



the San Francisco POLICE MAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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NUMBER 10

THE BOB O'NEAL STORY

by Paul Chignell
Opinion Correspondent

The story of Bob O'Neal is one of tragedy and of hope for the future. It has been many years since some tenured members of the San Francisco Police Department have heard Bob's name mentioned, but he was recently in the news due to a Chronicle story by reporter Birney Jarvis and reporter Joel Pimsleur.

Officer Bob O'Neal entered the San Francisco Police Department in 1959, served a brief time in the military and then was terminated by the Police Commission on October 18, 1965. It has been twenty years since Bob was fired from the Police Department, but the memories, most of them bitter, remain.

Today Bob O'Neal would not have been fired from the San Francisco Police Department, but in the mid 1960s things were different before the Honorable Board of Police Commissioners.

What was the grievous offense that Officer Bob O'Neal committed that resulted in ruining his police career, a grievous offense that has haunted him for twenty years?

On October 4, 1963 Officer O'Neal suffered convulsions on duty while at an assignment on Panorama Drive in San Francisco that was determined to be caused by epilepsy. After being off of the payroll for a considerable period of time, Bob was told that he must resign from the Department in the Spring of 1965. He refused and asked for a desk job. When that request was denied, Bob O'Neal was served with charges by the Chief of Police and the charges were sent to the three member Police Commission.

What kind of a cop was Bob O'Neal? I have talked to officers who worked with Bob and found that he was a sensitive man who was truly dedicated to police work and a man who was crushed by his termination from the Department.

The Police Department quoted rule 2.01 which states that a member must have the present and future ability to fully comply with and properly perform the duties and responsibilities of preventing crime, enforcing laws & ordinances, etc. Because Bob was diagnosed to have epilepsy, the San Francisco Police Department felt that he could no longer

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S.F. POLICE—THE YEAR 2,000

by Mike Hebel, Futurist

In 15 years we will launch the 21st Century. Whether this Police Department will stumble there or will confidently march there is dependent upon the manner in which decisions, on critical issues, are made or avoided.

What we are in 15 years — spirited and professional or defeated and amateurish — will be molded by our present creativity or apathy on key issues such as: career development, values/ethical orientation, promotional opportunities, community support, a professional management staff, standards and training, crime resistance/prevention and victim support, and illegal drug repression.

A TALE OF TWO DEPARTMENTS

Our situation is not unlike that described over a century ago by Charles Dickens who opened his masterful *A Tale of Two Cities* with this sentence:

"It was the best of times, it was the worst of times, it was an age of wisdom, it was an age of foolishness, it was an epoch of belief, it was an epoch of incredulity, it was the season of light, it was the season of darkness, it was

'LEGISLATION MOVING QUICKLY'

CONGRESS ACTS ON COMP TIME ISSUE

by Bob Barry, President

The public sector compensatory time issue is now a 'hot item' in Congress, and within a few weeks, we will know whether or not our lobbying efforts in Washington to restore our ability to accumulate a reasonable amount of compensatory time have paid off.

Congress is now in the process of debating amendments to the Fair Labor Standards Act which was adopted by Congress in 1938. The FLSA established the minimum wage and maximum hours for private sector employees in this country.

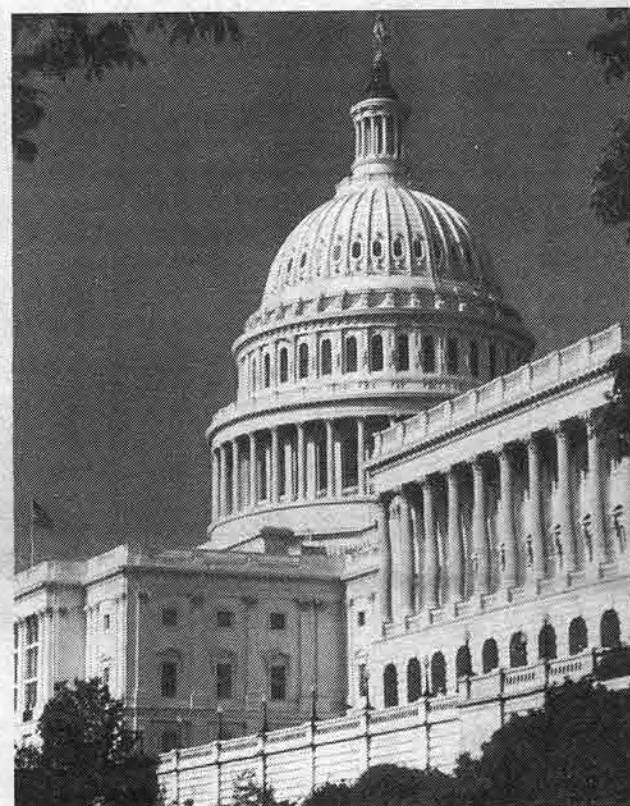
By virtue of a recent United States Supreme Court decision, *Garcia v. San Antonio Metropolitan Authority* (February 1985), the FLSA was amended to include virtually all public sector employees. The thrust of the decision was two-fold: (1) it mandates that municipalities compensate employees for overtime worked at the rate of time and one-half in cash and (2) it severely limits the amount of compensatory time which employees are able to accrue. There are many other facets of the Act applicable to public safety officers, but the aforementioned provisions have the biggest impact.

According to the regulations promulgated by the Department of Labor, the DOL established an October 15 deadline as the effective date for enforcing violations of the act. However, Congress voted three weeks ago to extend the deadline until November 15. The primary purpose for the extension is the anticipation of a favorable vote, by Congress, to relieve municipalities of any huge financial burden of paying cash for most overtime worked, and to restore provisions of the Act allowing employees the ability to accumulate compensatory time to the level prior to the *Garcia* decision.

This past week, the full Senate committee, by unanimous vote, passed on legislation restoring these provisions. The bill now goes to the Senate floor with very favorable signs of passing within the next week.

The House of Representatives Sub-Committee on Labor Standards also passed the legislation last week and will now go to the full committee on October 23 with a full House vote expected by the end of the month.

Although the *Garcia* decision is being hailed by labor as a great victory for the public sector workers throughout



the country, — which it is — there is generally a down side as well.

In our case, it is the restriction on the comp time, due to be implemented quickly, should the legislation fail passage.

As the comp time issue appeared to be in serious jeopardy with little or no input being given by local POAs across the country, we began a lobbying effort here in San Francisco in association with the Milwaukee Police Officers' Association and the International Union of Police Associations (our former union). Our efforts culminated three weeks ago when POA Vice President Ron Parenti and I travelled to Washington, D.C. and met with Bob Klismet, President of the IUPA; Gary Brazgel, President of Milwaukee POA and national representatives of the AFL-CIO, SEIU, ASFME and the International Association of Firefighters. After four days of meetings and consultation with the House Labor Committee staff members, legislation was then proposed to various national unions and management organizations to rectify our problems and to ease the cities' financial burden.

The United States Conference of Mayors, the National

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the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going directly to heaven, we were all going directly the other way — in short, the period was so far like the present period, that some of its noisiest authorities insisted on its being received, for good or for evil, in the superlative degree of comparison only."

Which will we be at the dawn of the 21st Century?

AN OLDER DEPARTMENT

By the year 2,000 we will certainly be an older department. If we do it right, we will also be described as matured and seasoned; if wrong, aged and lethargic.

Presently the Department's average age is 37. By the year 2,000 this will jump way past 40. The average police officer is now 34; by 2,000 the tremendous numbers of young officers (over 950) who recently entered the SFPD will be in their late 30's and early 40's.

Look at the other ranks — average age of a sergeant is 44 years; a lieutenant 42; a captain 51; and an inspector 46. By the year 2,000 they will all be gone. But on the way

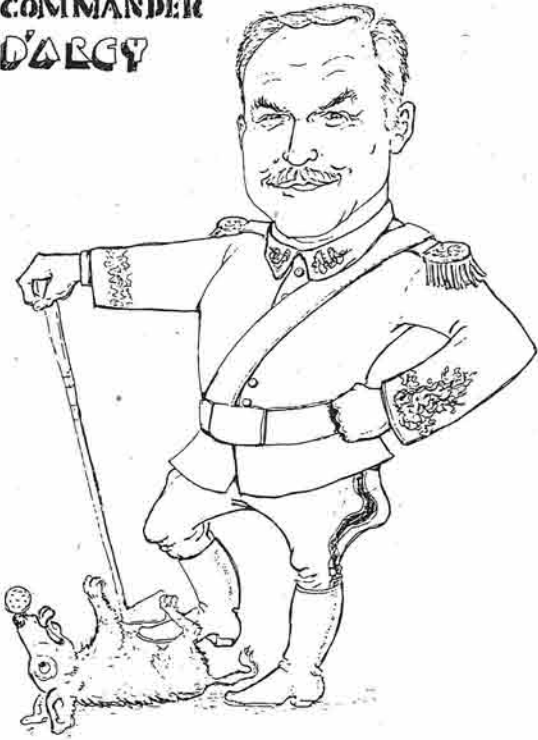
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TESTIMONIAL DINNER

COMMANDER
D'ARCY



FRIDAY, NOV 8, 85
MERIDIAN HOTEL
CABERNET BALLROOM

50 3rd St. \$35.00 per person
No host cocktail 6:30 Dinner 7:30
Tables for ten can be reserved.
Tickets L. Hill - 1623 Hankins - 1287
Foss - 922-9120
Judge Choppelas 558-2251 Graf
621-7901



POLICE
POST
#456
NEWS

I am often reminded about the statements made by the venerable gentleman from the deep south, Senator Claude Pepper, who said, "Life is like riding a bicycle. You don't fall off unless you stop pedaling." He hasn't shown any signs of slowing up. He's a true champion of the senior citizens.

We have so many of those folks in the American Legion. Not necessarily old people, but people who give so much of themselves like the 7th District of the American Legion and especially S.F. Police Post 456. We now have a 7th District Commander from Police Post 456, Walt Watson by name. Walt has earned everything he has received. A good example of hard work paying off. Our Post is full of hard workers. We don't want to slight the 9th District which also has its hard workers.

How about the guy who consulted the local psychiatrist because he was worried about his wife. "She's got this terrible fear of having her clothes stolen," he told the doctor. "How can you tell?" "Well, only the other day I got home early and found she had hired a man to stand in the closet to guard them." A likely story, but all of us have heard something like this at least once in our careers.

If it wasn't for a little humorous anecdote once in awhile, life could be pretty boring. A joke now and then can smooth off the rough edges. Maybe the world would be better off. I always remember the old saying, "Laugh and the world laughs with you. Weep and you weep alone. This sad old earth must carry it's mirth, for it has troubles enough of its own."

Don't forget, if you haven't paid your current dues yet, won't you make that little extra effort?

"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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San Francisco Veteran Police Officers Ass'n.

MEETING:

The regular monthly meeting of the San Francisco Veteran Police Officers Association will be held on Tuesday, November 12, 1985 at 12:30 P.M. at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

At our September meeting we were informed that the Forest Lodge was sold, and the new owners intend to turn the meeting hall into office space. We have been assured we can have our October meeting at Forest Lodge, but questionable after that. Our Board of Directors are looking for a new hall. If you have any information about a hall with good parking, kitchen and bar, please contact the chairman of the Board of Directors, Otto Elvander — Telephone 467-8872. We will have a report from the Board of Directors on their findings at our October meeting.

Note: Address correction for the Retirement System — 1155 Market St., San Francisco, California 94103.

Looking forward to seeing you at the October meeting.

Stan H. Scheld, President

SOL WEIENR REPORTS:

Due to the fact, that Sol is on vacation, we have no job information to report at this time.

SICK CALL: I received a letter from Leo Garvin's wife, who stated Leo is in the Hillhaven Convalescent Hospital at 19th & Pacheco. He can have visitors after 10:00 A.M.; she also stated he has a little problem remembering people.

NEW MEMBERS:

We had no new members for the month of September.

IN MEMORIAM:

Norman J. Levy 08/16/85.

At the August 13, 1985 meeting, two members were suspended by a vote of the membership for non-payment of dues. At the present time seventy-five members have not paid their 1985 dues. Please check your dues cards to determine if you have paid your 1985 dues.

the Traffic Bureau is having a Promotional and Retirement dinner at the Italian American Hall, 25 Russia St., on October 3, 1985. Cost \$25.00, dinner at 7:30 P.M. For tickets contact Larry McKenzie, Ken Hartman, Ken McAllister or Joe Rosset.

Membership 783
Attendance last meeting 98
STAN SCHELD, PRESIDENT

BOB PARDINI, SECRETARY

SFPOWA

You Know You're a Peace Officer's Wife When ...

...instead of having an argument with your husband, you have a briefing.

...you tell your husband he's late for line-up not work.

...you find yourself doing housework at midnight.

...your kids are yelling on the front lawn, "You'll be sorry if you wake my dad up (and it's noontime)."

...you use your child's skateboard to take the garbage cans out to the curb on garbage night.

...you notice and comment on a poor car stop that you have just passed.

...you jot down the number of the suspicious looking vehicle in front of you at the drive-up window at the bank.

...you call cars "vehicles."

...you add window locks and extra door locks to your house.

...you wake up in the morning to kiss him good night.

...he takes you to lunch and you pay the check because he only has a dime in his uniform.

As many of you know, it has been a long time goal of the SFPOWA to become involved in a Spousal Orientation Program. Friday, October 4th was the first session in which we participated. It was held at the Police Academy and involved recruits and their family members.

We anticipate a successful program, continuing to grow in the future, with a long term goal of expanding the program to include family members of both new and senior officers.

A special thanks to Sgt. Morro and Officer McKee for helping to integrate us into the program.

Our next regular meeting will be Tuesday, November 5th at 7:00 p.m. in the POA Hall, 510 7th Street, San Francisco.

Widows & Orphans

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Vice Pres. Mark Hurley, Wednesday September 18, 1985 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Pres. M. Kemmitt excused. All other Officers and Trustees present.

Minutes were approved as presented to the membership. NEW MEMBERS: Motion McKee/2nd Jeffery that LESLIE G. TOM be accepted. Approved.

COMMUNICATIONS: Donation by MR. & MRS. T. BRAGG in memory of their son ALLYN BRAGG was received and acknowledged by the Secretary.

The regular bills for benefit payments, salaries etc were presented by Treas. W Parenti and approved for payment. (Motion Kurpinsky/2nd Newlin)

Treas. Parenti reported the death of MILTON E. MOLDRUP — Milt was born in San Francisco in 1909 and after working as a truck driver for a few years, joined the Department in 1937 at age 27. He was assigned to radio car duty, working out of the Chief's Office and served at Ingleside and Mission Stations. In 1940 Milt transferred to Co. K, 3 wheel motorcycles and remained there until he resigned in 1944 to work as a machinist. Milt was 76 at the time of his death.

REPORT OF TRUSTEES: Due to the unsettled state of the market, the Hibernia Bank, Miss Minuth, reports good and sound investments are hard to find. The account does have some Fed. Land Bank shares, 1/2 of which are maturing at the end of 1985. Trustees approved several profit taking sales which increased the net worth of the portfolio. Trustees set the date of Friday September 27, 1985 for a night meeting with the Hibernia Bank for a detailed discussion of the investment program.

GOOD OF THE ASSOCIATION: Members are advised that the next regular meeting will be Wednesday October 16, 1985, 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:40 P.M. in memory of our departed Brother, Milton Moldrup.

