

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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CITY EMPLOYEE UNIONS UNIFY ON PAYROLL CONVERSION



Paul Chignell
P.O.A.



John Molinari
Pres., Bd. of Supervisors



George Palmer
Deputy Sheriffs



Paul Varacalli
Local 390/400



Jim Ferguson
Firefighters



Wendy Nelder
Supervisor



Harry Britt
Supervisor

by Paul Chignell

Various City employee unions have shown over the past two months that there are issues that unite all of us and a clear example was realized with the recent payroll conversion victory.

A catalyst in bringing the unions together was Paul Varacalli, the dynamic Executive Director of United Paul Employees Local 390/400. Varacalli called several meetings that included George Palmer, President of the

San Francisco Deputy Sheriffs Association, James Ferguson of Firefighters Local 798, the POA, other union leaders and Maura Kealey, political operative of Varacalli's union.

The City had shown a reluctance to grant any compensation in return for converting the payroll system. Under the legal direction of attorney Dave Clisham, of Carrol, Burdick and McDonough, a lawsuit was filed in Superior court forcing the City to meet & confer in good faith. During that period of time, the unions agreed to unify over a item of compensation.

Supervisor John Molinari then drafted an ordinance encompassing interest for all City employees for the eleven days pay that is being withheld from our checks to convert

the system to a modern pay operation.

At a recent Board of Supervisors committee meeting, Supervisors Britt and Nelder voted affirmatively on Molinari's interest proposal and the matter was referred to the final process, that of a vote by the entire Board of Supervisors.

The City employee unions are confident that the Board will vote to support our right to an economic benefit in return for the withholding of our money.

The experience of working with other City employee unions on such an important issue will help guide us in the future that we have a commonality of interest and that politically we must work together for the benefit of our respective memberships.

BARRY AND PARENTI SWEEP TO VICTORY

by Paul Chignell

Bob Barry won election to the Presidency of the San Francisco Police Officers' Association and Ron Parenti was retained as Vice-President by large margins for two year terms ending in February of 1987.

In a three way race for the Presidency of what many consider the most effective and aggressive Police Association in the State of California, Barry secured six hundred thirteen (613) votes and fifty-four per cent (54%) of the vote to win the election outright without a runoff.

His Vice-Presidential running mate, Ron Parenti, who was appointed Vice-President by Paul Chignell in September 1984, won a landslide victory with seventy-two per cent (72%) of the vote.

In the other contested race for a one year term at the Ingleside Station, incumbent Jim Murphy one re-election with sixty-two per cent (62%) of the vote. Murphy had supported Barry and Parenti for the two top offices.

Barry now returns to the helm of the POA, a position he had held from 1979 until February 1983. In the intervening period, he had held a position from the Central Station at the Board of Directors since February 1984.

Parenti was Northern Station representative for four (4) years prior to being appointed Vice-President.

Barry and Parenti, both patrol officers from downtown stations, stressed during the campaign their hard work on behalf of the organization, the fact that political involvement at the local and state level, though distasteful at times, was necessary, and stated that an aggressive but mature posture with the Administration was absolutely necessary over the next two years.

The vast majority of the new Board of Directors supported the Barry-Parenti team including new faces on the Board, Sherman Ackerson from Central, John Goldberg from Southern, Lindsey Suslow from the Taraval and Tom DelTorre from Headquarters Company.

The new Board meets for the first time on Tuesday, February 19, 1985, and faces many challenges. Good luck to them all.

HEBEL LEAVES BOARD OF DIRECTORS

by Paul Chignell

A major milestone has occurred within the San Francisco Police Officer's Association in the month of February 1985

For the first time in many years, Mike Hebel will not be a member of the Board of Directors. His position as Welfare Officer is certainly secure, but he will not be a voting member of the governing body of the San Francisco Police Officers' Association.

No member in the last fifteen years has given more to the Association than Mike Hebel. He has been a rock of Gibraltar through Board changes and major issues within the Police Department, City Hall and Sacramento.

A chronicle of Mike's tenure with the Association shows political prowess and leadership at all levels.

In 1968 he was appointed as the Patrol Bureau representative a position under our old By-Laws. He then was elected as the Patrol Bureau representative in 1969.

Under the Bluecoat regime, the By-laws were then changed to reflect a more democratic POA with centralized control and more representation from the stations. Mike has been transferred to Headquarters Company and sought election to the POA Board of Directors from that unit. He ran unsuccessfully for the position in 1970 and 1971.

However, in 1972 he was elected as one of the two Headquarters representatives and was re-elected in 1973, 1974, 1975, 1976, 1977, 1978, 1979 and 1980. His election margins were large each year and in fact, some years he was unopposed.

In 1981 Mike ran for a two year term as POA Secretary with the "Bob Barry team" and won in a landslide.

After completing that term, he ran again from Headquarters Company and won in 1983 and 1984.

When Sgt. Hebel became Lt. Hebel, Mike felt that he should not run again for the Board reflecting his philosophy that management persons should not be voting

members of the Board of Directors.

Throughout Mike's years on the Board of Directors, he was the person that all Presidents turned to, to construct sensible motions on controversial topics. He had the ability to bring people together and fashion compromises. He will be sorely missed.

A major area of Mike's responsibility concerned his position as Welfare Officer, which he was appointed to in January of 1974. He continues in that position and has represented hundreds of officers before City Hearing Officers, the Retirement Board, the Workers' Compensation Appeals Board and other agencies.

Mike Hebel is regarded as one of the experts throughout the State of California on workers' compensation matters and the Public Safety Procedural Bill of Rights Act.

In addition to his expertise at the Board of Directors and in disability cases, he has represented over one hundred and thirty officers at grievance hearings, written Charter amendments which were passed by the voters, singlehandedly wrote numerous By-laws amendments to make the organization run smoother, chaired the Labor

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A POLICEMAN'S LOT / Manny Coreis



WANTED:

Police make commitment to memorial fund



Rene Mariluch

By Paul Feist
Post staff writer

Paradise police officers have agreed to a cut in pay. The decision stems not from a wage negotiation with the town but from the police officers association's commitment to establish an athletic fund in the memory of fellow officer Rene Mariluch.

Mariluch, who served two years with the ridge police department, died Sept. 2 of heart problems while water skiing on Lake Oroville with his family and friends.

Payroll deductions from police association members will yield about \$500 a year for the Rene Mariluch Memorial Athletic Fund. Police are also asking for donations from individual citizens and community groups.

Depending on how much is raised, says Police Officer Tom Cole, a college scholarship would be awarded to an outstanding young Paradise athlete.

Members of the police officers association, teachers and coaches would select the recipient and present the athlete with a plaque. Police are hoping to purchase a perpetual trophy, which would have the recipient's name inscribed.

"We're looking for a student who's a good athlete, showing good sportsmanship coupled with keeping up his grades," Cole said. "We'd like the winner to be someone who would do a lot for sports in Rene's name."

Mariluch was instrumental in organizing the police department's softball team. A semi-professional baseball player with the Cincinnati Reds organization, Mariluch also played racquetball in the Police Olympics.

"He really was a sportsman," Cole said, "and we thought this was the best way to honor him. A lot of people called after his death wanting to know how they could help, and we feel this is the best way."

Citizens interested in making a donation to the Rene Mariluch Memorial Athletic Fund can do so at the Bank of Paradise. The account number is 01025712. For more information about the fund call Tom Cole or Gary Castillo at the police department, (916) 872-3300.

Donations may be sent to:
Rene Mariluch Memorial
Youth Athletic Fund
Bank of Paradise
5875 Clark Road
Paradise, CA 95954

VP COLUMN

by Ron Parenti

This month I would like to use my column to thank the many friends who worked toward my election as Vice President. It is with sincere gratitude and a pledge of service that I also thank each and every member who voted for me. But it is with a sense of humility that I will devote my efforts for all the membership and its greater good.

Thank You

The trust that you have placed in me through your recent vote is quite an exhilarating feeling. I once again reaffirm my commitment to each of you that I will lead our organization in a very firm and constructive way with the interests of the majority of our membership in mind.

We have many challenges ahead of us with an excellent Board of Directors and Office Staff to assist our members.

I look forward with tremendous enthusiasm to serving you.

Bob Barry

RIGHT HERE IN RIVER CITY



Bill Hemby,
S.F.P.D. Retired

Now that all the jockeying for new committee chairmanships and assignments are over and legislators look as if they are ready to begin their 1985 session, it may be the time to forecast some predictions on what kind of a year we can look for.

