfully passing an interview session. Each Cadet is required to provide their own uniform.

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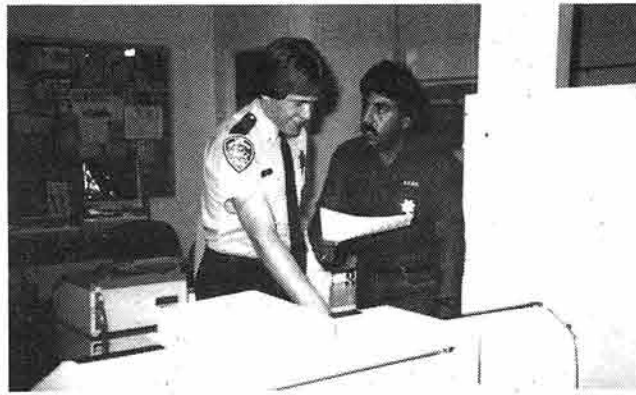
POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL FOOTBALL

Santa Rosa Eagles, Rancho Cotati Cougars, Petaluma Buccaneers, Sebastopol Sea Hawks, and San Rafael Bulldogs. These are just some of the new team names involved in the PAL Football League this year. Unlike past years where PAL Football in San Francisco was a hometown event, our teams are now part of the Pop Warner Redwood Empire Jr. Football Conference. Away games involved all of the above teams and locations. There is excitement in the air for players, coaches, and fans. FOOTBALL Commissioner Inspector Kelly Waterfield (Recruitment), promises an exciting season. The PAL has made a major commitment to youth tackle football. In fact, the PAL is the only sponsoring agency for tackle football for youth in San Francisco. New helmets, equipment, jerseys, and other equipment, have been purchased and assigned. Head Coach Mike Wright of the PAL Raiders headquartered now at Crocker Amazon, also boasts a cheerleader team. "The parents have responded very well to the team this year" states Coach Wright. Head Coach Rodney Garrick is also busy fielding the PAL Seahawks. The Seahawks, PAL Champions last year, will also vie for the regional championships now available for the first time. Bowl games and championships will be scheduled for teams who qualify. The season opener is scheduled for September 9. All home games will be played at George Washington High Field. Call PAL Headquarters (567-3214) for dates and times. Come and root for your favorite team. Admission is free.



Ernie Galaviz visiting one of the Summer Inservice Sites where Cadets have been assigned. Shown above is PAL Cadet Sergeant Chris Parente.



Inspector Ed Quesada explaining some of the duties to PAL Cadet Raul Carera during the recently concluded In-Summer Service Training.



For the second year in a row, the PAL and the PAL Cadets have sponsored the Kiddy Kar Rides. The Cadets visited many pre school nurseries throughout San Francisco during the summer to provide motorized tricycle rides to children as young as two years old. PAL Cadet Director Ernie Galaviz (right) explaining the program to the Cadets.



PAL Cadet Captain Eileen Moylan (left), and Sergeant Michele Tassio, readies another hog dog to serve at the annual Cadet Barbecue.

SPORTS

GOLF CLUB NEWS

I hope some of you noticed that my column was missing from the August edition of the San Francisco Policeman; it's always nice to be missed. Due to the Reno trip I missed the deadline.

Our Reno trip was once again a huge success. This is based on how many people claimed to have had a good time, and not necessarily on the quality of the golf.

We had forty-eight golfers most of whom brought their wives. We stayed at the Peppermill Inn and played Lakeridge and Sierra Sage Golf Courses.

The accommodations were excellent and as usual the food was outstanding. The gambling was better than usual, at least according to Lou Sevenau and my wife Judi. I don't want to mention how Lou did (for fear the IRS will be after him because of me) but Judi walked away with a whopping \$20.

The golf was pretty good also. Saturday we had perfect weather and on Sunday the wind came up marring another perfect day. The low gross winner for two days was yours truly with a score of one hundred and fifty-two. The low net winner for two days was Mike Brady with a score of one-hundred and thirty-three after subtracting his handicap.

Other low net winners were Harvey Harrison, Joe Buckley, Al Pedrin, Jim Skinner, Jerry D'Arcy, Dick Sanden, Pete Alarcon, Dick McKeivitt, Vic Macia and Homer Hudelson.