Fraternally, Robert J. McKee, Secretary

the San Francisco

POLICEMAN

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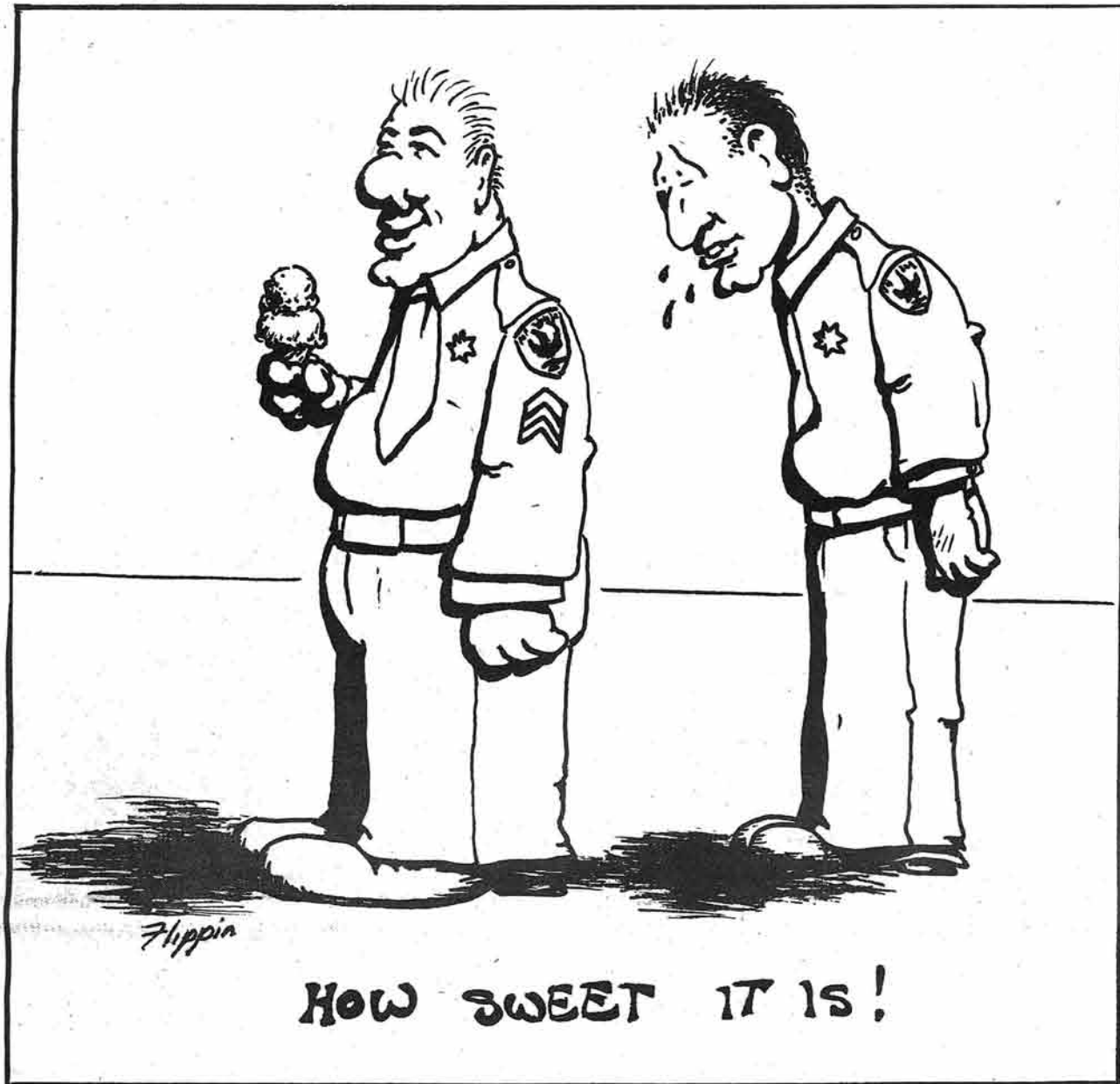
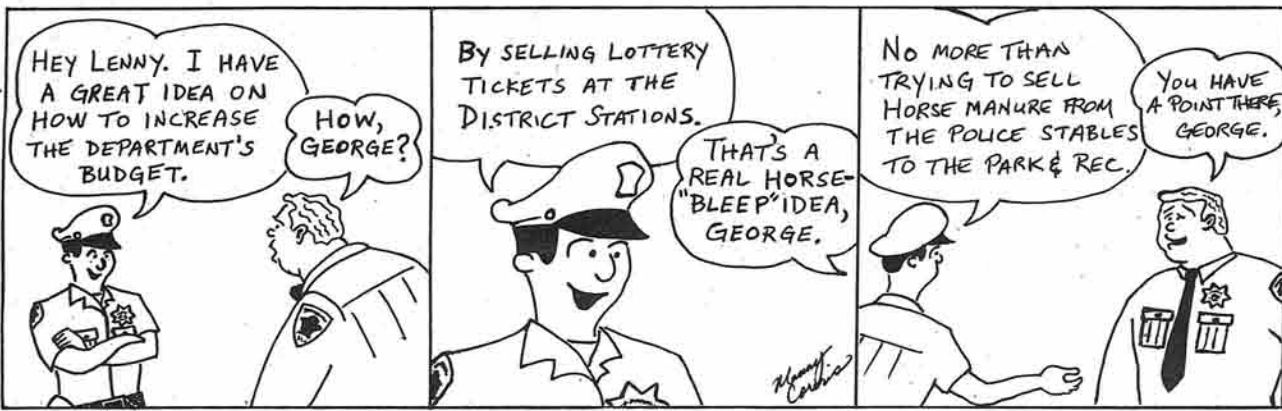
Members or readers submitting letters to the editor are requested to observe these simple rules:

- 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.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

POSTMASTER, ATTENTION! P.O. Forms 3479 Notices should be sent to: S.F. Policeman 510 - 7th St., San Francisco 94103. 2nd Class Postage Paid at San Francisco, CA

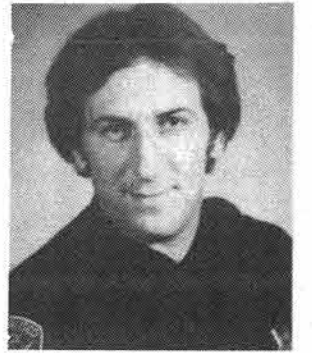
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A POLICEMAN'S LOT/Manny Coreris



VICE PRESIDENT'S COLUMN

by Ron Parenti



In past articles I have made mention of this department's failure to set or insist upon an acceptable level of academic standards. This criticism has never been directed at any one person but the system itself, a system that allows mediocrity and, at times, downright incompetence to both exist and thrive. A system that fails to support the very people who are given the task of training and evaluating its personnel. A task that, though sometimes unpleasant, requires the weeding out of unqualified people.

There are just too many examples to pretend this lowering of standards does not exist. I have seen too often the recommendations made by members of this department's training staff, be it field training officers or academy personnel, go unheeded for no other reasons than politics.

I sit in disbelief and watch this department stand mute on the on-going promotional mess the consent decree has led us in to. All in the name of racial and sexual balance — it appears to be unimportant that you be qualified. Just be the right color or have the right plumbing.

I, along with approximately 600 of my peers, participated in a promotional exam that, after tampering by the consent decree, did nothing more than perpetuate this mediocrity.

Now I read (Department Information Bulletin 85-117) that this department has established "A REPORT REVIEW SECTION." This group will be given the task of reviewing officers' reports to see that they are competent and accurate. They will give feedback to the officers who write unacceptable reports and to the supervisors who approve them. I always thought we already had such a group, they are called sergeants and lieutenants.

Unless I missed a turn somewhere, isn't one of the responsibilities of sergeants to review work performed by their subordinates? Police reports included?

It couldn't be that a system which allows personnel entry into its work force, even though its trainers say these people are unqualified, or a system that promotes its leaders on the color of their skin or their sexual make-up rather than their qualifications, is getting just what it asked for.



ANNUAL MEMORIAL MASS

SUNDAY
NOVEMBER 3, 1985
10:30 A.M.

ST. MARY'S CATHEDRAL
GEARY AT GOUGH

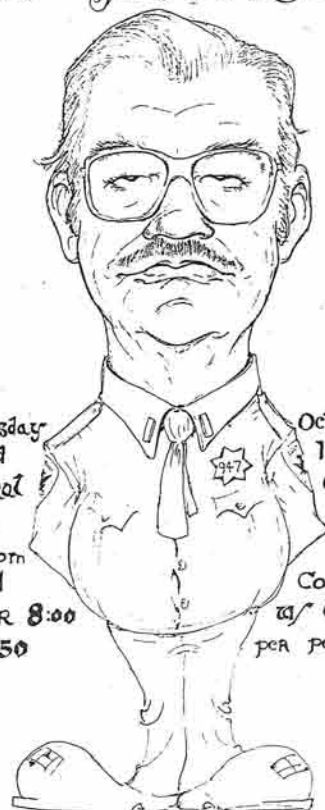
BISHOP
DANIEL WALSH
CELEBRANT

AMPLE PARKING
RECEPTION & REFRESHMENTS
FOLLOWING
PLAN ON ATTENDING
COME AND SHOW
YOUR SUPPORT

"IF PROMETHEUS WAS WORTHY OF THE WRATH OF HEAVEN FOR KINDLING THE FIRST FIRE UPON THE EARTH, HOW OUGHT ALL THE GODS TO HONOR THE MEN WHO MAKE IT THEIR PROFESSIONAL BUSINESS TO PUT IT OUT?"

JOHN GODFREY SAXE

REGIMENT DINNER Lt. JIM THORSEN



DATE: Thursday
Where: United
Cultural
2700
Time: 7:00 pm
hosted
Dinner 8:00
Price: \$22.50
Tickets:

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Cocktail
w/ Wine
per person

Richmond Station



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Carroll, Burdick and McDonough, POA Attorneys

BRIEF HISTORY OF THE FIRM

The predecessor to the present firm of Carroll, Burdick & McDonough was founded in 1949 by Francis Carroll and J. D. Burdick in San Francisco, and has continued without interruption in existence since that time. The firm presently has thirty-one lawyers, in three offices, including San Francisco, Sacramento, and Walnut Creek. The firm receives an "AV" rating from Martindale-Hubbell, the highest possible rating provided by that national publication. Since 1949, the firm has specialized in two areas of practice: (1) general civil, trial, and appellate litigation; and (2) the representation of public employees (primarily peace officers and firefighters). The firm presently represents over sixty labor unions and associations in Northern California, including the Deputy Sheriffs Association of Contra Costa, San Mateo, Santa Clara, and San Francisco counties; the Police Associations of the Cities of Berkeley, Concord, Fremont, Fresno, Gilroy, Santa Rosa, etc., etc.

A brief biographical sketch of the labor attorneys in the firm who will be working on SFPOA matters follows:

BIOGRAPHICAL INFORMATION

(1) **Christopher D. Burdick.** A third generation San Francisco, a graduate of Stanford University (both undergraduate and law school), Mr. Burdick has been representing police officers, deputy sheriffs, and other safety personnel since 1969 when he "broke in" to the labor business by directing the Vallejo Police and Fire Strike, the first such labor dispute in California.

(2) **Elizabeth G. Leavy.** Betsy Leavy is a graduate of Vassar College and Stanford University Law School. Before joining the firm, she was with the Equal Employment Opportunity Commission in their litigation center for three years. She specializes in employment discrimination and wrongful termination cases, as well as complicated and complex federal litigation. Betsy resides in San Francisco.

(3) **James Clapp.** Jim, a graduate of the University of California at Santa Clara and Boston College Law School, was an Assistant District Attorney in San Francisco for three years prior to joining the firm. Jim has many close, personal friends in the San Francisco Police Department, is responsible for coordinating the firm's criminal law practice (which is restricted to representing peace officers who find themselves the subject of criminal investigation or prosecution), and resides in San Francisco. He also represents peace officers in Civil Rights Actions.

(4) **William H. Sorter.** Bill is a graduate of Golden Gate University and San Francisco Law School and was a Berkeley police officer for sixteen years prior to joining the firm. Indeed, Bill is a "retiree" and he is the firm's "resident expert" on the Police Officers Procedural Bill of Rights and Pitchess Motions generally.

(5) **Gary M. Messing.** Gary Graduated from Amherst College and Columbia University Law School, and is the

resident partner in the firm's Sacramento office. Gary specializes in the representation of State employees, federal litigation, and wrongful discharge cases.

(6) **Philip M. Miller.** Phil graduated from Northwestern University and Boalt Hall School of Law (U. C. Berkeley) where he was on the Law Review, and clerked for two years after graduation at the United States Court of Appeals, Ninth Circuit prior to joining the firm. Phil specializes in complicated pension and ERISA matters and federal court litigation.

(7) **David P. Clisham.** Dave is a second generation San Franciscan and a graduate of St. Ignatius High School; David received both his B.A. degree and law degree from U.S.F., and his teaching credential and MA from San Francisco State. From 1965 through 1981, Dave was employed



Left to right: William Sorter, David Clisham, Christopher Burdick



DAVID P. CLISHAM



CHRISTOPHER D. BURDICK



PHILIP M. MILLER



ELIZABETH G. LEAVY



ELIZABETH A. REIFLER



RUSSEL L. RICHEA



WILLIAM H. SORTOR

(photos by Don Woolard)

by the San Francisco Unified School District as a teacher and he taught at Lincoln and Mission High Schools. From 1971-78, Dave was on leave and worked as a staff representative for the San Francisco Federation of Teachers.

(8) **Michael L. Rains.** Mike received his B.A. from Long Beach State and his law degree from Golden West University. Mike served in Viet Nam in the United States Marine Corps, and was a police officer for the Santa Monica Police Department from 1971-79, and was President of the Santa Monica Police Officers Association. Prior to joining the firm, Mike worked for two years for Silver, Kreisler, Goldwasser & Shaeffer in Los Angeles, the firm which is representing the POA in the quo warranto

proceedings.

(9) **Elizabeth A. Reifler.** Elizabeth graduated from Lone Mountain College and Hastings College of the Law (University of California). Prior to joining the firm, she worked for Justice Joseph Grodin of the California Supreme Court and as assistant to labor arbitrator Geraldine Randall.

(10) **Russell L. Richea.** Russ graduated from Stanford University and Harvard Law School and clerked for 2 years for Judge Cynthia Hall of the U.S. Tax Court. Russ has substantial private sector labor experience, as well as representing peace officer's in Internal Affairs and disciplinary matters.

Herman Fish Market

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RIGHT HERE IN RIVER CITY

by William J. Hemby
S.F.P.D. Retired



Governor Kills Police Stress Reform

The California Taxpayers Association estimates the cost of a single disability retirement at a minimum of \$350,000. Although I find that a bit of an exaggeration, the cost of disability pensions for public safety officers is skyrocketing. Figures from Cal Tax also estimates the annual cost of disability compensation and disability retirements for 1983 were \$1.2 billion.

Each year in Sacramento the fight gets tougher to hold on to our disability benefits, and the area of disability pensions where we are most vulnerable, is in trauma of stress pensions.

The California Taxpayers Association, CSAC the County Supervisors Association, the League of California Cities, the California Manufacturers Association and a host of individual cities and counties are gunning to chip away at police and fire disability benefits. Their main attack is stress pension awards. Cal Tax: "A contributing factor is the increase in psychologically related disability claims which grew from zero in 1970-1971 to 23% of claim awards in 1981-1982."

Los Angeles newspaper had a field day a few months ago heralding some of the stress-type disability pensions awarded L.A. police officers. We have all heard of the officer with just a couple of years service who went out on a stress pension, then got a high paying movie contract. I'm sure you've read of similar cases.

True or not, these type of incidents contribute to the public believing all disabled policemen and firemen are gold brickers. The fact that you do a job few people would volunteer for, is somehow lost when pension costs are bandied about.