Most analysts agree much of the "get down and dirty" tactics of the last few sessions may ease. What with every Assemblyman and Senator returned and safely ensconced for another term and with the hairy issue of reapportionment set aside (with the exception of Assemblyman Sebastiani's vows to the contrary), it may be a productive year.

Don't look for an outpouring of law and order legislation this year. There are no elections on the horizon for law and order politicians to posture about.

You can expect the Department of Corrections to be on the hot seat. For the past five years they have been charged with the task of getting all those new prisons built. To date none are ready to go and costs are skyrocketing. Inefficiency and governmental red tape seems to have mired the department to a stand still.

The League of California Cities and County Supervisors Association along with the California Taxpayers Association and others in the business community have prepared a package of worker compensation reforms that you can bet will attack public safety officers work comp benefits.

Some of the areas under fire will be — for active police officers and firefighters:

Take away full tax-exempt salary while you are temporarily disabled. Modify the heart and pneumonia presumptions to make it harder for you to show that these diseases are job related.

Establish a mandatory periodic physical examination restricting excessive weight gain and smoking that, if not adhered to, will result in loss of work comp presumption claims.

Setting a minimum number of work years needed before you are covered by full workers compensation.

For retired public safety officers:
Restricting unlimited earnings in other occupations after disability retirement.

Require periodic physical examinations to determine recovery and possible return to employment or reduced benefits.

Reducing the widows and family benefits after death of a disabled officer.

Speaking of workers compensation and tax-exempt benefits, you should by now be aware President Reagan's tax reform plan calls for abolishment of all tax-exempt workers compensation payments, both for active temporarily disabled officers and already retired officers.

The President's tax reform will also tax employer paid health plans and legal plans and take away the tax-exempt status of our Credit Unions. Guess what that will do to our interest rates.

Another provision takes away the tax exemption for local and state taxes.

PROFILE

Bill Hemby retired in 1976 after serving 15 years with the Department. Bill was active with the SFPOA throughout his career, including serving as Association Secretary, Board Member and Editor. After leaving the Department, Bill went to Sacramento as COPS' General Manager, was appointed by Governor Jerry Brown to the Youthful Offender Parole Board, and following his term of office returned to COPS as their Legislative Advocate, where he continues to do what he likes best — representing police officers.

The Editor

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P.O.A. SEEKS SUIT FOR LOST BENEFITS

by Dan Linehan - Secretary

Last month the P.O.A. filed a request to file a suit in the name of the State of California, against the City and County of San Francisco. The suit would seek to invalidate three (3) Charter Amendments adopted by the Voters during the mid and late 1970's. The foundation of the suit is based upon the unanimous decision of the State Supreme Court in the matter of the Seal Beach Police Officers Association (S.B.P.O.A.) -vs- the City of Seal Beach. The State Court agreed with the position of the S.B.P.O.A., in that the City of Seal Beach had the obligation to meet and confer in good faith with their P.O.A.'s representatives prior to proposing Local Charter Amendments affecting wages, hours and other terms of employment. The State Court, however, did not address the issue of retroactivity of their decision.

S.F.P.O.A.'s SUIT

Our Association Board of Directors are of the belief that if the Charter Amendment that was overturned in the Seal Beach case, due to that city's failure to comply with the State mandated requirement of meet and confer, the City and County of San Francisco also acted illegally during the 1970s when they failed to meet and confer prior to proposing Charter Amendments affecting the terms and conditions of our public employment. We contend that the three (3) proposed San Francisco Charter Amendments were placed before the Voters illegally thereby voiding their adoption and implementation upon passage.

PAY FORMULA CHANGED

The first Charter Amendment sought to be overturned appeared on the November 1975 ballot as Proposition "P". This Charter Amendment changed the formula by which we receive a wage increase each July. Since the passage of Proposition "P" we are now compared to the California Police Departments that serve a city population of 350,000 or greater (Los Angeles, Long Beach, San Jose and San Diego). We receive the average wage increase paid to those four (4) cities each year. The former method of calculation of our wage increase compared San Francisco with the highest paid Police Department in California serving a population of 100,000 or more and that we may be paid equal, but not above that city (Los Angeles). It must be noted that the former language increasing our salary is permissive, but that prior to the summer of 1975 the Board of Supervisors always compensated the Police Department equal to the highest in the State. It was the departure of this past practice that created the conditions which led to the police strike in August of that year. It can be safely assumed that due to the police strike and the following public disfavor of that action, the members of the Board of Supervisors, six (6) of whom were up for re-election in November, took full advantage

and placed the three (3) challenged Charter Amendments before the Voters during a span of three (3) years. Based upon the Seal Beach case, the hastily and retaliatory actions of the members of the Board of Supervisors may return to haunt them.

TIER II RETIREMENT SYSTEM

Two (2) days after the end of the 1975 police strike, former Supervisor John Barbagelata, introduced a Charter Amendment which would come to be known as Tier II Retirement. Although this Amendment did not find its way to the ballot until November of 1976, it also appeared without the benefit of any meet and confer proceedings.

Again the P.O.A. seeks to void the passage of Tier II (Proposition "L") due to its being placed illegally before the voters. If we are successful, Tier II will be stricken from the Charter of San Francisco and all current members of the Police Department will be placed in the old retirement system (Tier I).

PAID SICK LEAVE UPON RETIREMENT

The payment of unused sick time accrued during employment was a benefit enjoyed by all city employees until Proposition "F" appeared on the November 1978 ballot. Since the passage of this measure, when an employee ends their employment with the city they are paid for any unused sick time accumulated prior to November 1978. However any unused sick time on the books after that date must be used or returned to the city when a separation occurs. This Charter Amendment was the last to appear on the ballot affecting our conditions and terms of employment without meet and confer. Again the P.O.A. seeks to overturn this measure and return this benefit to all city employees terminating their services to the City and County of San Francisco.

OUR LEGAL COURSE OF ACTION

The legal procedures of this case, prior to any court hearings, must travel through the office of the State Attorney General. The sole avenue for the P.O.A. to file a suit of this type against the city is to seek permission from The Honorable John Van de Kamp. Mr. Van de Kamp is empowered through the State Constitution to decide these matters. His decision is final and there is no appeal. The city is now in the process of forming their arguments and should be filed with the Attorney General's Office by mid February. The P.O.A. will then have the opportunity to file rebuttal papers based upon the city's response. We should have the Attorney General's decision by the end of March. Whatever the outcome the ramifications will be felt by every person in the State of California employed in the public sector. You will be advised on the status of this case, when information becomes available.

COPS Honors Past Presidents

During award ceremonies in San Francisco and Long Beach, the California Organization of Police and Sheriffs recently honored past presidents of the organization. COPS' Board of Directors elected to honor those past presidents who, through their dedication and leadership,



L to R Don Brown, Jerry Crowley

contributed to the growth and furthered the goals of COPS. Receiving awards were Jerry Crowley, Mike Tracy and Paul Chignell.

Crowley, COPS' founding president, served as president from March 12, 1975 to February 25, 1980. During that time Crowley was president of the San Francisco Police Officers Association, one of COPS' charter member associations. Tracy, COPS' president from February 25, 1980 to August 16, 1982, also served as president of one of COPS' charter member associations, the Long Beach Police Officers Association. Chignell, Vice President of the San Francisco Police Officers



L to R Don Brown, Paul Chignell

Association, served as COPS' president from February 8, 1983 to June 26, 1984.

The membership of the California Organization of Police and Sheriffs would like to take this opportunity to offer their sincere appreciation to Jerry Crowley, Mike Tracy and Paul Chignell for their efforts on behalf of COPS and law enforcement officers throughout the state.

Reprint from California Law Enforcer

HEBEL

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relations committee which negotiated two memorandums of understanding with the Police Administration, represented scores of members and the organization before the Board of Supervisors, Civil Service Commission and Police Commission, represented hundreds of officers in Internal Affairs, written state legislation affecting police officers, written comprehensive booklets on retirement benefits, financial planning, and Social Security issues, written scores of articles for the POA paper, and led seminars locally and statewide on police labor issues.

MIKE HEBEL IS NOT GONE - MANY OF HIS ACTIVITIES WILL CONTINUE FOR THE BENEFIT OF THE MEMBERSHIP.

IF YOU SEE MIKE AROUND THE POLICE DEPARTMENT, CONGRATULATE HIM FOR HIS YEARS OF SERVICE ON THE BOARD. THERE WILL NEVER BE ANOTHER ONE LIKE MIKE HEBEL.

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For 40 years, American families have been accepting foreign students from all over the world into their homes. It has become a joyful tradition of hospitality and international understanding. In 1982, in a major effort to promote world peace through increased exchanges of youth, President Ronald Reagan established the International Youth Exchange Initiative. The goal is to increase the number of host families and let American goodwill resound around the globe.