The low guest winner was Jack Gibson a many time guest of John DuBose who had one of the best golf

games of his life at Sierra Sage including an eagle. That's not bad for a thirty handicapper.

This year we had a woman's flight and had eight different women participate. Del Lavezzo was the low gross winner. Del is the sister of Ray Gomez, the "Petaluma Flash" no I didn't say flasher. Joan Rosset was second followed by Helen Du Bose.

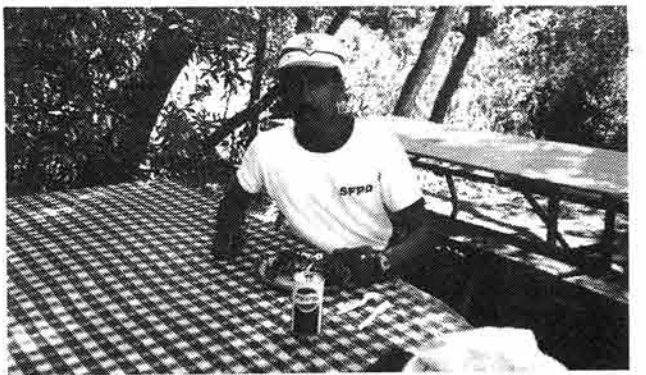
The Hole-in-One winners were John DuBose and Gordy Esposto at Lakeridge and Mike Brady and Ben Price at Sierra Sage.

The real big Hole-in-One winner was Tom Jones at the fifteenth hole at Lakeridge. This is a 215 yd. hole hit from the top of a hill to an island green about sixty feet below you. It is an awesome looking thing especially for a high handicapper. Tom had made four different wagers of five dollars each that he would hit the green on his first shot. He made it look easy even if he had three putt the hole. Oh well, I'm not one to talk, I took six on the hole.

In September we play Mt. Shadows 'South' followed by Diablo Creek in October, Bennett Valley in November and Harding Park in December.

The annual PAL golf tournament will be held on Monday, September 24, 1984 at California Country Club and should be a real bargain at \$100 for Policemen.

Jerry Cassidy, Secretary
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Cadet Sergeant Aaron Reddy about to have lunch.

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3:00 p.m. 'til 11:30 p.m.
LAST CHANCE EVER

ADULTS & CHILDREN \$9.00
TOTS UNDER 4 YEARS \$2.50

See Pages 12 & 13 For Further Information



THE LAST WORD

by Pete Maloney
Editor



The history of the labor movement in this country reads not unlike another war of independence with as much violence as any declared war in the bloody record of mankind. One of the substantial differences is that the labor wars have had a far longer duration than the other conflicts with unofficial truces existing during the armed conflict our nation has been involved in.

The labor movement has been a struggle for the civil rights of the nations' citizens that created the middle class that has ironically carried the business interests, that fought it tooth and nail, to its greatest heights. Only in times of war has industry seen greater profits.

Perhaps labors greatest failing has been corrected in the later half of this century when its discriminatory exclusiveness has been broken down to admit the ranks of minorities and women to union membership. Through struggles and failings the union labor movement has been a major force in raising the standard of living and expectations of the American people.

Now the business interests who have their greatest market in their own employees are systematically attempting to damage, if not destroy, the very basis for their continued success. This would not be possible without the active support and involvement of the current administration. The current vogue of 'two tiered' wage and pension systems, affecting existing employees as well as new hires, is a poisonous tree that will produce bitter fruit for industry as well as its victims. In addition to damaging the consumer market's buying power it weakens the pension system that seems our only alternative to the floundering social security system.

If you have recognized some of the problems facing peace officers today it is no accident. We have both a unique and difficult position in this struggle. While indubitably part of labor, we are duty bound to preserve the peace in an ever increasing number of bitter labor disputes; and for this faithful discharge of duties we have taken an oath to perform faithfully, we have been strongly criticized by the labor movement that supports us.

This dilemma is not insoluble if we give unto our oath what is due unto that sacred trust and in our politics devote our efforts to see labor fairly treated. Our union brothers recognize the necessity of our role as **peace officers** they can make us both successful and united.

I am a San Francisco Police Officer and extremely proud of it. Nothing will prevent me from the faithful discharge of my duties.