Treating psychological problems among police officer is

also a dilemma. Officers experiencing problems, whether on the job or at home, seldom will admit to it or seek help until they are so far gone, they become a danger to themselves or their job. Departments are hesitant to deal with psychological problems among their officers, either because of a lack of understanding or a refusal to admit the problems exist.

After discussing stress problems with law enforcement psychologists and others in the field, I drafted legislation that appropriated \$115,000.00 to establish a task force of law enforcement officers, psychologists, managers and police administrators to develop a program to deal with the problem.

The legislation caught the attention of both law enforcement and management associations. I was able to move the bill through both Houses without serious opposition. Unfortunately, our governor was not thrilled by the concept, and when the bill came to his desk, he chose to veto it. In his veto message, the governor said, "After reviewing this legislation, I have concluded that its merits do not outweigh the need for funding top priority programs and continuing a prudent reserve for economic uncertainties."

The governor's idea of "top priority programs" includes; \$785,000.00 for planning the Hollywood Exposition and Museum; \$310,000.00 to create roving special investigating units for the Department of Fish and Game; \$150,000.00 to provide teacher training in economics and \$85,000.00 to the State Archives to conduct an oral governmental history documentation program. And these are just some of the minor expenditures.

In other words, the governor either doesn't believe or doesn't care that police officers experience serious debilitating psychological problems. Or worse, the governor only cares for police work, not police officers.

The police stress task force would have been a real milestone because for the first time it would have brought together both police associations and cities to deal with a problem that urgently needs to be addressed. Police stress hurts everyone, the citizen who has to pick up the tab, the department who loses an officer who possibly could have been rehabilitated and the officer who loses his livelihood, his self-respect, and if suicidal, his life.

*Don't miss Bill Hemby's two articles on pages 10 and 11: 'Gann's Never-Neverland' and 'Cranston Opposes President's Tax Reform'.
The Editor*

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TEN YEARS OF EXCELLENCE - CRIME PREVENTION EDUCATION

by Mike Hebel
Opinion Correspondent

Faith in goals, faith in people, a personal commitment, and a will to excel - with these as guide posts, the Crime Prevention Education Unit was formally established in May of 1975 by then Chief Donald Scott. Chosen as its leader was then Lt. Frank Jordan. From an embryonic beginning of one assigned person, now Commander Jordan built a division composed of 72 civilians and 15 sworn officers.

THE BEGINNING

In an article which appeared in the May, 1975 issue of the *Policeman*, Frank Jordan charted his course. He boldly exerted: "Crime is not only a police problem. It is a social problem that can never be resolved by the police or the criminal justice system alone. Informed private citizens playing a variety of roles can make a decisive difference in the prevention, detection and prosecution of crime."

He confirmed that: "The real deterrent to rising crime lies not in placing a policeman on every street corner, but in enlisting every citizen in the fight against crime."

As initially conceived, the Crime Prevention Education Unit was part of the Public Affairs office and consisted of Frank Jordan and one member at each district station assigned as liaison to the Education Unit to coordinate community crime prevention projects. Training in crime prevention techniques began at the Police Academy while station personnel began doing residential security surveys, rape awareness seminars, organizing neighborhood meetings, and encouraging citizens to mark their personal valuables.

EARLY MATURATION

In 1976 then Lt. Jordan set the theme - get citizens involved. In October 1976 Project SAFE (Safety Awareness For Everyone) was created with an \$800,000 grant from the Law Enforcement Assistance Administration.

Said Jordan: "When a city begins to reduce the opportunities for crimes, the number of actual crimes committed is also reduced. Take away the opportunity and there will be less crime."

To begin this new crime prevention program, Northern District was targeted. Together with Mr. Henry Izumazaki, Lt. Jordan coordinated SAFE's activities. Two (2) highly publicized murders in posh San Francisco neighborhoods



COMMANDER FRANK JORDAN

in late 1976 led to a quick expansion of SAFE and its citywide focus. \$800,000 in community developed monies allowed ten (10) neighborhood offices to open with a civilian staff of 59.

1978 saw the creation of a Crime Prevention Unit fully staffed with sworn members. Jordan charged his crime preventers: "Be realistic with the public as to what we can and cannot do. Be honest with the community. Tell them our strong points and our weaknesses. Keep you commitments to the community. Police-citizen trust is absolutely necessary to be effective."

In 1979, then Lt. Jordan worked with Mr. Mark Forrester on the development of a senior escort-outreach program. This program rapidly grew to numerous district offices employing 64 persons.

Frank Jordan was appointed by then Governor Jerry

Brown to a statewide Citizens' Crime Prevention Task Force. He fully participated in the 1978-80 joint FBI-SFPD Crime Resistance Program with its news media blitz, crime prevention bulletins, and burglary prevention focus.

FULL DEVELOPMENT

1981 saw the creation of the Community Services Division encompassing the Crime Prevention Education Unit, Community Relations, Senior Escort Services and a firm partnership with SAFE.

The Chamber of Commerce through its Crime and Public Safety Committee provided monetary assistance for the acquisition of two (2) large vans and the printing of crime prevention literatures on a wide range of subjects. Crime prevention education became a road show moving into all S.F. neighborhoods urging: "Citizens to become more involved in their own personal and neighborhood safety."

The Chamber also financially sponsored a Secret Witness Program, 911 Whistle Alert (10,000 whistles distributed) and a Burglary/Robbery Prevention Program. Frank Jordan successfully urged the district counsel of merchants to sponsor seminars on commercial security techniques.

The Police Officers' Association rose to the occasion - and netted a building security ordinance and a false alarm ordinance. The former required, in apartments, secured locks on outer doors, a wide angle viewer and burglary resistant glass. The latter requires responsible use of alarms. With 98.6% of alarms proving meritless and a tremendous misuse of police resources (responding annually to 35,000 of them), warnings and citations are now issued to reduce their ringing, squeeling and blinking.

In 1983 Frank Jordan, now a captain, left for Ingleside Station, Northern Station and then, in 1985 Central Station as Metro Division's Commander.

THE JORDAN LEGACY

Over 1,000 security surveys, over 1 million pieces of crime prevention literature distributed, more than 500,000 incident free escorts for senior citizens, 1,500 block clubs formed. Citizens were indeed fully enlisted in the fight against crime; neighborhoods were empowered to insure their own safety.

As Commander Jordan recently stated: "Police and community together can be potent and winners in combating crime and insuring public safety."

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The Bob O'Neal Story

continued from page 1

fulfill his duties.

Six years later an officer was found to have epilepsy and was allowed to remain with the Department in an inside job. The record is replete with officers who have certain non-industrial disabilities that are controllable with medication and currently work in "light duty" jobs.

In fact, Labor Code Section 132a currently prohibits discrimination by public agencies against persons who have various handicaps. But that section was not available to officer O'Neal in 1965.

O'Neal's charges were preferred in June of 1965 and he was terminated by majority vote on October 18, 1965 despite protestations from his attorney that the officer could perform his job with controlled medication.

In the last twenty years O'Neal and all of us have learned much about diseases such as epilepsy and public awareness of these issues has increased dramatically. Many officers with correctable disabilities are working light duty and are productive members of the police force.

Bob O'Neal drifted for a few years performing odd jobs and then worked in City employment with the drawbridges and finally as a City janitor. His case came to light again when he was assigned to the Hall of Justice which brought the bad memories back again. After appealing to his supervisors, he was reassigned to City Hall. His legal appeals have long since ended and he is searching for justice.

There must be something that we can do for Bob O'Neal, a man who was a good cop, a man who was fired for having a disability, a man who would be approaching retirement if he was still in the Police Department.

His story is one of tragedy — we must find justice for him some way.

State Wide Law Enforcement Computer Link

SENATOR JOHN F. FORAN (D-San Francisco/San Mateo) announced today that his Senate Bill 190 has been signed into law.

Senate Bill 190 will assist local law enforcement agencies throughout California in obtaining the most advanced crime detection tool available in the world.

The bill creates a "Remote Access Network" of criminal identification and fingerprint computers in every county in the State. These computers will be directly linked via the "Remote Access Network" to the Department of Justice's newly computerized criminal identification system (CAL-ID) located in Sacramento.

This means that police departments and sheriff offices no longer have to wait up to two weeks for identification of suspects from the Department of Justice.

Suspects can be identified and linked to their crimes before being released on bail. To demonstrate what this system will be capable of doing, a latent fingerprint obtained from a "night stalker" murder scene was entered into the partially completed CAL-ID system. Three minutes later law enforcement had the suspect's name. A day later he was apprehended.

Senator Foran said, "The innovation of this technology parallels the inception of the 'two-way radio' for patrol cars in the 1920s. This sophisticated identification system will revolutionize the way law enforcement in California identifies suspects and solves crimes. Conservatively 22,000 more crimes will be solved and 8,000 more criminals identified annually than currently possible.

"Criminals who hit in San Diego and then move on to another community such as San Francisco can be apprehended. This should go a long way in making the motto 'crime does not pay' a reality."

Senate Bill 190 appropriates \$7 million to provide 70 percent financing to participating counties for the purchase of their computer equipment. The State will also provide direct telecommunication lines to the counties.

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McGuff's Crime Fighting Team for San Francisco Chief Con Murphy, Joe Montana, Off. Tom Horan, Lt. Mike Hebel, Roger Craig, Fred Dean.

Drug Smuggling Inmate Apprehended After Escape

by Arlo Smith

San Francisco District Attorney Arlo Smith announced this morning that Daniel Lucero, 32, an inmate at the San Francisco County Jail in the Hall of Justice was charged with escape (violation of Penal Code Section 4532, a felony).

"It's a pretty long and complex story," said Assistant District Attorney James Costello, who is prosecuting the case. "Last Thursday (Sept. 19), Lucero was convicted of conspiracy to smuggle drugs into the jail, transporting narcotics, extortion and burglary. On Friday, while awaiting sentencing Nov. 12, he escaped from the San Francisco County Jail allegedly after disguising himself as another prisoner who had been scheduled for release on his own recognizance that day," Assistant District Attorney Costello stated.

On Monday (Sept. 23), San Francisco Police Inspectors Daniel Hance and Anne Harrington arrested Lucero at 3380 21st Street.

Lucero had allegedly walked out of the jail posing as Robert Lucero, 28, whom the court had released on his own recognizance after he had been arrested on two counts of attempted robbery. It is alleged that both Luceros had been seen talking to each other on various occasions in the County Jail. It is further alleged that Daniel Lucero shaved off his mustache to resemble Robert Lucero and allegedly went through the "exit fingerprint" process at the jail and walked out when Robert Lucero's name was called for release.

Robert Lucero has been charged with an additional charge of conspiracy to aid an escape.

Wish Upon A Star

I can imagine how lonely it must get being confined to a hospital room especially when you're only 10 years old and terminally ill.

Many children in this situation prefer to have a lifelong wish come true such as meeting a particular celebrity, visiting Disneyland or even just having someone drop by to talk.

That's what the California Law Enforcement Wish Upon A Star program is all about.

Founded in 1982, by members of the Visalia Police Department donating their time on a voluntary basis, the program has branched throughout California with the current executive director, Mrs. Maureen Logan, interested in having members of our department form a committee through our Police Officers' Association to assist in helping parents arrange for the "wishes" of their children.

Participation wouldn't take much of your time and it would be much more rewarding than anything else you might have had planned for the hour or two donated.

I've forwarded a copy of this letter to our Association president hoping to arrange for the institution of such a committee since the children involved are really wishing upon the star you wear.

Officer Steve Johnson

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"FINAL NOTICE" Second Annual Planning Retirement Seminar

As coordinators of the Retirement Planning Seminars, we are happy to announce the scheduling of our second annual Retirement Planning Seminar which is scheduled on Saturday, November 2, 1985. It will commence at 0900 hours and terminate at 1700 hours. It will be held at the Hall of Justice, 850 Bryant Street in room #551. The Seminar is jointly sponsored by the SFPD and the SFPOA and is designed for members thinking about retirement within the next five years. It is not limited to only police officers as anyone wishing to attend can do so, etc. The cost to attend will be \$10.00 which includes your spouses. Coffee and doughnuts will be available on your arrival as well as lunch that will be catered to all in attendance. Our speakers and their expertise on the following subjects will be covered.

SPEAKER:	SUBJECT:	TIME:
DR NORMAN STEINER	Health Problems in Retirement	0900-0930
RET. INSP. MARTY BARBERO	Credit Union Benefits	0930-1000
LIEUT., MIKE HEBEL	Retirement Benefits	1000-1200
	"LUNCH" — 1200-1230	
RET. LIEUT., KELVIN BROWN	Taxes - Local = State - Federal	1230-1300
MS BETTY BERNSTEIN	Social Security & Medicare	1300-1400
RET. LIEUT. GINO MARIONETTI	Psychological & Emotional Impact of Retirement	1400-1500
ATTORNEY JOHN KELLY	Finance Investments/Estate Planning	1500-1700

You owe it to yourself and your spouse to make plans to attend the seminar which may be one of the best investments in your future that you ever make. Many are ill equipped to deal with either the fears or reality of retirement. We assure you that by attending our seminar that the path of retirement life will be much smoother and that the so called "Golden Years" will be more enjoyable. Make check payable to Retirement Seminars and mail no later then October 28, 1985.

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The instructors will discuss current gang structures, links between groups, methods of operation, recognition of members, weapons, tactics, officer safety during contact & counterintelligence capabilities (including how some gangs know about the personal lives of officers and their families). This is not a theoretical or historical course, but one designed to provide immediately useful and worthwhile information for any officer (plain clothes, uniform, custodial or parole) concerned about their success and safety when handling gang related cases.

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COURSE CREDIT: California P.O.S.T. 20 hours (funding not available)

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COURSE REGISTRATION SAN FRANCISCO DECEMBER 4, 5 & 6, 1985

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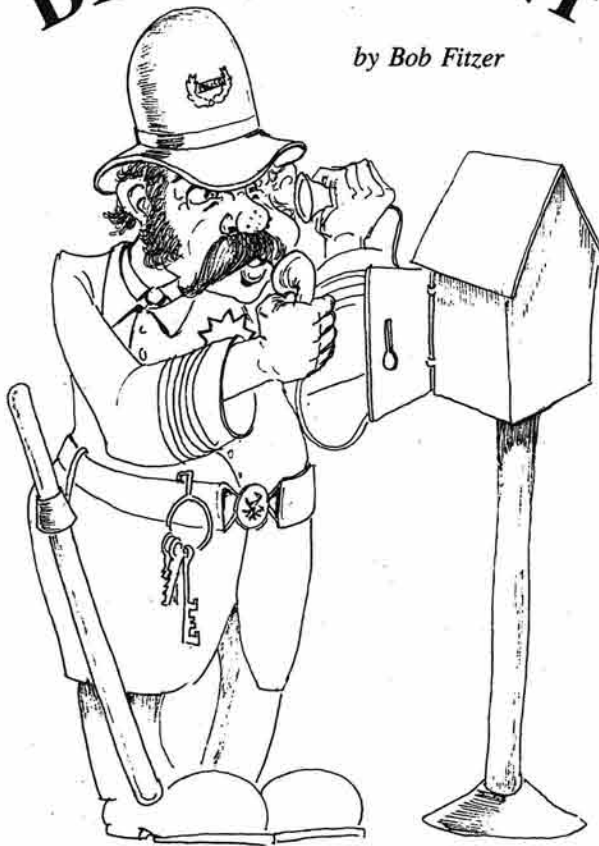
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AROUND THE DEPARTMENT

by Bob Fitzer



While we are on the subject of remembering. Officer Henry Kirk (Co. E) is starting a legacy that had better be remembered. Have you noticed that where ever Henry gets assigned, sooner or later there is a gym or workout room.