This Initiative, along with the 300th anniversary of German immigration to the United States, sparked the foundation of O.P.A. — Oratrix Pro Amicitia/Speaker For Friendship. This nonprofit organization promotes friendship and cultural exchange programs. Every year, enthusiastic German students between 12 and 25 years of age come to experience family life in California. You can be part of this memorable time by providing a strong and

happy home life for a German exchange student. The applicants, arriving in August, are fluent in English and are carefully selected for the program. All of them are covered by comprehensive medical and liability insurance and have adequate money for personal needs provided by their parents. The host family furnishes meals and housing. American families have the opportunity to welcome a student into their home for three to nine months. This challenging adventure is a learning experience in language, culture, relationships and lifestyles that will long be treasured by both the host family and the student.

Your hosting expenses of up to \$50 per month may be allowed by the IRS as a charitable deduction.

For further information, please contact Bette Wilson, O.P.A. Regional Director, 1197 Green St., S.F., CA 94109 (415) 928-5797 or O.P.A., P. O. Box 3502, Los Angeles, California 90078-3502, (213) 465-2813.

In Retrospect

by Bob Bernardini

The back dining room at Mulgrevy's on Steiner Street was filled with the laughter and the camaraderie of 35 Election Committee volunteers and newly elected POA officers exchanging congratulations. **Bob Barry** and **Paul Chignell** had invited me to join them several weeks before the election.

Before I spoke to this dedicated group, I reflected upon the past three week campaign which covered 70 speeches and poster hanging throughout the Department. I had that rare opportunity to see the faces and listen to the men and women that compose this force. I felt proud to be part of that rare breed of people who wear the seven point star.

I had but one regret and that was that 40% of the POA members, for one reason or another, did not vote. Some of them must feel that their vote did not matter. Some, I suppose, just did not give a damn. By not voting, they really have given up their right to complain about their work condition or the people that represent them. It is not too late for the silent 40% to speak up and get involved. Bob Barry and his staff are still anxious to act in your interest. I suggest that the 40% give the POA a call and let them know what you think should be done to improve your working conditions.

I have no regrets, because I feel that I accomplished what I started out to do. I exposed the poor relationship that exists between the Administration and the members of the force. I am very happy that my supporters backed me at the polls; however, the majority, who agreed with what I said, felt that Bob Barry was better qualified to handle the task because of his many past accomplishments.

I was particularly moved by Bob Barry's sincere efforts to assure me that he intended to follow some of my ideas and he invited me to work with him and his staff.

Commander **Ray Canepa**, who was part of **Henry Friedlander's** election committee was genuinely involved and concerned. He is the epitome of man who has earned respect, not by virtue of his rank, but by his demonstrated integrity and compassion for the men and women of the force.

I wish to thank the membership for the courtesy they extended to me throughout this election campaign. I encourage the membership to support Bob Barry who has proven that he is concerned and sincere.

1985 WAGE INCREASE

by Mike Hebel
Welfare Officer

Twenty-one percent (21%) of workers covered by major union contracts in the United States which were bargained in the first nine (9) months of 1984 did not get any first year pay raise; 6% took a pay cut. 1984 also reversed a long term trend in which non-union people received higher compensation packages (5.2%) than did union people (4.1%). In 1984 salaried white collar workers did the best averaging 6% while top corporate executives made an additional 12% of compensation, including fat profit related bonuses. In 1984 police officers did better than virtually all unionized and non-unionized workers in terms of a pay raise, receiving a 9.06% salary adjustment effective July 1, 1984.

1985 wage costs are expected to raise a bit faster than in 1984 but to be nowhere near as large as the pay advances experienced during most of the 1960's and 1970's. The

New York Business Research Group, the Conference Board, expects wages to go up only 3.5% in 1985 for non-supervisory workers and also expects that union workers will not get higher raises than non-union employees.

In 1984 inflation rose at an annual rate of 4.3% and is expected to rise to between 4.5% and 4.9% in 1985. It is anticipated that salaried, white collar workers will get pay hikes averaging 6.5% while union workers will see pay increases in the 4 to 5% area.

Based on preliminary data from the cities included in the annual salary survey (San Jose, Los Angeles, San Diego, Long Beach), it appears that the 1985 salary increase for police officers will not approach that received in 1984. My best estimate, based admittedly on incomplete data, indicates that police officers' salary increase, to be effective July 1, 1985 will be in the range of 5.2% to 6.4% with my guess placing the raise at about 5.8%. Such a raise would exceed that estimated to be received by union and non-union workers but will probably fall short of those raises to be received by corporate executives.

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Fantastic Restoration Job Don By Sgt. Harold Winkler

by Bernard Averbuch

After seven months of work on his own time, Sergeant Harold Winkler has completed his restoration work on a 1970 Harley Davidson motorcycle that is now on display in the Police Museum, located in the Police Academy at Silver and Revere Avenues.

Sgt. Winkler, who had at one time been a member of the motorcycle detail, spent some \$2,000 on parts and was able to get contribution of other parts. The money for the



parts was donated by the Friends of the Police Department and Sgt. Winkler did the restoration work as a contribution.

The restored motorcycle, a model no longer in production, is now valued at \$12,000.

Officer Bob Fitzer of the crime investigation bureau, who is in charge of the police museum, said the addition to the museum of the restored motorcycle has added much color to the historical display.

Also on display at the museum is the controversial police photograph, which is about 2 feet high and four feet wide, circa 1900, which shows the police department standing in review at the polo grounds in Golden Gate Park. It was found in a closet in the Mission Station in July of 1983 and turned over to the museum.

Officer Fitzer, who was assigned to the police museum by Chief Cornelius P. Murphy, said the exhibit room is about two-thirds completed.

He reported one new addition of a police roster ledger, which dates back to October 26, 1853, and the first person listed is Isiah Lees, a colorful police personality who rose to become chief of police in April of 1897. The roster shows that Lees retired in 1900.

Some of the other items in the police museum include old mug books, a collection of badges and an old fashioned lie detector machine. There is also a display of old police equipment and some 70 volumes of old police journals.

Officer Fitzer said he is interested in any contributions of police memorabilia and he can be reached at 553-1508.

BLOOD BANK AWARDS FOR RICHARD CASTRO AND TONY DELZOMPO

by Tom Vigo

On January 12, 1985 the Irwin Memorial Blood Bank hosted a luncheon to commemorate national volunteer blood donor month. RETIRED INSPECTOR RICHARD CASTRO and LT TONY DELZOMPO of Taraval Station were among the honorees.

Castro began donating blood during World War 2 and had recently passed the 100 units donated mark. For his efforts Castro was awarded a beautiful silver goblet.

Tony Delzompo was the recipient of the ten gallon award of the American Association of Blood Banks. Tony has recently given his 80th pint of blood to reach this milestone. As the blood bank coordinator, I can assure you that in addition to the units Tony has donated, he has encouraged many more of his co-workers and friends to donate to the SFPD account.

We congratulate Richard Castro and Tony Delzompo for their dedication and many years of service to donating their blood for others. I hope that some young officers will follow the fine example set by these men.

AROUND THE DEPARTMENT

by Bob Fitzer

The political climate has been heating up around the department. By the time this article appears we should have a new POA president or be in the middle of a run off. All in all, the campaigning was clean and kept to the issues; the graffiti on the election posters didn't really get heavy until right before the election. Despite who wins, I hope that some of the promises (political) are kept. I'll refrain from any more electioneering.

Some members in the news... **Bill SWEENEY** (Co. A) made it big in the Examiner. In fact several stories high, helping display a 30 ft. 49er emblem on the outside of a downtown apt. building. This item once adorned the field at Candlestick park... talk about a loyal niner fan, Miami never had a chance. Speaking of the Superbowl, **Mike FARNHAM** (Photo Lab) has some real interesting souvenirs of the game.

Also in the news... **Don MOOREHOUSE** (Solos) has my vote. Herb Caen mentioned his arresting a bicycle messenger wanted by the FBI for stealing a yacht. Not that I dislike bike messengers but there are some scratches on my car caused by a hit & run delivery person.

Somebody who should be in the news... Crime Lab clerk **Susan SCIBETTA**. She spends her lunch time jogging the streets around the Hall. The other day she on-viewed a street person who accidentally set himself on fire; boy, talk about bad booze!!! Quick thinking Susan patted the fire out and then proceeded to give him a tongue lashing about the evils of drink before she jogged off into the sunset. The department is starting a "civilian of the month" program, so guys, consider her...