I am a member of the labor movement; and I will never forget the debt I owe to the movement that has enabled me to provide the standard of living my family enjoys.

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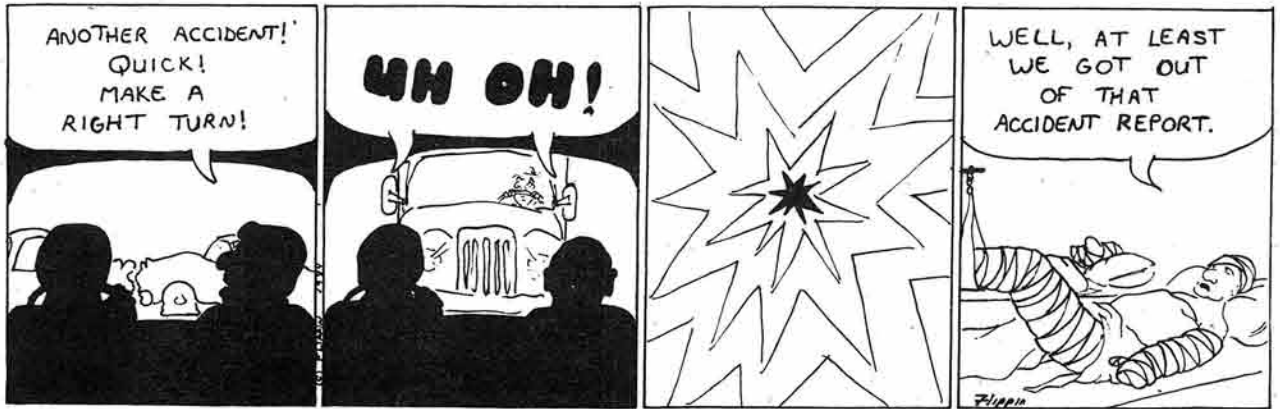
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ON THE STREET/Tom Flippin



STATE SUPREME COURT UPHOLDS PROTECTIONS

continued from page 1

charter amendments pending a final decision of the Appellate Court in San Francisco of the case of the San Francisco Fire Fighters vs. the Board of Supervisors (1979).

San Francisco Firefighters vs. the Board of Supervisors

During the aftermath of the 1975 police/fire strike, the Board of Supervisors, without a meet and confer process, placed several charter amendments on the ballot for voter approval. Two charter amendments, when approved, changed wages and other terms of employment for present and future employees of the San Francisco Police and Fire Departments. The first charter amendment to pass changed the method of payment for wage increases; the second drastically reduced the disability and retirement benefits and police and fire employees hired after November 2, 1976. The San Francisco Firefighters Union challenged the Board of Supervisors' ability to place charter amendments before the voters absent the meet and confer process.

The city argued that they had the "absolute, unabridged constitutional authority to propose charter amendments to its electorate, which could not be impaired or limited by the requirements of the M.M.B.A."

The Court of Appeal in 1978 ruled in favor of the City and County of San Francisco. In that lower court ruling the court stated, "... when a county or city's governing body shall find it to be in the public interest to propose a specific charter amendment for adoption by the elec-

torate, it shall have the absolute and untrammelled right and duty to do so. The intent of such charter amendment proposals, or the decision whether they be made at all, shall not be the product of bargaining and compromise between the public entity's representatives, and others. The State Supreme denied a hearing and allowed the lower court ruling to stand.

The City of Seal Beach then enacted its 1977 charter amendments which resulted in the Seal Beach P.O.A. appealing.

Landmark Decision

The 1984 Supreme Court held that: "it is a truism that few legal rights are so 'absolute and untrammelled' that they can never be subjected to peaceful co-existence with other rules. Thus . . . we reconciled a mandate that civil service rules be amended only after public hearings, with the meet and confer provisions of the M.M.B.A. We conclude that the meet and confer requirement can co-exist with the charter mandated hearings. Cities . . . function both as employers and as democratic organs of government. The meet and confer requirement is an essential component of . . . the city's employment practices." The court concluded that the City of Seal Beach was required to meet and confer with the Seal Beach P.O.A. prior to proposing charter amendments. The court further stated that, "... M.M.B.A. requires such action and the city cannot avoid the requirement by use of its right to propose charter amendments."

This decision was written by Justice J. Kaus and concurred upon by all members of the court.

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