Not another rumor!! I know the majority of you don't pay too much attention to the retirement board elections but you had better start. It might be to your long term benefit to pay a little more attention to who is running in the next election and why. After all its YOUR MONEY . . . Is it true that Gerry Schmidt (advocate of improving Tier II benefits, but not at the expense of Tier I) might run???

There are some proud parents around the SFPD. A late news arrival but always welcome was the announcement of Joseph "The Bruiser" Louis Fontana. Born July 20, he tipped the scales at 9 lbs. 5 1/2 ozs. — whew! The happy parents are David (TAC DIV) and Terese Fontana, with mighty proud grandparents (retired captain) Louis and Mary Jane Fontana.

Over at Co. F, Marty Dito is the father of the month. His wife Christine gave birth to their son Christopher, on Sept. 2, "LABOR DAY." Sharing their joy are the proud uncles Phil Dito (Sex Crimes) and Lt. Tom Bruton (Co. E). Heading the Dito clan is grandpa Joe (Property Control).

Some others are thinking about starting their own police family dynasty. I understand there will be wedding bells in January '86 for a Q-2 couple.

An event that didn't get enough pre-game publicity but should have was the 3rd Annual S.F. Police/Fire Soccer Benefit game. It was held Sept. 28, and benefitted the San Francisco Special Olympics. A very special thanks goes to Insp. Phil Dito (Sex Crimes) for all the work he put into organizing the event on the police department side.

Speaking of the Special Olympics, did you ever watch any of the games? Get detailed to any of the events? Or know a participant? Several years ago I was detailed to the Special Olympics along with Officer Ernie Howren and Sergeant Gordy Hendrickson (now ret. Lieutenant). I must admit that watching those kids struggling to run, jump and just participate was one of the most moving experiences of my life. So the next time there is a benefit or event for the Special Olympics, spend a buck and be thankful you're just watching. It's a little lesson in humility and appreciation we can all use.

Trivia for the month . . . In the "Good ole Days," (around 1920, or earlier) the watches were 6 on and 6 off, then 6 on and 12 off.

The first civil service exam for police officer was in 1900. One-third of the exam was math, simple addition and subtraction.

Did you know that the department used to have a marching band and drum corps? They not only participated at the annual reviews but also played in many a parade here and throughout the state.

"EMERGENCY-911," "3A," vehicle number, star, four antennas, spotlights and roof lights, now add "To Serve and Protect," on the door. The radio cars are beginning to look a little cluttered . . . but nowhere does it say police.

Have you had trouble parking around the Hall? And I don't just mean finding a place to park. Add Officer Dennis Newcomber to the growing list of officers and employees that have had their vehicles boosted in or near the court permit lot. But never fear, at least you can be sure the meter maids will patrol . . . for not having an afternoon (blue) permit. Never mind if you get called in on a standby subpoena, they have heard it all before buddy.

Least we forget! Not if Marty Bastiani (Insp. Sex Crimes) has anything to do with it. He would just like to get a few points straight with Commander Ray Canepas' (Ret.) public service record. To say that Ray Canepas merely served in the military was a little inadequate without mentioning his combat record in Korea. Also, what about the medals of valor from the department? After all let's be fair.

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THE "UNDERINSURED MOTORIST" - - - HOW TO PROTECT AGAINST HIM

by Alan Marenstein
Lewis, Marenstein & Kadar
Attorneys at Law

The situation is all too common. A young working mother is on her way to the market when an inattentive driver runs a red light, and collides with her vehicle. She is seriously injured, requiring a two week hospitalization and a six month recovery period for her various injuries, which include a severely fractured ankle and a plaguing head injury. Her medical bills alone come to over \$20,000.00. She lost over \$12,000.00 in earnings and her husband has taken time off work to help with the kids. Arthritis will develop in the ankle and cause her pain for the rest of her life.

The woman and her husband decide to bring suit for personal injuries against the other driver. They consult an attorney who discovers the other driver has automobile insurance but, unfortunately, the driver carries only the minimum policy limits permissible in California — \$15,000.00. The attorney advises the couple that the wife's case has a value in excess of \$100,000.00 but, as a practical matter, she has no option but to accept the \$15,000.00 policy limit since the driver has no other assets. The couple is left with significant out-of-pocket losses, not to mention the fact that the wife will suffer a painful injury for which she will receive virtually no compensation.

The opposing driver in the above scenario is "underinsured." Although he carries insurance that meets the minimum requirements of the law, the coverage is vastly insufficient to compensate a seriously injured victim. The unfortunate couple could have protected themselves had they been aware of a little known insurance protection called "underinsured motorist coverage."

The standard automobile insurance policy provides personal injury protection in two basic areas: "liability coverage," which covers the insured if he is at fault for an accident and injuries to other driver, and "uninsured motorist coverage," which protects the insured if the other driver is at fault but has no insurance. Unfortunately, neither of these coverages would apply in the above situation. The opposing driver was not "uninsured," he was simply "underinsured."

Recognizing that the average motorist carries liability insurance limits insufficient to compensate a seriously injured victim, many insurance companies over the last several years have been offering "underinsurance" coverage. Such coverage is intended to supplement the opposing driver's liability coverage. The amount of underinsurance coverage an individual may purchase varies, but the most common limit is \$100,000.00. The cost is negligible. Most companies can provide \$100,000.00 in underin-

surance coverage for less than \$20.00 per year. In most instances, the underinsurance coverage is tied in to the insured's uninsured motorist coverage, with the limits of each coverage being the same. Thus, many companies automatically provide \$100,000.00 or underinsurance coverage when an insured raises his uninsured motorist limits to \$100,000.00. The importance of carrying high limits under both of the coverages becomes clear when one considers that nearly half of the drivers in California have no liability insurance whatsoever and, of the other half, that vast majority are grossly underinsured to protect against a serious injury to another driver.

In the automobile accident described above, had the young couple purchased underinsurance coverage, this coverage would have supplemented the opposing driver's \$15,000.00 liability limit, resulting in a total of \$115,000.00 in insurance proceeds available to compensate them for the wife's injury. (Note that some companies do not "stack" the insured's underinsurance on top of the opposing driver's limit, but rather deduct the opposing driver's limit from the insured's underinsurance limit. This procedure would result in the availability of only \$85,000.00 in extra coverage, instead of \$100,000.00.)

Underinsurance coverage plays a key role in the context of on-duty automobile accidents. An on-duty patrol officer, seriously injured in a car accident may, of course, file a claim with the City for Worker's Compensation benefits. He may also sue the opposing driver in a "third party" lawsuit. However, under authority of the Labor Code, the City generally joins the officer's suit against the opposing driver and asserts a lien on the amount it has paid in Worker's Compensation benefits (IOD time, medical bills, temporary disability benefits and permanent disability payments). These liens are particularly high with police officers since IOD benefits are the equivalent of full salary and the permanent disability Awards are generous in comparison to other occupations. Such liens frequently exceed the other driver's liability insurance limits and, since the Labor Code gives the City a priority or "first" lien, the injured officer often receives nothing from the "third party" suit. However, by adding the officer's underinsurance coverage to the equation, a duel benefit is obtained. First, since the underinsurance coverage supplements the opposing driver's liability limit, there is simply more money available. Secondly, and most importantly, the City can assert its lien only against the opposing driver's insurance carrier and not against the officer's personal underinsurance coverage. Thus, in the extreme situation where the City has paid \$50,000.00 in Worker's Compensation benefits and the opposing driver has only \$15,000.00 coverage, the City must be content to walk away with only \$15,000.00. The officer may continue with his underinsured motorist claim with his own insurance company and will no doubt receive a significant recovery. (Note that, in on-duty situations, the officer's carrier is entitled to a "credit" for all amounts paid by the City for Worker's Compensation benefits. In the above example, the carrier would claim a \$50,000.00 credit against the \$100,000.00 underinsured policy limit, leaving an "exposure" of \$50,000.00. The officer would receive all or a portion of this "exposure," depending upon the severity of his injuries.) As can be seen by this example, the importance of carrying high underinsurance limits cannot be overemphasized in the on-duty context where high Worker's Compensation liens often leave the officer with little or no recovery against the underinsured motorist.

There are many other aspects and advantages associated with underinsurance which are beyond the scope of this article. Suffice it to say that, considering the minimal cost involved, the addition of underinsurance coverage to one's automobile policy constitutes an inexpensive means of protecting against the often financially devastating consequences of a serious on-duty or off-duty vehicular injury.



Paul Gann (left) and Ted Costa explain their retirement initiative.

GANN'S NEVER-NEVER LAND

by
Bill Hemby

I have just returned from a meeting of police association leaders where one of the principal speakers was Paul Gann. Gann and his cohort, Ted Costa were there to explain the benefits of his proposed initiative to reform public employee pensions.

That meeting reminded me of those speeches on television of United Nations ambassadors from foreign countries, speaking into a microphone to everyone wearing headphones so the proper translations can be heard? Only in this case, I think someone mixed up the translations.

Gann and his assistant, who at the outset professed not to be experts in the field of public employee retirements, went on to tell us everything they felt was wrong with the system. Gann talked about the federal deficit mounting into the trillions of dollars, as if it were the fault of the public employee in California. He somehow equated reducing the federal deficit by reducing our pensions.

He talked of mounting state deficits that in a very short time will be an astronomical sum. Never mind that state law forbids California from operating with a deficit.

He repeatedly attacked judges and legislators retirements, but when questioned about police pensions went off into his never-never land of deficits.

In citing pension excesses Gann and Costa kept hitting at the teachers retirement system and police stress pensions. If either were concerned about facts, it certainly wasn't evident. Several times Costa pointed out the excessive 140% costs of the San Francisco pension system, and the drain it caused on the Public Employee Retirement System.

When it was finally pointed out to him that San Francisco had one of the most conservative retirement systems in the state, that it was a privately fully-funded system that didn't belong to PERS, he just shrugged his shoulders and went on.

This of course, did not dissuade the two gentlemen from their Alice-In-Wonderland presentation. Never during their presentation did either Gann nor Costa directly answer a question. When confronted with a logical argument they would fall back on; "do we want to leave our children saddled with our \$ Trillion dollar spending spree?"

At only one point did Gann perk up. That was when Wendell Phillips from the Sacramento Deputy Sheriffs Association conceded one of the provisions of his initiative prohibiting police officers from ever receiving a higher retirement than their salary, was a fair proposal. Phillips said he would support that concept, and then included everyone in the room in being in support.

At that, Gann asked him to repeat his approval, which Phillips did. Gann, then urged Phillips, and others to write him on official association letterhead approving of this provision. It was at this point most other association leaders objected saying inflation, over a period of years, would wipe out the effects of your salary at time of retirement.

Following the Gann presentation, Assemblyman Dick Floyd warned association leaders that if they were naive enough to send letters to Gann, they shouldn't be surprised to see them paraded on television as "proof" of local police support for his initiative. Floyd epitomized Gann and his assistant as two extremely smooth con men who have no regards for public employees.

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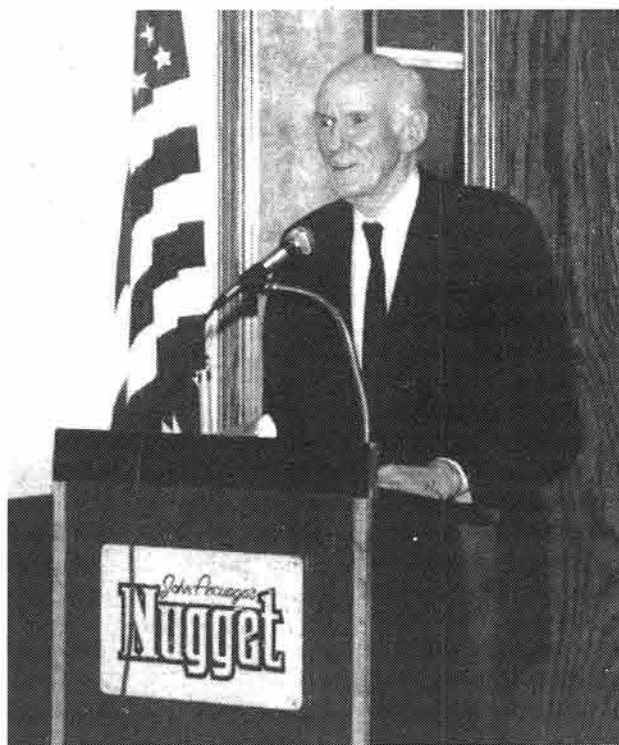
Cranston Opposes President's Tax Reform

Addressing the California Coalition of Law Enforcement Association in Reno, U.S. Senator Alan Cranston made it clear he does not favor much of the president's tax reform plan.

Pointing to the areas of the tax reform that most effect police, Cranston said he did not approve of an excise tax on early retirement, a 10% tax on normal pensions or taxing disability pensions. He also thought taxing fringe benefits was not a good idea.

Cranston said he does support a modified flat tax because the current tax system was unfairly weighted in favor of the rich and multi-national corporations such as General Electric and General Dynamics who made \$ billions while paying taxes.

Touching on th F.L.S.A. ruling on overtime, the senator said he would support modifying the law to allow police and fire employees a choice to either take overtime compensation or compensatory time off at their discretion. The Senator's remarks must have been prophetic since that is just the agreement that is being worked out in Washington.



Senator Cranston discusses tax reform

Congress Acts On Comp Time Issue

continued from page 1

League of Cities, the National Association of State Legislators and other management oriented groups have also endorsed the efforts now underway in Congress to rectify the obvious problems created by Garcia.

Although there are many competing interests in the nation's capitol with respect to the Garcia decision, it became quite clear that the monumental effort made by the International Union of Police Associations was the primary force behind promulgating this legislation, and without this organization and the Milwaukee POA as the driving forces assisting us, it is doubtful that any legislation would have emanated from our meetings or lobbying efforts.

The IUPA should be applauded by every police officers' association in this country as the compensatory time issue is near and dear to public safety officers and a benefit long enjoyed that was about to be taken away.

Overtime Pact Allows Time Off In Lieu of Pay

By Joann S. Lublin
Staff Reporter of The Wall Street Journal

WASHINGTON — A compromise between public-employee has cleared the way for legislation allowing cities and states to grant employees limited compensatory time off instead of paying overtime.

The compromise would reduce the impact of a Supreme Court decision initially estimated to cost state and local governments \$3 million a year. The high court ruled last February that state and local governments couldn't use time off to compensate about half of their 14 million employees for overtime work.

Under the compromise, compensatory time off would be at a time-and-a-half rate and employees would receive overtime pay in cash after accumulating eight weeks of compensatory time.

Senate and House aides from both parties expressed optimism that the legislation could pass before the Labor Department begins to enforce the ruling Nov. 1. "I think there will be a lot of support for the compromise we are hammering out right now," said Edmund Cooke, a House Labor Committee counsel. "We are coming up with a compromise that makes sense and that everybody can live with," he added.

Today, the Senate Labor Committee is expected to approve the compromise bill, which would amend the federal minimum-wage and overtime-pay law, effective next April 15. Senate action could come as soon as late tomorrow. A House Labor Committee panel probably will support it, too, at a markup session set for tomorrow; a vote by the full committee would follow in about two weeks.

Many mayors and governors have warned that compliance with the Supreme Court decision could trigger widespread layoffs, reduced services and higher taxes. City and state groups lobbied hard to win Reagan administration support last month for legislation modifying the decision.

But many public-employee unions, led by the 1.1 million-member American Federation of State, County and Municipal Employees, hailed the Supreme Court ruling and initially opposed any change.

Union lobbyists insisted that the compromise, worked out late last week and formally drafted yesterday, preserves the integrity of the federal overtime-pay law.

The compromise measure would allow public employees to build up a maximum of only 480 hours of compensatory time off before they would have to receive premium overtime pay.