I know you think jogging around the Hall isn't too smart, but you should see the parade that runs out of the building everyday at noon. Some of those DA's can't wait to get out of court and into running shoes. No wonder we are all cooling our heels (and other parts) waiting in the hallways to testify.... On the other hand there is a certain sergeant that has few comments about jogging downtown. Sorry, Charlie!!!!

It's an early re-run of spring for some downtown types. **Don OSTREM** (Crime Lab), **Jim BERGSTROM**, (Robbery) and **Tom EISENMANN** (Juvenile) all recently said, "I do." Congrats to you and your respective brides.

Sergeant **Harold WINKLER**, (Co. H) has just finished completely renovating an old Harley police bike for the department. It was a project that he devoted hundreds of hours of work and caring too, leaving behind a lasting tribute to all motorcycle officers. The motorcycle is on display in the museum room out at the academy. Right now the room is open on a very limited basis until all the displays are secured. If you want to have a look, give me a call (X 1508) and I'll be glad to show you around.

A late finish... Inspector **Rita GROVE**, (Sex Crimes) is pulling the plug. A fine lady who along with **Margaret HARTMANN**, helped the way for women in the SFPD. We're going to miss you Rita.

Rick BRUCE (Co. F), newly ordained in the Universal Life Church, has been authorized through that organization to bestow official titles. For a slight monetary remuneration you too can become a deacon, cardinal or what ever.

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AN ALTERNATIVE

by Steve Johnson

I'm surprised we're not all wearing armor and riding horses around the city. After all, if candidates are going to be promoted to a supervisory position in a manner befitting the Dark Ages, we might as well dress the part.

It's pretty obvious that the promotional process has gotten completely out of hand when a test is given for advancement in rank and those who pass are then trained to do the job. Methinks we have it backwards.

Why not consider initiating an officer candidate school within our department where members who want to upgrade their rank would be able to participate in a program designed to train, test and evaluate their abilities?

Candidates would have to commit themselves to a two year training course during which time they would have to pass requirements essential to the rank desired.

Candidates may also have to relinquish their current assignment, work various district stations and shifts and be scrutinized by a cadre of officers superior in rank.

Those participating could be evaluated on a continual basis and required to pass as many as 4-6 examinations (e.g. one on Penal Code, one on General Orders, etc.). At the completion of the course they would be placed on a list in accordance with their overall grades and appointed in rank order as vacancies occur. If there were no current vacancies, successful candidates could temporarily hold the rank of Patrolman II pending their appointment to sergeant.

Designing such a program may not be that difficult and it could only improve the process we're stuck with now.

If you'd be interested in pursuing such a course of action please contact me at ext: 1551 or Off. Dan Lawson at the Police Academy so that we can shed the armor and get back into the 20th Century.

Union Defends Field-Training Cops

By Bill Wallace

The head of San Francisco's police union yesterday defended the department's field-training program, saying recent articles detailing lawsuits against training officers "malign the program."

"We've had a few bad apples in the department," said Paul Chignell, the president of the San Francisco Police Officers Association. "We've had our share of so-called scandals. But I think that our record compares favorably with that of any other department in the country."

Forty percent of the battery lawsuits filed against city police between 1979 and mid-1984 involved excessive force allegations against past or present field training officers. They are senior police officers who are assigned to train and evaluate rookies after they leave the police academy.

Chignell said 537 police officers have served as field training officers since the program began in 1977, and that the officers named in the lawsuits "are a very small part of that total. I think the statistics involving lawsuits or excessive force complaints against these officers are commensurate with other departments in the state."

Chignell said that many of the incidents involving past or present field-training officers "did not happen while they were field training officers. They happened either before or after they were field-training officers... Most (of the officers involved) were in the field-training program for only a short time — some two years, some even less." State and city regulations require that officers be

"carefully screened" before assignment to field-training duties. Unnecessary force complaints and other serious misconduct charges are grounds for exclusion.

When asked how officers who had been sued for using excessive force managed to slip through the screening process, Chignell said that police legal staff members are usually the only ones who know about the lawsuits, and issues of lawyer-client confidentiality prevent them from releasing the information.

In some cases, officers who were punished for serious misconduct by the Police Commission or the chief of police have been allowed to join the program.

For example, Lieutenant Donald A. Fouke, a former sergeant in the field-training program, was nearly fired by the Police Commission in 1978 after he was arrested for public intoxication and displaying his off-duty firearm. The commission placed Fouke on probation, gave him five days off without pay and ordered him to join Alcoholics Anonymous.

Nine months later, the commission suspended Fouke for an additional 90 days and extended his probation for a year after he was arrested in Daly City for driving under the influence of alcohol. Despite the suspensions and probation, Fouke was assigned to the field-training program at Mission Station.

Chignell said the incidents involving Fouke were a special case. "That was an alcohol-related matter, and he took his punishment and has not had subsequent disciplinary problems," he said. "I don't think you should punish a man doubly for something like that."

Reprinted from S.F. Chronicle

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Off-Duty Cops Rescue Lawman

Suspect Had Guns, They Didn't

By Steve Rubenstein and Robert Popp

Two unarmed and off-duty San Francisco policemen grabbed two loaded pistols from the hands of a robbery suspect battling with a deputy sheriff in Walnut Creek.

Central Station officers Sherman Ackerson and Vince Neeson, both 33, were returning to their homes in Concord and Danville, respectively, on Sunday afternoon when they saw two men fighting on the sidewalk at Ygnacio Valley Road near the Walnut Creek BART station.

By the time they approached, one of the men — later identified as robbery suspect Atilano Molinar — was a stride the other, holding two pistols to his head.

The second man was Contra Costa sheriff's investigator Charles Fitz, who had recognized the suspect and tried to arrest him, police said. They said Molinar grabbed Fitz's

gun and held it to the deputy's head.

When Ackerson and Neeson ordered Molinar to drop the weapons, he turned and pointed a gun at them. The officers rushed the suspect, and each grabbed one of the guns.

"Our adrenaline was really flowing," said Ackerson yesterday. "We were wondering whether the gun was going to go off in my face or his face."

In the struggle, the suspect bit Ackerson on the left arm and fired the deputy's pistol, a .357-caliber magnum. The bullet struck the sidewalk about a foot away and ricocheted, striking Ackerson in the right hand.

The two officers finally managed to subdue Molinar, 37, who had been living in a Walnut Creek motel. He was wanted in connection with robberies in San Jose, Sacramento, Los Gatos, Oklahoma and New Mexico. He was booked by Walnut Creek police for attempted murder.

Fitz was treated at Kaiser Hospital in Walnut Creek for head wounds received from an apparent pistol-whipping. Ackerson was treated for his bullet and bite wounds, neither of which was serious.

The situation was made more confusing because both the suspect and the deputy were in civilian clothes and both men identified themselves as police officers.

The deputy "was in deep trouble," Nesson said, "and it feels good to help somebody out."

Reprinted from San Francisco Chronicle

Two Nice S.F. Cops Honored

Two of San Francisco's favorite cops were heaped with honors yesterday, not for heroic acts but for going out of their way to help people in trouble.

They were the first two officers honored in a new cop-of-the-month awards program.

Officers Joseph Arone and Edward L. St. Andre received plaques plus checks for \$1000 each at a luncheon in the Hotel Meridien attended by Mayor Dianne Feinstein, Police Chief Con Murphy and other civic leaders.

Arone, "cop of the month" for January, has pounded a beat in the Tenderloin for many years. More than 100 letters were entered on his behalf from residents he has befriended, including many senior citizens and street people.

"He has the patience of Job," said Supervisor Wendy Nelder. "He's a comforting person to be around, with tenacity, courage and kindness."

St. Andre, a Tactical Squad officer, received the February award for tracing a retarded 17-year-old youth who wandered into the city from a party in Terra Linda last Halloween.

"A lot of policemen do compassionate things that the public never hears about," said St. Andre, who has a reputation for "grace and tact under pressure," in the words of Supervisor Bill Maher.

St. Andre and Arone received commendations from the mayor, the Board of Supervisors and the San Francisco Council of District Merchants Associations. The cash prizes were donated by major corporations, including the United Bank.

(Reprinted from S.F. Chronicle, Thursday, January 24, 1985)



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What About Retirement Planning?

As we begin to think about winding down our careers in law enforcement, most of us are well aware of the pleasures, but few are aware of the perils of retirement. We have another third of our lives or more ahead of us; how pleasurable those years are will depend largely on how well we plan ahead.