It would curb a costly, but popular practice in which government employees accumulate extensive compensatory time off, enabling them to get bigger pensions.

Reprinted From the Wall Street Journal, October 9, 1985

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“May Favorite Cop” Award Recipient For September, 1985

OFFICER RAYMOND BENSON -1681
MISSION STATION

The “My Favorite Cop” Award has been developed by the San Francisco Police Commission to honor police officers who are courteous and kind in their day - to - day dealings with the public. Officer Ray Benson was chosen as the recipient of this month’s “My Favorite Cop” Award for just those reasons. Officer Benson, who currently works at Mission Station, is known for his friendly and human qualities while performing his duties as a police officer. He sometimes leaves the citizens of San Francisco with such a positive feeling that many have been inspired to write complimentary letters about him. One citizen who observed Officer Benson in action trying to mediate a domestic dispute noted that, “He’s concerned about the people he’s dealing with.” To mediate this dispute the citizen felt that Officer Benson used the right approach, “Not a heavy approach, but a soft approach.” To this individual, Officer Benson presented himself as “a friend of the community as well as an enforcer of the law.”

Having a good rapport with citizens can also reap great rewards for good police work. On September 3, a sexual assault on a 10 year old girl took place near the Randall Junior Museum. Officer Benson was one of several officers who took the extra time to speak with residents of the

neighborhood to give them the suspect’s description.

This paid off well, the next day an anonymous citizen spotted what appeared to be a suspect and consequently called the police. Officer Benson and another officer from Mission Station responded and pursued the suspect over hilly terrain behind the museum and took the suspect into custody. The suspect was subsequently indentified as the child’s rapist.

In addition to being commended for his considerate style of policing, Officer Benson is also a dogged pursuer of criminals. In 1981 while working at Potrero Station, Officer Benson was chasing a burglary suspect over a roof when both officer and suspect fell through the roof into the inside of a building. Although he was injured in the fall, Officer Benson continued his pursuit and the suspect was captured.

Even while assigned to the Chinese New Year’s Day Parade, Officer Benson’s performance of his duties elicited a praiseworthy letter from a citizen. Because he so often leaves people with positive attitudes toward him which reflects so well on the San Francisco Police Department, Officer Benson is this month’s winner of the “My Favorite Cop” Award.



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S.F. POLICE - THE YEAR 2000

continued from page 1

there will be relatively little movement in the sergeant and lieutenant ranks.

Presently 20% of the Department is between the age of 26-30 while another 22.3% is between the age of 31-35. These 853 officers plus the 134 who are 21-25 will be our core and foundation in the year 2,000. They will also spend more time on night shifts and experience less lateral assignment movement because of their sheer large numbers.

This same group has experienced an unprecedented number of disciplinary suspensions, commission hearings, and terminations.

Decisions and actions on standards and training, a value/ethical orientation, promotions, and career development will determine if the year 2,000 brings wisdom or foolishness.

A WIDELY DIVERSED COMMUNITY

San Francisco will continue its heterogeneous progression of multiple cultures, races, religions, and political beliefs. In 1985 the City's makeup is: 50% white, 25% asian (Chinese, Japanese, Filipino), 13% hispanic and 12% black. San Francisco, as a Pacific rim destination will continue to see more asian people as well as more hispanics leaving Mexico, Guatemala, El Salvador, and Honduras for better opportunities here.

Perhaps the birth of the 21st Century will see San Francisco's asian and hispanic communities as the majority.

Police officers, in large numbers, will continue to live in the suburbs as San Francisco's median home (2-bedroom, 1-1/2 bath, 6 rooms) commands \$400,000 in the year 2,000.

Likewise San Francisco will most likely retain its distinction as the most demonstrated in U.S. city — with demonstrations occurring 285 plus days a year.

How will San Francisco be policed in the year 2,000? Will the Department have community support and approval or scorn and ridicule!

Decisions and actions on community relationships, crime resistance/prevention and a professional management team will be determinant.

CRIMINALS AND VICTIMS

For the past 3 years serious crimes in the United States

has decreased moderately; San Franciscans have had a similar experience. But a small decrease from such a high level is little comfort. One family in 3 is touched by a crime each year.

In California a trend away from expanding criminal rights is developing. And not by the Courts. By the people saying loudly and clearly that criminal behavior is wrong and will not be tolerated. California voters passed a "use a gun go to jail" law and a "victim's bill of rights." Public outrage is there.

The single most important factor in preventing crime is public condemnation. Focus can be placed on the rights of innocent victims. Recidivists and violent offenders, the public urges, should find their reward in incarceration.

Crime - up or down - in the first light of the next century? Will we have a Department giving high priority to crime prevention or one emphasizing crime report taking? Will our innovation such as the fingerprint computer lead the criminal justice community or will we trail? Decisions and actions on community interaction (especially providing support to community based crime/drug abatement committees), training, a legislative program, and crime prevention/victim support will be the difference between leadership and followership.

THE OFFICERS

The Police Department is currently budgeted for 1971 sworn members - a number fixed in March, 1979 by the Consent Decree — the number to remain until March, 1989 when the Consent Decree lapses. Will the number decline thereafter? Probably yes! The California trend is a diminution of police personnel resources. San Francisco was the only major California Police Department to experience a major post-proposition 13 ("the tax revolt") surge in personnel strength. The Department increased from approximately 1,570 to 1,971. after 1989, absent a consented to or court order extension of the Consent Decree, the numbers are likely, due to a municipal budget crunch, to move lower. By the year 2,000 the number of police per capita in San Francisco will most probably be less, and significantly less, than in 1985.

With less quantity will police officers be of higher quality

by the year 2,000? Entrance requirements nationally have been lowered; San Francisco followed this trend. Physical, mental, and character requirements have been eased as police departments came under criticism for failing to meet affirmative action goals. The trend of increasing education for police officer has reversed. San Francisco followed the trend — entrance requirements lowered as did police academy standards.

The encouragement of police officers to attend college has faded — principally with the demise of the federal law enforcement education program. Predicably the numbers of San Francisco officers with college educations will be much lower by the year 2,000 than it is today. The future will be more complex and it will take better police officers to cope with it.

In the 21st Century will we be gemstones or keystones? Decisions and actions on career development, advanced and continuing training, and promotional opportunities will set the grade. Whether we brilliantly gleam or dimly glow will be even more dependent on the quality of the management team and the aura of labor/management relationships.

THE OPTIMIST

I believe that light prevails over darkness; that solid values prevail over moral decay; and that the San Francisco Police Department has and will continue to have the inner reserve and resources to meet the 21st Century with bold imagination and determination.

It is not evitable that we will become an inferior department unable to meet the challenge of crime, escalating drug use, and dwindling financial resources. Public condemnation of crime, criminals and drug distribution will continue; it must be nurtured by law enforcement. The public can reverse the decline in the quantity and quality of the police service it receives; intelligent use of what we now have is critical.

Yes, Mr. Dickens in San Francisco its Police Department will see early rays of the golden 21st Century as the best of times, an age of wisdom, and epoch of belief, a season of light, a spring of hope, everything before us going directly to heaven.

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LETTERS

Police Budget

Police Commissioner
850 Bryant Street
San Francisco, CA 94103

Dear Commissioner:

I am opposed to the Police cut-backs in the budget since it interferes with the following units that are essential in any Police Department: the Tac, the dogs, the bomb squad, the motorcycles and the horses.

Let the Mayor cut the fat in City Hall. There are many people there walking around carrying a paper like they were working. Leave the Police Department alone. These veteran cops in these units were shafted enough when it came to the exams, and the consent decree let the less knowledgeable have the jobs.

Let Chief Murphy find other ways to cut back, too.

Sincerely,
Mary T. Kelly

THANKS

S. F. Police Officers
Association
510 - 7th Street
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Dear Sirs:

The San Francisco Police Activities League (PAL) would like to acknowledge receipt of your donation of \$225.00 for a hole sponsorship and a player (Ed Garcia) entry fee in our golf tournament. Your generosity has ensured the success of this Golf Tournament.

Proceeds from this tournament will be used to train high school students for a possible law enforcement career. In the summer, these PAL Cadets are assigned and trained in police related duties at the Hall of Justice. This is a unique opportunity for them to experience first-hand the many facets of law enforcement.

On behalf of the PAL, the Golf Tournament Committee and particularly the youth we serve, thank you for your support.

Sincerely,
Captain Vic Macia
Jack Immendorf
Tournament Directors

Thanks

Mr. Bob Barry
S.F. Police Officers Assn.
510 Seventh Street
San Francisco, CA. 94103

Dear Bob,

I am grateful that you contributed to the most exciting birthday party of my life, my fiftieth.

Your support of my efforts is greatly appreciated. Attempting to respond to and solve the problems of the City is a constant challenge and I am proud to be in a position to work on these crucial issues.

Please keep in contact and don't hesitate to call if I can be of assistance.

Thank you again.

Sincerely,

JOHN L. MOLINARI

October 10, 1985

Dear Bob,

Good food, good wine, balloons and flowers, ice cream and cake and your friendship and support made a great party!

Thank you for your generosity and for helping me launch my re-election campaign with a bang.

Best Regards,
Wendy Nelder

Thanks

Board of Directors
S.F.P.O.A.

Gentlemen:

My sincere thanks for your gift of the plaque, totally unexpected, but gratefully received.

I put it next to the one received as President of P.O.A. in 1960 and now I will have to shine that one to keep it from looking "Shabby."

Thanks again,
Bob McKee, Ret.
Sgt. S.F.P.D.

THANKS

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Helen Huegle & Family

Hongisto Replies

October 16, 1985

Editor
The POLICEMAN
San Francisco Police
Officers' Association
510 Seventh Street
San Francisco, CA. 94103

Editor:

The September *Policeman's* "Opinion Correspondent" asserts that I vote against the POA 100%. Although my position in this most recent round of legislation was not the same as the POA's, it wasn't because I was voting against the POA, it was because I was voting for a better system of management for the San Francisco Police Department, and, in my view, the best interests of the rank and file of the police department as well.

As a former member, I have a lot of friends in the SFPD and a lot of respect for the efforts of most of the members of the force. I support salary increases and better working conditions and benefits for police officers and I vote for those and "for the POA." I supported the charter amendment which would have allowed for around-the-calendar upward adjustments in police pay. I voted for the charter amend-

ment which established premium pay for all officers who ride motorcycles in the course of duty. I voted for an employee dental plan. I supported making fringe benefits and working conditions the subject of negotiation. But when the POA opposes legislation that strengthens the ability of the Chief to manage the department, I can't go along with the POA.

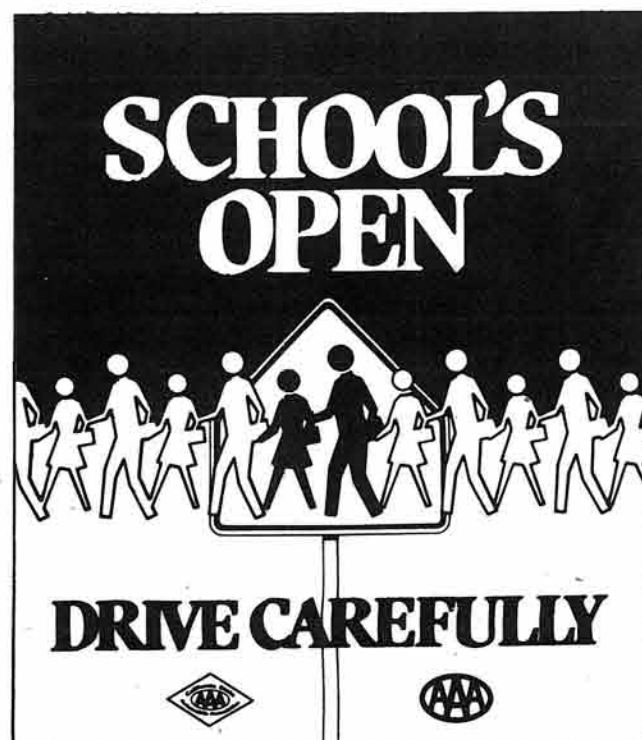
Regarding the charter amendment, opposed by the POA, which would have opened up exempt positions to members of all ranks: even though the POA doesn't think so, I believe I voted in the interests of the majority

of the POA.

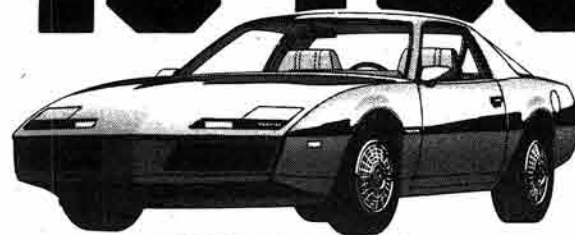
In sum, I have voted "with the POA" so many times in the past that I think this characterization of me as voting 100% against the POA is not only false but unfair. Since, in my view, I prefer to vote "with" the POA when possible, I fully expect to be voting "with" the POA on numerous occasions in the future. I am sorry the occasions that I have voted "with the POA" are not remembered as well as those when I don't.

Sincerely,

Richard D. Hongisto



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October 15, 1985

Board Of Directors Meeting

The meeting was called to order with the pledge of allegiance at 1520 hours. Roll call was taken. Members present were Ackerson, Goldberg, Keys, Garcia, Novello, Dempsey, Suslow, Woolard, Friedlander, Flippin, Cole, Linehan, Collins, Parenti and Barry. Members absent were Sullivan and Dito. Members excused, Lindo, Doherty, McAlister and Fagan.

REPORT OF THE PRESIDENT

President Barry recapped the recent trip to Washington, D.C. with Vice President Parenti, on behalf of our membership. The reason for the trip was to present the P.O.A.'s view of the recent addition of public employees, by the U.S. Supreme Court, to the Fair Labor Standards Act. The federal guide lines would restrict the building of compensatory time in lieu of pay for overtime. President Barry stated that the trip was successful, in that Congress appears ready to adopt less strict guidelines, allowing comp time to grow for our members' use.

REPORT OF THE VICE PRESIDENT

Vice President Parenti gave an overview of the vacation and overtime ordinances affecting our membership. These benefits are also affected by the Fair Labor Standards Act. Vice President Parenti also stated that his trip to Washington, D.C. was a direct benefit to our Association. He feels that the federal guideline, if changed as the P.O.A. desires, will have much less of a negative effect on our members.

REPORT OF THE SECRETARY

Secretary Linehan advised of the coming of the Grand National Horse-Livestock and Rodeo Exposition to the Cow Palace from October 18th through the 27th. He also advised that Wednesday, October 23rd has been dedicated as Law Enforcement Appreciation Day. The Royal Canadian Mounted Police and the S.F.P.D. Mounted Unit will appear at this and all performances. The P.O.A. will receive a percentage of all ticket sales for the special Law Enforcement Day. Secretary Linehan stated that the Mounties have been contacted by our Association as a token of good will. The Mounties have stated an interest of touring Alcatraz Island.

M/Linehan S/Parenti to provide a tour of Alcatraz Island, transportation, a lunch for invited guests and to purchase 75 tickets for Law Enforcement Appreciation Day to be distributed to senior and community groups at a combined cost not to exceed \$2,300.00. The cost this function is to be offset by funds returned to the P.O.A. from ticket sales from the Law Enforcement Day. Motion passed. Voting yes were Ackerson, Goldberg, Garcia, Dempsey, Suslow, Woolard, Friedlander, Flippin, Linehan, Collings, Parenti and Barry (12). Voting no was Keys (1). Abstaining, none.

REPORT OF THE TREASURER

Treasurer Collins stated that the property and building located at 502 - 7th Street has passed through escrow and is now the property of the S.F.P.O.A. Treasurer Collins, President Barry, Vice President Parenti and Past President Chignell all played an important role in the purchase of this building which will benefit our Association in the future.

Treasurer Collins presented the monthly financial statement for September to the Board for their review. The P.O.A. received monies above expenses, leaving a balance on hand of \$113,963.48. M/Linehan S/Garcia to accept the treasurer's report. Motion passed unanimously by voice vote.

OLD BUSINESS

President Barry, with the aid of our staff attorneys from the firm of Carroll, Burdick and McDonough, gave an extensive review of all litigation brought forth by the Association and against the Association by other parties. This review will be followed by additional meetings of the Screening Committee who will report back to the Board.

WILL SERVICE

Brother Mike Hebel and Jerome DeFilippo presented a proposal that would allow the members of the Association to receive attorney services for the creation of a will. This proposal will be subsidized by the P.O.A. for the active member at a cost not to exceed \$20.00. The member will pay \$25.00 and \$35.00 for their spouse, if needed. For retired members, the P.O.A. will subsidize \$10.00. The retired member will pay \$25.00 each. Their spousal

cost will be \$35.00.

M/Collins S/Flippin to accept the proposal as written. Motion passed. Voting yes were Ackerson, Goldberg, Keys, Garcia, Novello, Suslow, Woolard, Friedlander, Flippin, Cole, Linehan, Collins, Parenti and Barry (14). Voting no, none. Abstaining, none.

RETIREMENT ELECTION

The issue of the two separate seats of the employee representatives to the Retirement Board was discussed. After discussion M/Goldberg S/Garcia to remain neutral in the race between the incumbent Leon Bruschera and the challenger Joe Driscoll. Motion passed. Voting yes were Ackerson, Goldberg, Garcia, Dempsey, Suslow, Woolard, Friedlander, Cole, Linehan, Parenti and Barry (11). Voting no were Keys, Flippin and Collins. Abstaining, none.

M/Linehan S/Goldberg to endorse Sam Walker for the unexpired term of one year. Motion passed unanimously by voice vote.

POLITICAL CONTRIBUTIONS

M/Linehan S/Suslow to purchase two (2) tickets in honor of State Senator Ralph Dills at a total cost of \$250.00. Motion passed unanimously by voice vote.

M/Collins S/Linehan to purchase two (2) tickets in honor of Speaker of the State Assembly Willie Brown at a total cost of \$1,100. Motion passed. Voting yes were Ackerson, Goldberg, Keys, Garcia, Novello, Suslow, Friedlander, Cole, Linehan, Collins, Parenti and Barry (12). Voting no were Woolard and Flippin. Abstaining, none.

M/Linehan S/Goldberg to endorse Mary Callanan in her bid for re-election as our city's treasurer and to contribute \$250.00 to her campaign. Motion passed unanimously by voice vote.

NON-POLITICAL CONTRIBUTIONS

M/Ackerson S/Novello to purchase five (5) tickets to the San Francisco Labor Counsel "Committee on Political Education" dinner fund raiser at a cost of \$375.00. Motion passed unanimously by voice vote.

M/Keys S/Friedlander to purchase four (4) tickets for a fund raiser in behalf of the Commission on the Status of Women at a total cost of \$100.00. Motion passed. Voting yes were Ackerson, Goldberg, Keys, Novello, Suslow, Woolard, Friedlander, Cole, Linehan, Collins, Parenti and Barry (12). Voting no were Garcia and Flippin (2). Abstaining, none.

Motion to adjourn at 1830 hours.

Daniel J. Linehan
Secretary

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SAN FRANCISCO POLICE OFFICERS' ASSN.

OCTOBER 10, 1985

#85-70

TO: ALL ASSOCIATION MEMBERS

FROM:

CONGRESSIONAL ACTION
TO RESTORE COMP TIME

As you are aware, the recent Supreme Court decision (Garcia Case) placed all public employees under the Fair Labor Standards Act (FLSA). This decision had the affect of seriously reducing the amount of compensatory time which public employees would be allowed to accumulate — a serious blow to police officers and other employees and a substantial financial impact upon cities, as the majority of overtime worked by employees must be paid in cash.

I am pleased to inform you that Congressional action is now in process to amend the Garcia decision. If this legislation is passed and signed by the President, the legislation would restore our ability to accumulate compensatory time to the level enjoyed prior to Garcia.

The Senate version of the legislation was introduced on October 9 and will go to the Senate floor at anytime. The House Bill will be introduced on October 11. A two-House Conference Committee will then convene within the next two weeks. Hopefully, a compromise bill will then be approved and sent to the President by the end of October.

In the meantime, the Garcia decision still prevails and cities are bound to enforce the regulations issued by the Department of Labor. Accordingly, on October 11, the department will issue a Special Order outlining the provisions of the Act relating to the accumulation of comp time. We have met with the Administration on this order and concur with their analysis and implementation of the Act.

We will keep you advised as to the progress of the bills as they move through the Congress.

SAN FRANCISCO POLICE
OFFICERS' ASSN.

BULLETIN

October 17, 1985

October 17, 1985

ASSOCIATION MEMBERS
BOB BARRY, PRESIDENTTO:
FROM:

Little Jennifer touched a lot of people around the Hall of Justice and her constant smile will be missed by the many people who knew her.

Jennifer is one of 10 children — having arrived here from Vietnam in 1981. Her family will have financial difficulty in meeting the funeral expenses. Let's pitch in and help a friend by making a small contribution to defray these expenses.

Members are asked to make contributions to the POA Representative in your station or detail. Thank you for your assistance.

S.F. Cops Saddened
by Death of a Friend

By Mark Z. Barabak

A cop's life can be a paper chase, a shuffle of reports on faceless crimes and nameless victims.

But sometimes a case becomes more human — palpable like flesh and blood — because the victim is someone a cop knows.

Thi Chinh-em Nguyen was someone everybody knew at San Francisco's Hall of Justice. She called herself Jennifer, and each afternoon she sold newspapers there, sometimes making an extra quarter or two because of a smile that could melt even a tough cop's heart.

On Monday, she became one of those painful cases that hit home when she was struck and killed by a van as she waited for a bus on Market Street. She was 13.

Yesterday, Jennifer's extended family at the Hall of Justice joined her relatives in mourning the untimely death of a small girl with big ambitions.

"Between the two of us, you're looking at 500 pounds of policemen who spent the morning wiping their eyes," said Gary Lemos, who sits across from Bob Huegle, a fellow inspector in the sex crimes division. "It's so sad. What a sweetheart. We really loved her."

It seemed yesterday that everyone was talking about the

little Vietnamese girl who entered their lives just a few moments a day but left a lasting impression. People stopped one another in the hallways, shared the bad news in hushed tones, then hugged or broke down in tears.

"You deal with this kind of thing every day and it doesn't bother you," said Jeff Brosch, a homicide inspector. "But something like this..."

He sat reflecting for a few seconds after his voice trailed off. "She was such a nice kid. You know, we all have children. It would have been nice to see her grow up, see what she might have been in another 15 years."

One of 10 children, Jennifer arrived in the United States from Vietnam in 1981. She lived in a city housing project in Hunters Point and each day took the bus to A. P. Giannini Middle School for English-language classes.

"She was my No. 1 helper," said teacher Pat Choy, fighting back tears. "Her language was not as perfect as some, but she was the most sunshiny, sweet, helpful child."

The quarters that Jennifer earned each day selling newspapers after school went to her parents to help make ends meet.

Jennifer — 4 feet, 3 inches tall and 95 pounds — sometimes told her family and people around the Hall of Justice that she wanted to be a ballet dancer.

The hall was closed Monday for the Columbus Day holiday, so Jennifer took advantage of the day off to go shopping downtown. As she waited at Ninth and Market streets about 3 p.m. for a bus home, she killed time swinging on a pole in the middle of the traffic island, the would-be dancer practicing her pirouettes.

Suddenly, witnesses said, she lost her grip and flew into the path of an oncoming van. The driver was unable to stop in time, and Jennifer was hit.

Although the case is still under investigation, police said yesterday that the driver was apparently not to blame and was not cited.

Jennifer never regained consciousness and died at San Francisco General Hospital at 10:17 p.m.

Bob Cardinale of the police hit-and-run detail was the inspector who went to the scene after the ambulance had taken Jennifer away. He handles about 30 cases a month and this one was like any other: taking a description of the vehicle involved, talking to witnesses, interviewing the driver.

It wasn't until about 11:30 Monday night that he finally learned that Jennifer was the victim.

"You feel sorry anytime somebody dies," he said, "but in this case even more so — we all knew her, we all loved her. The hall is a very sad place today."

Funeral arrangements are pending. A fund to help the family meet expenses has been established. Contributions can be sent in care of the Center for Southeast Asian Resettlement, 875 O'Farrell Street, San Francisco 94108.

Reprinted San Francisco Chronicle, Oct. 16, 1985

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SAN FRANCISCO
POLICE OFFICER'S ASSN.
BULLETIN

#85-67

September 27, 1985

To: All Association Members

From: Dan Lineham, Secretary

COMP TIME IN JEOPARDY

This past week the POA has taken your concern to Washington, D.C. President Barry and Vice-President Parenti have been in the capitol city attempting to speak before the labor committee in regards to the implementation of the Fair Labor Standards Act.

As you know the U.S. Supreme Court, in a 5-4 decision, recently ruled that this act applies to public employees. This decision forces cities throughout the country to compensate police officers at the rate of time and one-half for overtime and holidays. Our problem with the Supreme Court decision is that the taking of comp. time in-lieu of pay is forbidden by the act. Your POA leadership is attempting to amend the act to include the option of comp. time.

Pres. Barry and Vice-Pres. Parenti have been working beside the International Union of Police Associations, the Milwaukee POA and other concerned Police Associations, to reach this common goal.

Watch for future bulletins and articles in our newspaper on this important issue.

The POA will make every effort to keep comp. time for our members.

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SPORTS

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'TRI' A TRIATHLON

by Lucio A. Perez, Co. D

Running. Seems so simple and easy. Unlike swimming and bicycling, you can run anytime, anywhere, with practically any type of weather conditions. A decent pair of shock absorbing running shoes is all you really need in terms of equipment. Yet out of all of the three phases of the triathlon, running is the most dangerous because it causes the most injuries if it is done incorrectly or without the proper training background.

When you plod one foot in front of the other, your joints, tendons and ligaments soak up the continuous pounding of your weight. The access of a bicycle or a body of water to support your poundage is not available. The legs are pretty much on their own. Running injuries are the most disabling and painful. A beginning runner often attempts to do too much mileage too soon. Couple this with the fact that the 10K portion (6.2 miles) of a typical triathlon feels like the last painful six miles of a 26.2 mile marathon and it is quickly realized that preventative measures must be taken to ensure injury-free training and racing.

Before you even lift one tootsie off of the ground, an investment in quality running shoes will have to be made. These shoes range in the \$50-\$100 range. Shoes in this price range provide stability and shock absorption. The right shoe for you depends on many variables including weekly mileage, terrain, weight of the runner, and whether the runner is a pronator or supinator. Pronation occurs when the foot twists inward when you run. Supination occurs when the foot twists outward. Pronation and supination causes a torquing or twisting effect on the vulnerable knee and its surrounding protective musculature. Running shoes prevent some of this stressful force by adding rigid heel cups and specially made soles to keep the foot in line. To find out if you are a pronator or supinator, inspect an old pair of running shoes or any pair of shoes. If the wear is on the inside of the heel, you are a pronator. If the wear is to the outside, you are a supinator. Running magazines regularly publish annual surveys of the best running shoes while keeping the above factors in mind. If you'd like a copy of the latest shoe survey, let me know and I'll send it to you.

Running style and form is vital because it allows the fatigued triathlete to conserve his energy and produce his fastest pace all the way to the finish line banner. Inspect the form of a top distance runner and you'll discover that his posture is ram rod straight. An experienced runner will not bounce excessively from side to side or up and down. This wastes energy and causes your legs to experience more stress. An efficient runner runs in a smooth straight line, and deftly places one foot in front of the other to distribute the weight impact forces evenly. You should also run with your hands cupped in a relaxed position at your side, swinging your arms from front to back in rhythm with your pace. Don't swing your arms from side to side, because this throws your forward motion off, disturbs your center of



Top pro Sean Molina saves time by running in his swimsuit.

gravity, and wastes your effort. Your head should be up and your eyes should be looking ahead and not at your feet, to straighten you out. To develop this form, try this simple exercise. The next time you run, place your thumbs inside of the center of your running shorts, directly beneath your navel. You'll notice that you'll be running in an upright position. When this is established, take your thumbs out and use your arms to balance yourself and pump in synchronization with your legs. Practice placing your feet with a gliding motion so it feels like you are prancing and not stomping your feet everytime you take a step. Make sure your heel contacts first and then lift up on the balls of your feet. Breathe while your head is erect and you'll be able to breathe fully to maximize your oxygen intake to your scorched lungs. You can try mental tricks like thinking of your favorite song, concentrating on your performance thus far, or running down a runner in front of you to help avoid the discomfort of physical exertion.

Your weekly training mileage depends on your running background and the intensity of your workouts. The goal is to gradually run 6 miles or thirty minutes as a minimum training effort. Add a speed session and a long endurance building run to round out your capabilities. A beginner should train a minimum of three times a week, with rest and weight training in between. The weight training workouts encompass the same workouts that you are performing for your cycling workout (Leg extensions, leg curls, and squats). Stretch before and after you run to loosen up the muscles. Flexibility prevents injuries and promotes a better stride.

Your pace determines your place in the race. If you start out too fast, you'll run out of gas and performance will suffer. If you run too slow, you won't be able to make up the time in the latter stages of the race. To find out what your ideal pace is, enter a couple of 10K's and figure out your average pace per mile. 10K's (6.2 miles) are routinely held every weekend and are easy to find. After you've arrived at your optimum race pace, your training pace should be within a minute of your race pace. If you run an all out 6 minute mile during a race, your training pace should be

at around 7 minutes. This pace will help you keep your legs fresh and maintain aerobic efficiency. During the 10K portion of the triathlon, you'll be shuffling along at your training pace and not your optimum 10K pace. This is due to the fact that you've just swum a mile and the quadricap shortening effect of pedaling a bicycle. Some of the top professional triathletes run a little bit after a cycling session to hamper some the cycling effects on the running muscles. Eventually the affected muscles get used to the bike to run transition.

Running the way you feel helps to gauge your training workout and avoid injury. Pick out a couple of landmarks along your running route such as a tree, sign, fire hydrant etc. These landmarks should be at the 1, 3 and 5 mile mark. If you hit the 1 mile mark at a good pace, try to maintain it for the subsequent miles. If you hit the first landmark at a sluggish pace. TAKE IT EASY! Your body is sending your brain a signal that it is fatigued. Finish the workout at this slower pace to avoid injury. A sturdy, sweat resistant watch such as the Timex Triathlon is a must to monitor your pace and keep track of your "splits." This watch features an 8 lap memory feature that records your pace-per-mile.

Here are some of the training variables that must be included in your running workouts:

SPEED: If you train slow, you will run slow. Speedwork develops those white muscle fibers and brings them into play when you need that finishing kick at the end and to maintain a strong comfortable pace. Intervals and fartlek training will give you the necessary speed. To run intervals, find a common 440 track that is a part of any high school or college. Four laps on this track roughly equals a mile. Run a mile on this track at top speed and make note of the time. Let's say it took you six minutes to run this mile. Divide this by four and you'll find that each lap was run at about a 1:50 minute pace. To determine the interval pace, knock off 10 seconds from 1:50 to arrive at the required 1:40 lap pace. Now run 10 laps at this 1:40 pace with an easy jog or walk between each lap to recuperate. Before you start this speed session, warm up with an easy mile before hand and cool down with an easy mile after to keep your muscles flexible and less prone to injury. Track work can be pretty boring and the other alternative is a fartlek run.