To that end, the San Francisco Police Department, in conjunction with the San Francisco Police Officers Association, is initiating a series of **RETIREMENT PLANNING SEMINARS** tailored to the benefits and needs of police officers. The first seminar will be held on Wednesday, March 6, 1985 from 9:30 A.M. to 4:30 P.M. in Room #551 of the Hall of Justice. It will be led by **retired Lieutenant Jack Halstead** of the Los Angeles Police Department who has successfully conducted these seminars for Los Angeles police officers and firefighters for over ten years. **Officer Michael Sugrue** and **retired Lt. Gino Marionetti** are acting as coordinators of the seminar.

Even though you may be five years away from retiring, Jack advises that it is none to soon to be thinking about some of the topics he will be discussing, such as Retirement and Health benefits, Social Security/Medicare, Income Taxes, Insurance, Wills, Financial Planning, Physical and Emotional Well-being, and many others. Jack will have as backup, members of our Department who are familiar with the unique aspects of our Retirement and Health systems.

You owe it to yourself and the people who are important in your life to attend. The cost for you and your spouse is only \$10.00, and the funds will be used to defray the cost of this and future Retirement Seminars, which will deal with other topics. Reserve now by making your check for \$10.00 to Retirement Seminars and sending it to either of us at 510-7th Street, San Francisco, 94103 no later than February 28, 1985.

We assure you that this will be one of the best investments in your future you have ever made. If you need further information, call us at 861-5060.

Officer Michael Sugrue
Lt. (ret.) Gino Marionetti
Retirement Planning Seminar Coordinators

RETIREMENT PLANNING SEMINAR

Our department is joining the San Francisco Police Officers' Association in initiating a series of **RETIREMENT PLANNING SEMINARS** tailored to the benefits and needs of police officers. **The first seminar will be held on Wednesday, March 6, 1985 from 9:30 a.m. to 4:30 p.m. in Room 551 of the Hall of Justice.** It will be led by retired Lieutenant Jack Halstead of the Los Angeles Police Department who has successfully conducted these seminars for Los Angeles police officers for over ten years. Officer Mike Sugrue and retired Lt. Gino Marionetti are acting as coordinators of the seminar.

will have as backup, members of our department who are familiar with the unique aspects of our Retirement and Health systems.

Members considering retirement within the next five years owe it to themselves and their spouses to attend this seminar, which may well be one of the best investments in their futures they have ever made. The cost per member and spouse is only \$10.00, and the funds will be used to defray the cost of this and future Retirement Seminars, which will deal with other topics. Reserve now by making your check for \$10.00 to **RETIREMENT SEMINARS** and sending it to either Mike Sugrue or Gino Marionetti at 510-7th Street, San Francisco, 94103 no later than February 28, 1985.

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Christmas in Yosemite

Phuong Lu is a student at City College of San Francisco. She escaped from Viet Nam on a boat with her family five years ago. After spending almost two years in refugee camps in Thailand she and her family were able to come to the United States.

She went backpacking with the Youth Program in 1982, and recently returned from our Christmas in Yosemite program which she shared with 50 other students and six police officers.

Dear Walter and Brenda,

I am writing this composition to thank you for a great trip I hope you enjoy reading this.

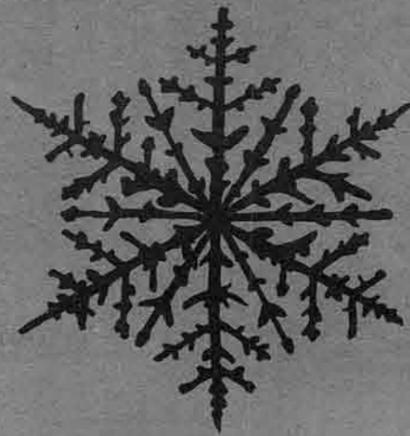
Day after day waiting for the opportunity to visit Yosemite, I finally took a trip on December 18, 1984. It was organized by the San Francisco Police Department. I spent three gorgeous days there. December 18th was a dreadful gloomy day. I left my house at 7:30 a.m. and went to college to take the last examination. The exam was taken at eight o'clock. After two short nervous hours in the cold empty room, I finished my exam. I left the college and went to the parking lot where my friends were waiting for me. They were Jim, who is a policeman's brother; Caroline who is Jim's fiancée; Roger and Cindy who are my friends. At 10:30 we left S.F., which still had a dark and foggy sky.

On the way to Yosemite, I saw many tall windmills, each one trying to whirl faster than the others; some orange trees which were full of ripe oranges; herd after herd of chubby cows, which were chewing the green grass, on the fine pasture. Everything was so lovely.

We talked about Virginia which is Caroline's birth place; it attracted me. First of all, some places in Virginia are humid. For example, your body will get wet while you walk through these places, even though it is not raining. Secondly, you will see some extraordinary scenes. To illustrate, in some of the areas it might be snowing while in the others it might not. Thirdly, parts of Virginia have many snakes. You might see nonpoisonous snakes dangling in the trees in the early morning.

After five short riding hours, there I was — Yosemite! What a spectacular view! Everything was white and brilliant. The snow was soft as baby powder. The sky was bright as a pearl. The crystals were dazzling under the green pine trees. Everything was so quiet and peaceful. I could not hear any chirping birds or barking dogs in this wonderland. Things went smoothly until the evening.

Spending two nights and a day there, I enjoyed eating the delicious meals, dancing and skiing. Skiing is the most hilarious activity I have ever had. While I was skiing, I found out that the more I was afraid of the steep hill, the more I fell down. Whenever I fell down, my friend behind me had to fall down too. She had to fall down when I fell, because she couldn't control the skis.



PROGRAM

December 18-20, 1984

I met many new friends but two handicapped friends who inspired me. They were Shirley and Tim. The first was husky and playful. He could overthrow seven horses at a time. The second was slender and loved to sing. Both of them had different physical problems but they could read and memorize as well as the others. They were such lovely persons to be with.

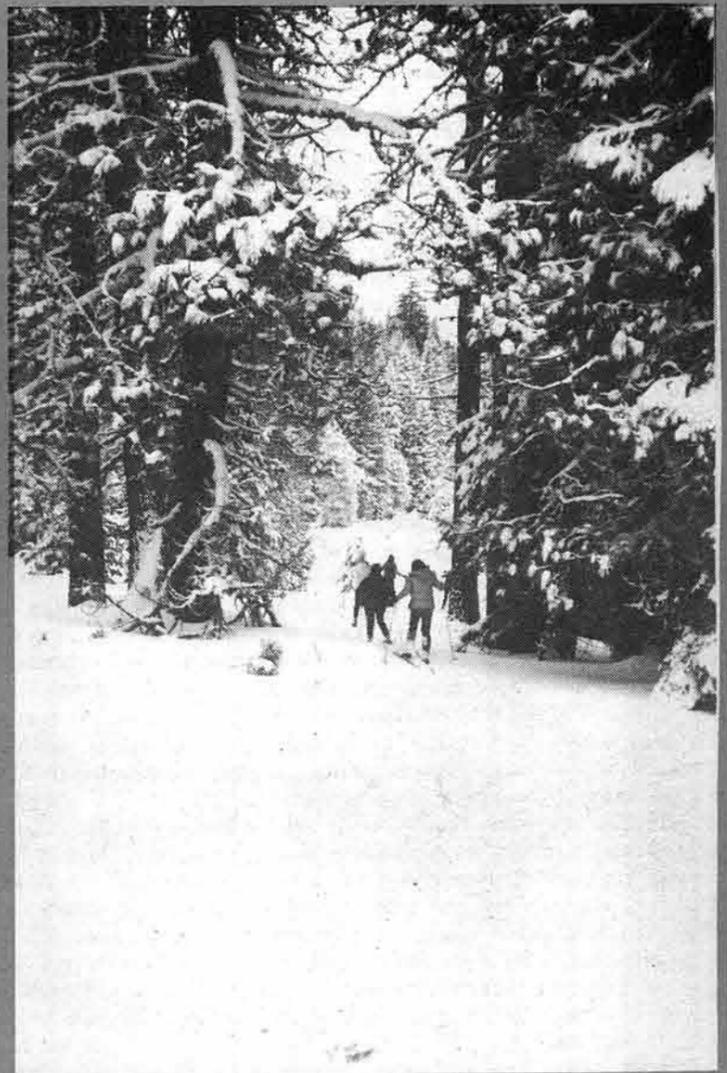
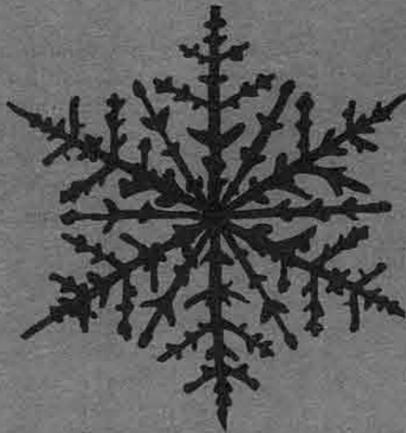
On this trip we were not only playing, we also had to learn how to work with each other. For instance, we cleaned the kitchen after we finished the meals. We had fun doing the same tasks together.

Everything worked out perfectly but there was a particular thing which we didn't like at all. It was the four holes. Because the pipes in the restroom did not work, we used the outhouse instead. It was dark and smelly in this spooky wooden room. Beside the four latrines, there was nothing else. We have a very hard time using this but it was better than nothing.

In the afternoon of the third day, we all left but I could not get Yosemite out of my thoughts.

Please let me know if you have any comment.

Sincerely,
Phong Lu



SFPD WILDERNESS ADVENTURE YOUTH PROGRAM

QUESTIONNAIRE

This program is open to all patrol officers. Please check as many activities as interest you. Be sure to try something new. NO SKILLS ARE NECESSARY - simply a desire to work positively with young people and a readiness to listen, encourage and share. You will be detailed to the Community Relations Unit during these activities.

If you are interested please return this to the SFPD Youth Program, Community Relations Unit, Room 555, Hall of Justice as soon as possible so that we can begin working with you to schedule the spring and summer programs. Thank you for your interest.

	YES	NO
1) Five-day backpacking/camping during the spring & fall with high school classes in the Los Padres National Forest.		
2) Seven-day backpacking/camping during the summer in Yosemite National Park with all ages.		
3) Three-day camping during the spring & fall with grammar school classes in Samuel Taylor State Park.		
4) One to five-day programs with the Recreation Center for the Handicapped.		
5) One to four-day river raft trips. (you need to have participated in a backpacking program before being eligible for a raft trip).		
6) One-day adventure ropes course (all participants in backpacking programs will do a ropes course as a part of that program).		
7) One-day rockclimbing at Glen Park, Mt. Tamalpais or above Stinson Beach.		
8) Three-day snow trips including cross-country & downhill skiing.		
9) One-day field trips during the spring & fall with school classes.		

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January 15, 1985

Board of Directors Meeting

The meeting was called to order at 1700, January 15, 1985 with the pledge of allegiance. Present were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, Doherty, McAlister, Sullivan, Hebel, Woolard, Dito, Flippin, Duane Collins, Parenti and Chignell. Excused were Schmidt and Fagan. Absent, Terry Collins and McKee.

PRESIDENT'S REPORT

President Chignell gave an update on payroll conversion and the continuing negotiations regarding the same. The status of the pending meet and confers regarding the proposed OCC rules was also discussed.

VICE PRESIDENT'S REPORT

Vice President Parenti gave a report on the meet and confer that was held on Monday, January 14, 1985 regarding the chief's proposed reorganization policy. An agreement was reached regarding some of the points in disagreement. Areas of disagreement still exist and additional meet and confer meetings are to be held.

FEDERAL LITIGATION

A presentation by Chairman Roy Sullivan with POA attorney Ralph Saltsman was given regarding a possible settlement in the Q-35/Q-50 testing procedure. This proposed settlement was presented in a very skeleton form and needed some clarification. After a lengthy discussion, the Federal Litigation Committee was asked by the Board of Directors to attempt to meet with all parties involved in the consent decree and seek answers to some of the questions discussed. They were also advised to respond back as soon as possible, at which time a bulletin will be put out advising members of an emergency Board meeting to discuss the issues.

Brother Gary Eisenbroich and his attorney Dave Clisham made an appearance before the Board to ask that Civil Service rules regarding promotionals, specifically the Q-60 promotional, be followed as written and advertised in testing announcements. Attorney Clisham gave a brief discussion on what he felt were violations of these rules and he then asked for funding from the Board to insure a fair testing and review process.

Motion was then made by McAlister S/Garcia to fund no more than \$2,000 to Attorney Clisham to guarantee that all participants in the Q-60 examination were guaranteed their administrative remedies regarding protest. Voting yes were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, Doherty, McAlister, Sullivan, Woolard, Dito, Duane Collins, Parenti, Chignell. There were no dissenting votes.

OLD BUSINESS

A report from Henry Friedlander, Chairman of the Election Committee was presented by Bob Barry regarding the rules for the upcoming POA election. Discussion regarding the way the votes are accepted and counted upon receipt at the POA office ensued. A motion was then made by Parenti S/Novello to direct the Election Committee to check each ballot when received against the POA roles to make sure that each vote is being cast by a member. Voting yes were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, McAllister, Woolard, Dito, Duane Collins, Parenti, Chignell. There

were no dissenting votes. A second motion was then made by Dempsey S/Keys to remove the POA mailboxes now situated at each district station due to the fact that the ballots are sent in prepaid envelopes with first class postage. Same vote as above.

It was then M/Dito S/Garcia to approve the minutes as printed in the January 1985 issue of the POA newspaper. Motion passed 13 yes 0 no.

NEW BUSINESS

A presentation was then made by Richard Schlackman of Schlackman and Fazio, political consultants, regarding polling and research that the POA will become engaged in regarding the perception the public has as relates to our department and whether or not it is practical to go to the voters in November of 1985 or '86, regarding economic benefits. Mr. Schlackman stated that for a fee of \$10,000, his firm would be able to offer the POA a sample of voter sentiment done by polling and other research on these issues.

It was then M/Dempsey S/Sullivan to engage Mr. Schlackman and the firm he represents to put this package together. Voting yes were Barry, Linehan, Keys, Garcia, Dempsey, Murphy, McAlister, Sullivan, Duane Collins, Parenti, Chignell. Voting no were Lindo, Novello, Woolard, Dito. Motion passed 11 yes, 4 no.

A presentation was then made by Retired Brother Gino Marionetti and Mike Sugrue regarding pre-retirement counselling to members that they are becoming involved in and are in the process of putting together. Brothers Marionetti and Sugrue asked for the use of desk space on a part-time basis in the POA offices. The Board then accepted this proposal unanimously.

Brother Frank Machi then asked the board for additional funding for the POA sponsored soccer team. He stated that fundraising is being contemplated and any monies raised through these efforts would be returned to the POA in the amount funded. It was M/Barry S/Dempsey to fund \$800.00 as outlined. Voting yes were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, McAlister, Sullivan, Woolard, Duane Collins, Parenti, Chignell. Dito abstained.

It was then M/Dito S/Novello to censor POA editor Peter Maloney for comments made in his column in the January edition of the POLICEMAN. Voting no Barry, Linehan, Garcia, Dempsey, Murphy, McAlister, Duane Collins, Parenti, Chignell. Voting yes Keys, Lindo, Novello, Woolard, Dito. Motion failed 9 no, 5 yes.

It was then M/Dempsey S/Linehan to purchase a table of 10 at a cost of \$150.00 to the Northern California Asian Peace Officers' Association dinner/dance. Motion passed unanimously by a voice vote.

It was then M/Sullivan S/Linehan to purchase four tickets to the Willie Kennedy cocktail function at \$75.00 per ticket. Motion passed by voice vote with one abstaining, Lindo.

Motion to adjourn Garcia S/Parenti. Motion passed and the meeting was adjourned at 2100 hours.

Ronald S. Parenti
Acting Secretary

The California Organization of Police and Sheriffs and the San Francisco Police Officers' Association are sponsoring legislation to establish a time bank to be used by officers of the association to conduct association business. This legislation, Assembly Bill 190 authored by Assemblyman Richard Floyd deserves your support.

Simply put, AB190 allows police officers to donate their overtime to a time bank for use by leaders of the association.

AB190 allows time bank hours to be used by officers of the employee organization only if there is sufficient time donated, and absent exigent circumstances threatening the safety of the public. In the event of an emergency, the Chief of Police still controls whether time off will be allowed.

AB190 does not mandate time off. There is no guarantee time will be donated. It is incumbent upon the association leaders to convince their members to voluntarily donate overtime and/or vacation time to the time bank.

AB190 is a better alternative to collective bargaining because it removes the adversary role between employer and employee present in contract negotiations. Also, in collective bargaining situations, the public agency must pick up the cost of time off negotiated. **Under AB2369, there is no cost to the city, or the taxpayers, the cost is borne entirely by the officers themselves. There is even a built-in administrative fee to the employer for maintaining the time bank.**

AB190 restricts usage of hours to 12 officers of the association or 10% of the department, whichever is less.