Fartlek is Swedish for "speed play" and it is just that. It provides more scenery and relief from the track workout. Basically all you do is run two minutes at a fast race pace and run the subsequent two minutes at an easy recovery pace. This is kept up until the end of the run. Done properly, it is just as taxing as the track workout.

Avoid speed sessions if you feel tired and fatigued. If you work midnights, this feeling is similar to being in court all day after your shift. Take the day off or do an easy run instead. Speed workouts should only occur once or twice as part of your weekly mileage.

ENDURANCE: This workout can be relaxing if done right. It should be three times as long as your minimum running session. If the minimal run consists of six miles, the long run should be 18 miles. If the minimal run is thir-

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'TRI' A TRIATHLON

continued from page 18

ty minutes, the long run should take an hour and a half. The long run gives you the confidence to grit it out to the end. The pace is usually a minute slower than the normal training pace. It doesn't hurt to wear headphones and listen to music as long as the roadway is lightly travelled by vehicles. Run against traffic and keep the volume low to listen for traffic. Wear the box style headphones rather than the ear fitting headphones for maximum listening safety and awareness. The long run strengthens those red muscle fibers and provides the muscular endurance to keep you going.

POWER: Power is needed to achieve proper knee lift and to discourage sloppy, energy wasting form. Weight lifting and running up hills encourage strength and flexibility. Find an adequate size hill (like the one between McDonald's and the Serramonte Shopping Center in Daly City.) and run five to ten repeats. Don't run back down or you'll ruin your knees. Slowly jog or walk down. When you run hills, you need to exaggerate your arm swing and knee lifts. It should look like you're "bounding" or skipping up the hill. Looks funny but it works.

Avoid running in the sand or other uneven surface. The leg is not properly supported and it will pronate/supinate to an unacceptable degree. Some runners like to run along the beach for strength, and it should be a no-no.

RACE TACTICS: Now that you've got some ideas on how to train, here are some tips on how to race.

1. Stretch those legs while you're cycling to prepare them for the run. Stand up, pedal, and flex your legs until you feel the stretch every 3 to 4 miles.

2. Wear lace locks on your shoes. Lace locks are small, plastic cylindrical devices that fasten and release with the push of a spring-loaded button. These lace locks have a hole in the middle in which the shoelaces are passed through. All you have to do is ease into your running shoes, pull up on the shoelaces, and snap the lace lock into place. You don't waste any time by tying your shoelaces. Lace locks are commonly sold with camping/backpacking supplies or at The First Tri store in Berkeley.

3. Don't wear socks. Learn to run without them. If irritation is a problem, smear a little vaseline inside the shoes to deter chafing. The time you spend pulling socks could be used to gain valuable yardage.

4. As you start the run, take short shuffling, rapid steps to regain feeling in your running muscles. They will eventually loosen and you'll be able to lengthen your stride.

5. Take preventative measures against heat stroke and dehydration. Unlike the swim or bike, you don't have the water or wind to cool you off. Wear a bicycle cap or similar hat to keep you comfortable. The hat wards off the sun and the bill could be worn backwards to keep the sun off your neck. When an aid station is reached, drink the water and place any remaining ice cubes under your hat for a continual cooling sensation as the ice melts.

6. Carry a sponge to soak up fresh, cold water in order to distribute it to your parched skin. Stick it behind the neck when not in use.

7. Wear sunglasses to cover your eyes and facial area.

8. Drink at every aid station, whether you're thirsty or

not. If you wait until you're thirsty, it is too late to drink enough to properly hydrate yourself.

9. Save some of your energy for a finishing kick. If executed at the proper time (like the last 100 yards) you can catch a competitor off guard and move up a notch in the standings. You should start the sprint behind a competitor to catch him off guard. If you start in front or too soon, he has time to react to the move.

This article marks the last of the series and maybe a beginning for you. By the time this article is published, the triathlon season has ended. The off season between October to March is used for maintenance training and to slowly rebuild the body for the racing season. The off season occurs due to the inclement weather that prohibits bicycling on dry surfaces and swimming in warm water. Use this time to master technique and efficiency in all three aerobic sports. Use the indoor stationary trainer when it is too rainy to cruise on that iron horse. How much you exercise depends on your present level of fitness. If you are already in decent shape, you may wish to do double workouts.

(Run-swim, swim-bike etc.) If you're a beginner, you can run, swim, and bike on alternate days until you get the hang of it. Once a month, stage a triathlon for yourself to mark improvement. Swim a mile at the pool, bicycle for 25 miles and run 6 miles. Take your time between each event to stretch, relax or have a light snack. Remember that you are training and not racing. Here's a plan that is recommended if you have the time:

MONDAY - Endurance swim, easy run.

TUESDAY - Fast swim with intervals, easy bike with hills.

WEDNESDAY - Endurance swim stressing technique (paddles, pull bouy etc.), fartlek run or track session.

THURSDAY - Intervals on the bike, easy run.

FRIDAY - Easy swim, moderate run with hill repeats.

SATURDAY - Long bike.

SUNDAY - Long run.

The California Police Olympics kicks off its sporting events with the triathlon as its featured opener. Circle this date on your calendar and go for it!

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Registration Sunday, Feb. 2, 1986

Alpine Events:

Monday, February 3 - Dual Elimination Slalom

Tuesday, February 4 - Slalom

Wednesday, February 5 - Giant Slalom

Thursday, February 6 - Super G

Nordic Events:

Three events are Planned:

5K - 3XIK (three-man team) relay

biathlon (with police sidearm)

The Nordic event schedule has not yet been finalized, but will be run at 2 p.m. to allow interested Alpine competitors an opportunity to compete for an "all around" award.

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SPORTS

AT THE GAMES

The Big Ski: the California Police Winter Olympics:

BY PHIL LAUDER

Police and Fire Olympic events have enjoyed tremendous success and growth over the past few years. The seeds of the Games, planted primarily in California, have sprouted and spread their own seeds across the country, blowing through from Arizona to Florida, from Texas to Canada, and across the Pacific and Atlantic to nations abroad.

These seeds have grown and blossomed during the spring and summer months, when most Games are held. However, they do not remain dormant throughout the long and cold winters, least of all in the state in which they were first

planted. One of the newest and most promising sprouting competitions for police athletes is the California Police Winter Olympics, which this year was combined with the first annual North American Police Olympics.

One would not expect a Winter Police Olympics to offer competition in baseball or water polo or swimming. And that's good. One would expect skiing to play a big role in the competition. And that's good, too, because that's exactly what these Olympics offer: skiing. Lots of skiing. Lots of good skiing, set in about as good a ski area as there is: California's Sierra Nevada Mountains, specifically Alpine Meadows and Squaw Valley Mountains.

The premise of these fledgling Games is that if you throw together a few hundred cops who know how to ski, herd them onto two of the finest skiing hills around, and then let them compete in various age and skill groups for medals and bragging rights for a year, you're going to have a good time. And so are they.

At least those are the sentiments of Lt. Nick Mileur and Sgt. Paul Kovacich, co-chairmen of this event. The two are stationed in Auburn, CA., set within Placer County, an area which includes the two world-famous ski hills Mileur explains where the idea for the event originated: "We patterned it somewhat after the (California Police) Summer Olympics...and the Firemen's Olympics down south (the California Fire/Police Olympics, held in Mammoth Mountain, CA)."

In the Games' first year, 1983, some 80-90 participants attended. The total doubled last year, and reached approximately 250 this year. But, because of the interest some officers expressed to Mileur and others, organizers realized that an additional week of activity could be attached to the first week to allow out-of-state participants to join in the fun. The result was the North American Police Winter Olympics, held February 3-7. Together, the California and North American Police Winter Olympics drew approximately 300 ski-buff officers from the home state as well as from as far away as Florida and Canada.

The competition itself is split into Alpine and Nordic events. Slalom, giant slalom, a modified giant slalom (the "super G") and a dual slalom are the four Alpine vents, and a 3x1K relay, a 5K and a biathlon complete the Nordic roster. Mileur notes that the biathlon event, which involves both cross country skiing and rifle (or, in this case, pistol) shooting, is a unique event for such a competition: "As far as I know, this is the first time anyone's tried it," he said.

After a preliminary "seeding race" to separate the "ringers" (A level) from the rest of the pack (B level), races were held from 9-1 each day for Alpine events and 2-4 for Nordic events. Medals were awarded

to the top three finishers in each age group (20-30, 31-40, 41-50, 50+) in each skill level.

Although most Police Olympics either award honors on the spot or at an end-of-the-week awards ceremony, these Games offered an "awards party" every night to give out the day's prizes and to get everyone together. "We treat each day individually; we realize some officers can only come certain days," said Mileur.

Separation of skiers according to skill levels also somewhat deviates from standard practice. "We encourage anyone interested in winter sports to consider attending. We want the every-weekend, dedicated skier as well as just the occasional skier," said Mileur, who proceeded to illustrate his point.

"During our first year we had a guy named Leroy Martinez of the Los Angeles County Sheriff's Department come up. He'd never been on skis before — I think he rented some from a friend and came on up. We gave him a medal just for perseverance. He tried hard and enjoyed himself. Course, he didn't do too well that year." But Martinez has since returned, his skiing skills honed, and is now "a competitive medalist," according to Mileur.

The California Police Winter Olympics also boasts a father-and-son skiing team. Jack Lampres competes in the 50+ age bracket, and his son Vince competes in the 20-30 group. Both have earned medals all three years — and the two probably comprise one of the sports world's only winning, active father-and-son teams.

While most officers can't compete in father-and-son teams, they can bring along their families and make the event a ski vacation. In fact, so many officers' wives and girlfriends come along for the ride that a special event has been set aside just for them. Entitled, appropriately enough, the Wives' and Girlfriends' Race, it gives the females a chance to compete on the slopes while the men look on and do the cheering and hooting and hollering. "There is some thought to have kids' races as well," added Mileur.

Although there is a separate race for officers' ladyfriends, this does not mean that lady officers are left out of the proceedings. Quite the contrary, explained Mileur. "We have about 20-24 of them out there — they race right with the guys."

And thus the latest seed of police and fire athletics has been firmly implanted, and seems to be growing just fine, thank you. Organizers are expecting bigger and better Games when the Fourth Annual California and Second Annual North American Police Winter Olympics come along in 1986. Those interested in practicing in that event can contact Nick Mileur at P.O. Box 9157, Auburn, CA. 95604.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



SEAHAWKS FOOTBALL (TACKLE FOOTBALL PROGRAM)

by Bill Garrick

In the fifth week of conference play the Seahawks of the Midget Division raised their season's record to 3 wins and 2 losses with a 12 to 6 victory over San Marin.

In the Junior Midget Division mistakes led to the downfall of the Junior Seahawks. It was two turnovers by their offensive team that resulted in two touchdowns by San Marin. This proved to be the margin of victory for the visitors.

While the boys were hosting San Marin the Seahawks cheerleading squad comprised of five young lady Seahawks by the names of Rochelle Johnson, Ruthie Rogers, Carla Harrison, Josette Glover and Clara Thomas were competing in the Redwood Empire Conference Cheerleading Competition. This was the first time that our cheerleaders were entered in this competition. They did well, placing fourth in a field of ten. These girls are coached by two former San Francisco State cheerleaders Sophia Isom and Irene McWilliams. The business manager is Carol Oliver.

PAL LAW ENFORCEMENT SENIOR CADET PROGRAM



PAL Senior Cadet Captain Lynn Tracey is shown accepting a check for \$500.00 as a donation to the Senior Cadets for all their help in the recently concluded Classic Car Rally sponsored by the Cannery. Proceeds to benefit the Northern California Chapter of the Arthritis Foundation. In all, 15 Senior Cadets participated in the all day affair.

by Lynn Tracey

The PAL Law Enforcement Senior Cadets will hold its second meeting on Wednesday October 30th, 1985 at 7:00 p.m. in the 6th floor auditorium, Hall of Justice. The cadets have had a very busy couple of weeks. On September 27 the cadets participated at the PAL Golf tournament and on

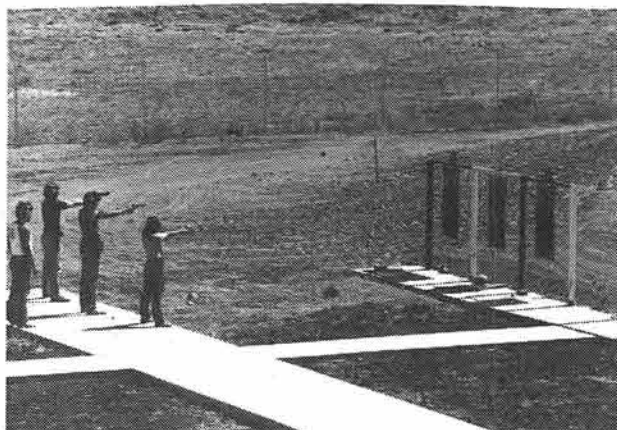


The Senior Cadets take a moment out of their duties at the PAL Golf tournament to gather together for a group photo.

September 28 the cadets helped out at the PAL Booster Membership Barbecue at the Bayview Boat Club. The seniors also had the opportunity to try their hand at police pistol combat shooting with the S.F.P.D. Pistol Team. Officer Bob Fitzer of the Crime Scene Investigations Unit in-



Officer Bob Fitzer showing the cadets the proper way to stand behind a barricade.



The PAL Senior Cadets out practicing their combat shooting in Concord with the S.F.P.D. Pistol Team.

vited the seniors to participate at a shooting match in Concord. The cadets all had a great time and learned some valuable skills at the same time. On October 5, 1985 the cadets provided security for the annual Classic Car Rally sponsored by the Cannery. The cadets were responsible for thirty classic cars from 10:00 in the morning till 5:00 at night. For their assistance the Cannery made a donation of \$500.00 to the Senior Cadet Program. Anyone interested in the program can call PAL Headquarters 553-1158 for further information.



Co-Chairman of the PAL Golf Tournament Jack Immendorf receiving his plaque of appreciation from Sgt. Lee. Our thanks to Jack for his untiring efforts on behalf of the PAL.



Another perennial hard worker in the PAL Golf Tournament is Officer Jerry Cassidy (Solos) (left).



Off to the shotgun holes are two intrepid golfers in the PAL Golf Tournament held at the Marin Country Club in Novato. Driving the golf cart is Jim Bisio of the District Attorney's Investigations Office. The passenger is Commander Dick Klapp.

(Photos by Herb Lee)



Low net was won by Brad Curtis. Brad, no stranger to helping the PAL, is also a baseball trivia buff who recently won 600 Giants tickets and donated all the tickets to PAL kids (nice seeing you, Brad).

PAL GOLF TOURNAMENT

The annual PAL golf tournament was held recently at the Marin Country Club in Novato.

On Friday, September 27, 1985 one-hundred and twenty-four players teed off at a 1:00 PM shotgun start.

The weather was overcast with an occasional period of drizzling. This did not dampen the spirits of the participants.

Brad Curtis, a civilian player, had the low score of the day, a fine one under par seventy-one. Tom O'Connor was two strokes back at one over seventy-three.

Keith Calden, former Chief of the S.F. Fire Department, was the Hole-In-One winner followed closely by Ed Garcia of Northern Station.

Following golf there was an awards dinner at Marin Country Club. Every player received a prize, and I might add that this year's prizes were the best since prior to the 'Gain' years.

Following the distribution of prizes there was a raffle which was in my opinion one of the best ever. Included in the prizes were, a VCR, a \$1500 brass bookcase, two (2) separate one week stays in a condo on Maui, a set of five automobile tires and two complete sets of golf clubs including bags.