AB190 also allows officers to donate time to a time bank for use by a fellow police officer who is dying of a terminal illness and has used up all available sick leave, vacation leave, overtime, and accrued time off. In the past, fellow officers have had accrued time off. In the past, fellow officers have had to pass the hat to help out in these tragic cases. Under AB190, a dying officer is given some dignity in his last days.

We urge you to support AB190 and solicit your views on this legislation.

Very truly yours,
Paul C. Chignell
President, SFPOA

Editor
San Francisco Examiner
110 5th Street
San Francisco, California 94103

Editor:

We were somewhat dismayed at your February 4, 1985 editorial entitled "Investigating the Police."

The position of the Police Officers' Association concerns due process rights at hearings conducted pursuant to the charter amendment mandating the Office of Citizen Complaints.

The Public Safety Procedural Bill of Rights Act which is encompassed in the Government Code as well as court decisions, mandate access to files, the right to representation and other basic due process rights for police officers.

It is certainly in the public interest for police officers (who must give due process rights to citizens) to be afforded their rights as well.

We urge the Examiner to research the law before engaging in conclusions about the rights of citizens.

Very truly yours,
Paul C. Chignell
President

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ASSEMBLY BILL No. 190

Introduced by Assembly Member Floyd
January 8, 1985

An act to add Section 3505.4 to the Government Code, relating to local public agency employer-employee relations.

LEGISLATIVE COUNSEL'S DIGEST

AB 190, as introduced, Floyd. Local public agency employer-employee relations: peace officer time bank.

Existing law governs employer-employee relations between local public agencies and local public employees, but does not require local public agencies to permit public employees to donate their time earned off to employee organizations or other employees.

This bill would permit local public agencies to permit specified peace officer employees to donate earned vacation time or overtime compensation up to 16 hours per year to a time bank maintained by the employer for the benefit of any employee organization to charge time against the time bank to reimburse designated employee organization officers for absences from duty incurred while engaged in activities or business of the employee organization, and to reimburse peace officer employees designated by the employee organization who have a terminal illness and have used up all available sick leave, vacation leave, overtime, and accrued time off.

This bill would also permit the public employer to charge a reasonable administrative fee for maintaining the time bank, and would require the public employer to release from duty not more than 12 employee organization officers, or a number not to exceed 10% of the public agency's authorized peace officers, whichever is less, when authorized by the employee organization, absent exigent circumstances threatening the safety of the public.

This bill would impose a state-mandate local program by requiring local public agencies to permit employees to donate time off to a time bank, and by requiring local public agencies to release employees from duty upon the request of an employee organization.

Article IX B of the California Constitution and Sections 2231 and 2234 of the Revenue and Taxation Code require the state to reimburse local agencies and school districts for certain costs mandated by the state. Other provisions require the Department of Finance to review statutes disclaiming these costs and provide, in certain cases, for making claims to the State Board of Control for reimbursement.

However, this bill would provide that no appropriation is made and no reimbursement is required by this act for a specified reason.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: yes.

The people of the State of California do enact as follows:

SECTION 1. Section 3505.4 is added to the Government Code to read:

3505.4. A public agency shall permit each public employee who is a peace officer, as defined by Sections 830.1 and 830.5 of the Penal Code, to donate earned vacation time or overtime compensation in an amount not to exceed 16 hours per year to a time bank maintained by the employer for the benefit of any employee organization. The time donated shall be credited to the employee organization to reimburse designated employee organization officers for absence from duty incurred while engaged in activities or business of the employee organization. Each employee organization to which time has been donated may also charge time against the time bank account to reimburse peace officer employees designated by the employee organization who have a terminal illness and have used up all available sick leave, vacation leave, overtime, and accrued time off. The hours donated shall be converted into monetary equivalence at the rate of compensation to which the donor employee is entitled, and recorded in an account for the benefit of the employee organization selected by the donor employee. A reasonable administrative fee for maintaining the time bank may be assessed by the employer against the time donated.

Each employee organization to which time has been donated may charge time against the time bank account to the extent that time computed in monetary equivalence is available for use. Absent exigent circumstances threatening the safety of the public, an employer shall release from duty not more than 12 employee organization officers, or a number not to exceed 10 percent of the public agency's authorized strength of peace officers, whichever is less, when authorized by the employee organization, provided that sufficient time is available in the time bank to adequately compensate the employer.

SEC. 2. No appropriation is made and no reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution or Section 2231 or 2234 of the Revenue and Taxation Code because the local agency or school district has the authority to levy service charges, fees, or assessments sufficient to pay for the program or level of service mandated for this act.

SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

February 6, 1985
To: All Members
From: Paul Chignell, President

Payroll Conversion Victory

As you know, payroll conversion is about to take place for members of the police department.

All city employee unions, in association with the POA, have been engaged in extensive negotiations with the city relative to receiving some form of remuneration for the eleven day delay of our pay checks. A lawsuit was also filed by the POA which had the affect of delaying the implementation of the conversion program for eight months. The final court hearing was held on January 31, 1985 at which time Superior Court Judge Roy Wonder allowed the city to proceed with the implementation of the program.

During the final negotiation process, many proposals were submitted to the city. In the final analysis, we were successful in securing Board of Supervisors' support for the payment of interest on our funds. Board of Supervisor President John Molinari introduced the "Interest Ordinance" in committee on February 5th which was approved by Supervisors Wendy Nelder and Harry Britt. The ordinance will come before the full Board of Supervisors within the next two months.

SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

JANUARY 22, 1985
TO: ALL ASSOCIATION MEMBERS
FROM: PAUL CHIGNELL, PRESIDENT
SUBJECT: Q-60 EXAMINATION

Pursuant to Section VIII 10b(5) parties to the Consent Decree could avail themselves of a sixty (60) day delay prior to the posting of the recent Q-60 list.

At my direction the Board of Directors was polled and the sixty (60) day period was waived by the POA. Attorney Ralph Saltsman has concurred in this waiver. We now anticipate the posting of the list.

R. TORRE CO.

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San Francisco, CA 94124
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361 Dolores St., San Francisco CA
588-8414

SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

February 1, 1985
TO: All Members
FROM: Paul Chignell, President

The Federal Litigation Committee of the SFPOA has submitted the following proposal for settlement of the Q-50/Q-35 litigation to the Board of Directors.

Please review the below points and contact your representative with comments.

1. That permanent appointments be made in rank order from the lists as developed by the Consent Decree using the *original* weights as set by the Civil Service Commission.
2. That permanent appointments be made down to number 270 on the Q-50 list.
3. That permanent appointments be made down to number 76 on the Q-35 list.
4. Temporary appointments of protected class members to be made immediately following the appointment of the last permanent positions at 270 on the Q-50 list and 76 on the Q-35 list.
5. The protected class members receiving the temporary positions would be those members in rank order who appear after 270 and 76 on the respective lists.
6. Temporary positions would be made until 100% parity is achieved with the non-minority group. Once this parity is achieved, no further temporary or permanent positions to be made from this list. Should a protected class candidate appear on both parity lists, the individual shall be carried as both a temporary Q-50/Q-35 for purposes of counting parity.
7. Temporary positions to remain in effect for at least 6 months but no longer than the date a new Q-50 and Q-35 lists are certified.
8. Temporary positions to be made either by appointment from the Chief or through a Tier II type in-service training program, funded through the Auditor/Monitor funds. Selection for program will require that the individual be a protected class member who appears on the current Q-50/Q-35 list in rank order. The selected individuals will work in assignments as Q-50 or Q-35's and be paid at that rate.

SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

JANUARY 22, 1985
TO: ALL ASSOCIATION MEMBERS
FROM: PAUL CHIGNELL, PRESIDENT
SUBJECT: Q-50 EXAMINATION

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At my direction the Board of Directors was polled and the sixty (60) day period was waived by the POA.

Attorney Ralph Saltsman has concurred in this waiver. We now anticipate the posting of the list.

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Civic Center Travel Lodge

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771-3000

LETTERS

Police Time Bank Bill AB 190

Mr. Paul C. Chignell
San Francisco
Police Officers' Association
510 Seventh Street
San Francisco,
Ca 94103

Dear Mr. Chignell:

Thank you for taking the time to inform me of your views on Assemblyman Floyd's AB 190.

As you may know, AB 190 has not yet been assigned to a committee for hearing. You may be assured, however, if this measure passes the Assembly and comes before me for a vote in the Senate that I will keep your views uppermost in mind.

I appreciate your taking the time to contact me and you can be sure that I will keep you informed on the status of this measure as it moves through the Legislature.