The tournament committee under the leadership of Cap-

tain Vic Macia of Co D and Jack Immendorf of Immendorf Investigations did a good job of putting together the tournament. A special job was done by Jim Brown, Jim Curran, Ken Davis, Bill Leet, Commander Dick Klapp, Ray Gomez, Bob Mengarelli and Jerry Cassidy.

PAL Executive Director Herb Lee and the PAL Law Enforcement Cadets, who are the main reason for this tournament, also did a fine job helping at the tournament. Also deserving a special pat on the back are Vera and Pete from the PAL who are always fun to work with.

Some of the civilian participants were; former Police Commissioner Marv Cardoza, Dale Allen, Jim Bisio, Paddy Nolan, John Marino, Gary Burns, Jack Kruger, Bill Bahr, Mike Fehr, Jim Ursino, Len Gregosi and Dr. Patsy Lin (Seid).

Some of the police participants were: Mike Curran, Vic Rykoff, Dave Seid, Earl O'Brien, Jim Cook of the San Rafael P.D., Ray Poznekoff, Grant Fahs, a three time winner of this tournament, Dan Everson, Bill Grosword, Tom Donohoe, Bill Petrie and Even Lammers.

The tournament was both a social and financial success and I think most of those in attendance will return again next year whenever it will be held.



Captain Vic Macia (left) receiving a plaque from Executive Director Herb Lee of the PAL for his role as Co-Chairman of the very successful recently concluded PAL Golf Tournament.



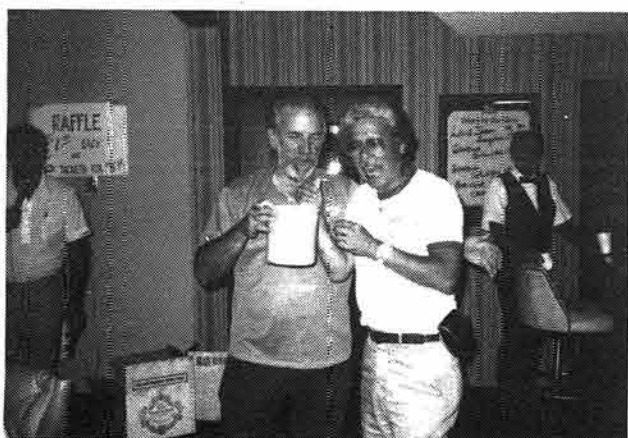
Officer Tom O'Connor, another winner with Captain Macia.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



Drawing a winning number is Sgt. Herb Lee, Executive Director of the PAL. Herb also donated \$100.00 to benefit the PAL.



Captain Mike Lennon (Co. H) forwarding a check to Sgt. Herb Lee of the PAL representing a sizable donation from the Fraternal Order of Eagles.



Retired Chief of the Fire Department Keith Calden being congratulated by Captain Vic Macia for his low score.



Another PAL Booster is Sgt. Vic Rykoff of Juvenile. Vic helps the PAL each year by his participation.



KNEW Disc Jock Marty Sullivan was the Master of Ceremonies at the PAL 49er Chili Cook-off. Proceeds benefited the PAL.

PAL LAW ENFORCEMENT CADETS

PAL Law Enforcement Cadet Director Ernie Galaviz announces an Open House for PAL Cadets Tuesday October

15th, 1985 7:00 p.m. in the 6th floor auditorium, Hall of Justice. Any boy or girl either residing or attending High School in San Francisco is cordially invited to attend the open house. As this article may appear after that date, any high school student interested in finding out more about the PAL Cadets are to call PAL Headquarters (567-3215). New Cadets will be accepted through December 1985.

The PAL Cadets have been busy over the summer months. Projects the Cadets were involved in include: PAL Kiddy Kar Rides, Children's Fingerprinting, and volunteering their services in SFPD and PAL related activities. Now with the beginning of the 1985-86 term, Director Ernie Galaviz announces the slate of his new Command Staff. Carlos Cordova has been promoted to Captain and Commanding Officer. Mark Gong promoted to Lieutenant, and Patrick Kwan to Sergeant. Our congratulations to the new Command Staff.

Something new has been added to the PAL Activities. For the past two years, we have seen the formation of a PAL Senior Cadet Corps. This Corps consists of men and women between the ages of 18 and 20 who either reside or attend school in San Francisco who are interested in the field of law enforcement. The Senior Cadets program will begin on Wednesday October 30, 1985 7:00 pm in the 6th floor auditorium at the Hall of Justice. Requirements for participation include: between the ages of 18 and 20 (automatic graduate from program on 21st birthday), successful completion of 832 PC course, mace course, and baton training. To provide own uniform (approx. \$140.00), and attend monthly meetings. Call PAL Headquarters for further information (567-3215).



Newly appointed Commanding Officer of the PAL Cadet Program is Captain Carlos Cordova. Cordova is a three year veteran of the Program and has been an outstanding example of the PAL Cadet Program. He will assume his duties with the first meeting scheduled for Oct. 15, 1985.

PAL-BAYVIEW BOAT CLUB BOOSTER MEMBERSHIP BARBECUE A SUCCESS

On September 28, 1985, the Bayview Boat Club hosted a PAL Booster Club Membership Drive Barbecue co-hosted by Bob Palm and Tom Collins. Fifty two new members signed up for the occasion and were treated to an excellent chicken barbecue with all the trimmings. In addition, all new members received a souvenir PAL T-Shirt and membership card. Great time had by everyone and a total of \$559.00 was raised for the PAL General Fund. Our thanks go to Co-Directors Bob Palm (Rear Commodore)



Members of the Bayview Boat Club who hosted the PAL Booster Club Membership Drive Barbecue. (l to r) Rear Commodore Bob Palm, Commodore Art How (Insp. Earl O'Brien SFPD Retired), club members Tom Collins and Dave Carey. The Barbecue generated over \$500.00 to benefit the PAL.



Nanette O'Brien with Sgt. Lee taking PAL Booster Club Membership at the Barbecue. Nan volunteered the day for the PAL. Thank you for all your help, Nan.

and Tom Collins (Member), and committee members Eileen Brown, Mickie Collins, and Christopher Bletsch. Also thanks go to Art How, Commodore of the Bayview Boat Club for helping host the occasion. Art brought in about 10 new members. This function was under the direction of Inspector Earl O'Brien (SFPD retired) and his wife Nanette. Our thanks also go to them.



Kitchen crew at the PAL Benefit Barbecue include Tom Collins and his wife Mickie, and committee member Elaine Brown. Committee members not shown are George and Lilian Fromm.

PAL ARMORY FACILITY

PAL Judo, Boxing, and Wrestling are being offered for boys and girls under the direction of Officer Joe Mollo at the PAL Armory Facility located on 14th and Mission Streets in San Francisco. The Facility is open daily from 3:30 pm to 7:00 pm with additional Judo classes scheduled on Saturdays. PAL Boxing is available for boys 10 thru 14 (with some openings for older boys upon approval). (New emphasis on youth boxing preclude signups for older participants.) PAL Judo is open to boys and girls 7 thru 18. Call Officer Joe Mollo for signups (552-7495). Also housed in the Armory Facility is the PAL Float and the mammoth Crime Prevention Van.



Mr. Jack Immendorf (left front) posing with members of the PAL Foundation Fund Drive workers. The occasion was a day on the Bay in Jack's 44' Gulfstar yacht. Great time had by all. Jack and his lovely wife Beverly hosted the affair.

(Photo by Herb Lee)

PAL BASKETBALL

PAL Basketball team entries now closed. Lt. Tom Bruton (Co E), PAL Basketball Commissioner, reports record entries from teams in the PAL Basketball Winter League. Competition and entries in the 6th, 7th, and 8th grade students only. League play will begin in October and end in December. T-shirts, uniforms, referees, sites, etc. provided at a nominal fee.

PAL POP WARNER FOOTBALL

League action continues in the PAL Pop Warner Football Program. Representing San Francisco in the Northern



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



California based program are the PAL Junior Seahawks (Midget Division boys 13-14), and the PAL Seahawks (Junior Midgets Division boys 11-12). Although the record is 0 and 5, the Junior Midgets are fast forming into a cohesive team, reports Inspector Kelly Waterfield (PAL Football Commissioner). Waterfield also reports the Seahawks are 3 and 2 as of this writing, and may be in contention for postseason play.

PAL FOUNDATION FUND DRIVE

The PAL Foundation Fund Drive, which began in August, will continue through December. PAL workers continue to canvas corporations, companies, and individuals to donate to the PAL from PAL Headquarters. Anyone interested in donating to the PAL are asked to call PAL (567-3215) for further information.



Captain Larry Gray (Co. A), (right) representing Chief Murphy with Pat Bergstresser, Director of the Columbia Promotional Systems. Pat coordinated the entire benefit for the PAL at the 49er Chili Cook-off. Should you need a fundraiser, call Pat at 386-7901. Who knows? She may be able to help your favorite charity. Also shown is Sgt. Herb Lee, Executive Director of PAL.



Captain Jack Immendorf, owner and skipper of the *Fantastic*, a 44 foot fiberglass twin engined Gulfstar yacht. Jack and his wife Beverly hosted members of the PAL Foundation workers for a day on the bay. Jack is the Executive Director of the PAL Boosters Club boasting a membership of 5,000.

(Photo by David Vega)

PAL-49er CHILI COOKOFF A SMASH HIT



Members of the California Freedom Band who donated their services to benefit the PAL in the 3rd annual 49er Gold Rush Regional Cook-off recently at the Sheraton at the Wharf.

(Photo by Herb Lee)

On October 5th, 1985, the San Francisco Police Activities League was the recipient of proceeds from the 49er Chili Cookoff Contest held at the Sheraton at the Wharf. The site was through the efforts of Cindy Aherne, public relations department of the Sheraton. Although Mayor Feinstein was unable to attend, she sent a personal autographed book on the 1906 earthquake in San Francisco. The affair was MC'd by KNEW's Marty Sullivan. Captain Larry Gray, Co A, attended on behalf of Chief Murphy, and was one of the Judges. Music by the California Freedom Band. Top prize auctioned off was an official San Francisco 49er helmet autographed by the team. Dick Cortez paid \$310.00 for the helmet. Our PAL thanks go to Pat Tanaka and Pat Bergstresser for their fine effort on behalf of the PAL.



Marty Sullivan of KNEW is presenting the helmet. Mr. Lopez also journeyed to San Francisco from Santa Monica with his wife Carmelita to help officiate the Chili cookoff to help the PAL. Thanks, Dick.

PAL LETTERS OF APPRECIATION

Dear Sergeant Lee: Thank you and your volunteers for your support and help at the San Francisco Junior Chamber of Commerce's Frog Jump Contest at Stonestown. Without your volunteers, Stonestown would probably be overrun with bullfrogs by now. Thank your conscientious group for their hard work. Sincerely, Pamela Bjerke, Director, Janet Thompson, Chair, Make a Wish Foundation.

Dear Sergeant Herb Lee: This is a letter of appreciation to you and all of the PAL Cadets, both past and present, who have participated as Jurors in the Police Academy's Moot Court phase of training. This training gives the Recruits valuable experience in courtroom demeanor, testimony, and courtroom procedures. The Cadets have actively listened to many courtroom presentations, and made good decisions based upon information given. They have been very helpful by giving good feedback and honest critiques to the Recruits. We again wish to thank you for your assistance in the past and we hope that we will be able to continue to count on you in the future. We also hope that the Cadets have gained a degree of knowledge and some useful information by attending these sessions as well. /s/ Johnetta Daniels, SFPD Academy.

Dear Joe Mollo—PAL Armory: We thank you for donating to Walden House, especially during the month of August. The honor we received in hosting the 9th World Conference of Therapeutic Communities from September 1, 1985 to September 6, 1985, was felt to be very successful and enhanced so by the generous participation you exhibited with your donation. Friends from the private sector, like yourself, allow us to function as professionals and enable us to grow and perform a vital service to the community at large. The 9th World Conference of Therapeutic Communities and Walden House could not have been as successful without the assistance of folks like you. The Walden House Family considers you a welcome guest to our community. Simply call us ahead at the number listed below at your convenience. Sincerely, s/s Tim Troyer, Resource Manager, Walden House, Inc.

Dear Herb: Since I haven't been able to reach you by phone, maybe you will receive this note before I see you. I just wanted to thank you for the (Bruce Springsteen) concert tickets. Bruce was absolutely outstanding and we (Eileen Moylan, Gavin McEachern, John Swan, Kenny Ferrari and Lynn Tracey) had a wonderful time. I really appreciate your thoughtfulness in always remembering and thinking of us. Thanks a million. s/s PAL Senior Cadet Lt. Chris Parente.

Sergeant Herbert Lee: Dear Sergeant Lee: This is just a brief note to tell you how much I enjoyed working with you, Vera, and your volunteers. Each of you contributed your energy to ensure a successful 49er Gold Rush Regional Chili Cookoff. Congratulations. I look forward to successful years ahead for PAL. You are doing a great job. Until the next time, I extend my best wishes for your continued success. Kindest Regards, Patricia Bergstresser Columbia Promotional Systems.



Miss Tecate of 1985, Suzanne Regard, was also at the Chili Cookoff signing autographs.



PAL Volunteer Adolph Chiarucci (left) taking a short break from selling hot dogs for the PAL. Adolph and his son Stan sold hot dogs all day at the 49er Chili cookoff and helped raise monies for the PAL.

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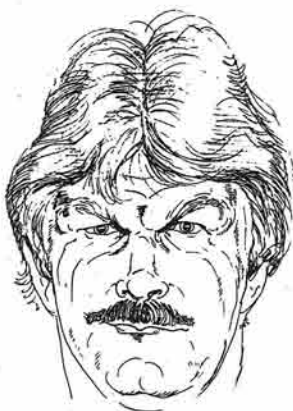
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THE LAST WORD

by Pete Maloney
Editor



Everyone agrees that the crime of public drunkenness is in fact no crime at all but rather an illness. A case languishing before the California State Supreme Court known as "Sundance vs. Los Angeles Muni Ct." will more than recognize the condition as an infirmity but remove 647F Penal Code from the Books forever.

Far from solving the problem it thoroughly exacerbate the situation facing every American city with regard to inebriated indigents who litter our city centers with their persons.

Since those persons involved are least likely to voluntarily suggest or submit to a problem to solve the problem some 'involuntary' statute still is necessary. With the state law being removed it would seem, pending the appropriate legal imprimature, that local jurisdictions may legislate in this area.

Be that as it may it won't satisfy the situation simply to reconstitute a 'disorderly conduct-public drunkenness' section in San Francisco's Municipal Police Code. As a purely practical, if not humane, matter there has to be a more rational solution than the sticky revolving door we are now using to hide our eyes from the problem.

As it exists now the 'hold for court' drunk booking procedure doesn't really exist. The Sheriff's Department, due to directives of the federal court on their population, 'kick out' the drunks first, and as we all know, cite out misdemeanors and local warrants with bail figures attached. If drunks do finally reach court the district attorney routinely ignores filing complaints due to judge's reluctance to sentence guilty pleas or try not guilty pleas. Frankly it is a situation that the 'great society' no longer has the societal guts to face.

So who has to .. and does? Yours truly and the rest of us blue suited 'officer dumb cops' face citizens' legitimate complaints and the great unwashed whose alcoholic breath could wilt your pot metal seven pointer.

But the statue itself won't gain approval, and I wouldn't support it unless the approach changes because it isn't really a crime: it's a public nuisance, a disease and a personal tragedy. Is there a solution? And what about the short term? (Next Month: The Tragedy, Public and Private.)

ON THE STREET/Tom Flippin



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