Sincerely,
JOHN SEYMOUR

Mr. Paul C. Chignell,
President
San Francisco Police Officers' Association
510 Seventh Street
San Francisco, CA 94103

Dear Paul Chignell: Thank you for your recent letter. I want to assure you that I will give AB 2369 every consideration. I will get a hold of you if I have any questions prior to my vote on this bill.

Again thank you for your letter, and please let me know if I can be of assistance on this or any other matter in the future.

Sincerely,
Gary A. Condit

February 6, 1985
Paul C. Chignell
SFPOA
510 Seventh Street
San Francisco, CA 94103
Dear Paul:

Thank you for your letter regarding AB 190. For many reasons it is really a great bill.

Sincerely,
Tom Bane

February 1, 1985

Paul C. Chignell
President, SFPOA
510 Seventh Street
San Francisco, CA. 94103

Dear Paul:

Thank you for your recent communication regarding AB 190. I agree with your position on this legislation and will vote accordingly.

Thank you again for expressing your point of view.

Cordially,

Lloyd G. Connelly
Member of the Assembly

February 4, 1985

Paul C. Chignell
President, SFPOA
510 Seventh Street
San Francisco, CA. 94103

Dear Paul:

Thank you very much for your letter expressing support for Assembly Bill 190, relating to local public agency employer-employee relations.

I appreciated hearing from you on this issue, and you may be assured I will keep your views in mind if AB 190 comes before me.

I look forward to hearing your views on issues before the Legislature and hope you will not hesitate to write to me.

Cordially,

Milton Marks
My best personal regards to you

February 1, 1985

Mr. Paul Chignell
President, SFPOA
510 Seventh Street
San Francisco, CA. 94103

Dear Paul:

Thank you for letting me know of the POA's support for Assemblyman Floyd's legislation, AB 190.

Allowing officers to donate their overtime to a time bank for use by the leaders of the association is an interesting concept.

Maybe I should have my staff do the same thing.

Although I haven't had a chance to look over the bill, I'll be sure to keep the POA's support for the measure in mind when I vote on it.

See you soon.

Warm Regards,
Art Agnos

Biased Journalism

Editor, S.F. Chronicle
901 Mission St.
San Francisco, CA 94103

Dear Editor,

The reason why I'm writing is in response to an article written by Bill Wallace in the Jan. 16, 1985 edition of your paper. The article dealt with S.F. police officers that were training and that they were involved in brutality charges. Being a San Francisco police officer and also a field training officer I feel compelled to respond to this article.

First, the article took satellite facts out of context in order to allow the reader to make inferences by way of innuendo. It appeared that the only conclusion a reader could reach was that S.F.P.D. training officers are those who beat civilians up. Using the objective standard, how could any reasonable person believe that can be the case?

Second, we know that anyone could allege anything against anyone.

Just because a statement is made doesn't prove the truth of the allegation. The techniques used by some people, is to attempt to harass the police to make them be on the defensive by making at times frivolous complaints in an effort to deter police from doing what they are paid to — police work. Police are just a subset of the population and we are not perfect and I will not give a blanket approval of their actions. Yet, if there is going to be an article written it should not be one-sided and so blatantly bias. Where is equity?

Third, does settlement of a lawsuit establish culpability? No. There are many reasons lawsuits are settled, none dealing with fault. A possible plaintiff will look for a deep-pocket to put their hands in, and with the help of a more than eager attorney can bring about a pre-trial settlement. The city is looking at the cost of a trial, the amount of attorney hours needed to be expended and the fact that San Francisco juries are plaintiff oriented and a overall analysis could make it more economical to settle the case out, they may opt to pay the plaintiff off. Even in these case guilt is never resolved.

Where does that leave us? In a position we were before the article and its progeny were printed. All I'm asking for is a fair shake. Don't let this bitter my taste for journalism. There are still two sides of the story to be seen, let us not lose sight of the forest when we see the trees.

I believe the article subjects the police in a false light. It exposes the police to public contempt and ridicule. I'm a defender of the right of free press please don't abuse your power.

Thank You,
Anthony M. Santana
Police Officer
San Francisco Police

Thanks

Dear Deputy Chief Eimil, I would like to thank-you for the hot dogs and cold sodas on Super Bown Sunday. It was a treat for all of us. We appreciate someone thinking of us during Super Bowl.

Thanks again.....
Vince Catanzaro
Tactical Division

Dear Paul:

My deepest thanks for your wonderful card and our phone conversation. My thanks also to Pete Maloney for his call to the hospital and his kind offer. This is what the POA is all about. I've been in it quite a few years and value the memory of all the wonderful people associated with it. My special thoughts to my favorite three dolls in the office.

Your kindness will not be forgotten.

Deepest thanks
John A. Russell

Thanks

February 5, 1985

Paul Chignell
President
San Francisco POA
510 Seventh Street
San Francisco, CA 94103

Dear Paul:

I was surprised and pleased to receive your letter of January 22, 1985 and the enclosed copies of THE POLICEMAN. I enjoyed reading your publication and have made it available to other members of our Association.

If it would not be too much trouble, I would appreciate receiving future copies and would gladly pay any subscription fee involved. We intend to start, in the near future, a quarterly publication of our own which we will make available to you.

I look forward to meeting you in the near future. If we can be of any assistance in any matters, please don't hesitate to contact me.

Sincerely,
John R. Noble
TEM
President

The Real Valve of POA Membership

Editor:

After four years and the completion of criminal and departmental charges, I would like to thank the successful efforts of POA attorneys Stephen Bley and John Prentice. As busy as the POA attorneys have been, Steve was always available for legal questions and calls both in the office and at home. I always felt I was in competent hands.

Without the POA the added worry about paying attorney expenses would have been tremendous. You really don't realize how important being a member of the POA until problems arise.

I would also like to thank my family and friends for the never ending support throughout the long ordeal.

Kevin P. Dempsey

Appreciation From A Reading Writer

Pete Maloney, Editor
San Francisco Policeman
510 Seventh Street
San Francisco, CA. 94103

February 6, 1985

Dear Pete:

I have just read the December and January issues of *San Francisco Policeman* and must say I'm very impressed. Paul Chignell sent me the two issues and I expected an article or two of interest — I read both in their entirety. As both a writer and one who has been involved with many publication attempts by various organizations, I am appreciative of all that goes into just getting

"something" out — quality such as *San Francisco Policeman* is as rare as a modest mayor! *San Francisco Policeman* is very good.

With added respect and appreciation I remain,

Yours truly,
Steve Carroll

Thanks Mike

Mr. Pete Maloney, Editor
San Francisco Policeman
510 7th Street
San Francisco, CA 94103

January 27, 1985

Dear Mr. Maloney:

As the national, annual bout with the formidable Internal Revenue Service relentlessly draws closer on our calendars, we want to express our appreciation to Mike Hebel, Esquire, for his articles. They are a tremendous help as we wade through employee's deductions and the retiree's current pension status. By faithfully following the advice of the *Policeman*, we have been able to withstand a couple of inquiries from IRS about the taxability of my disability benefits. Mr. Hebel's articles through the years have been well written, concise, and helpful. Thank you for providing such valuable information in a timely manner.

Sincerely,
Al Boyd, retired
SFPD

"Quality Not Quantity"

Dear Mr. Guy Wright,
S.F. Examiner

Yes this is the city that knows how! As a native San Franciscan employed by the City I have participated in recent hiring examinations for both the Police Department and the Fire Department. I have also participated in the police department promotional examination for the ranks of Sergeant and Inspector. In each case the examination results have been protested and delayed due to adverse impact of one kind or another. The city has indicated in each instance that the candidates race and sex are of more concern to them than the test scores and abilities of the applicant.

The S.F.P.D. has operated under a consent degree agreement since 1979 and as you know has met little success. Every promotional examination which they have administered has ended up in protest and litigation. At the last meeting in Federal Court the Public Advocate attorney still contends that the City is in contempt of the Court Order for not meeting hiring goals for minorities. Now I see that the City wants to enter into another consent decree for the Fire Department. Given the past shortcomings of the police department's consent

decree unit, I am surprised to see that the Civil Service Commission and City Attorney's office are in favor of selling out the Fire Department also.

I wonder if any consideration is given to the individuals who's life is held in limbo while the city officials play their numbers game with the test scores. Give the citizens of San Francisco what they deserve and let the best qualified candidate fill any vacant positions based on abilities and not race. I thank you for your excellent coverage of these and many other news stories.

Sincerely,

Rick Parry
850 Bryant St., Rm. 140

Benediction

Peter Maloney
Editor
The San Francisco
Policeman
510 - 7th Street
San Francisco, CA. 94103

Dear Mr. Maloney:

Peace and Every Blessing! A very happy Christmas Season and New Year to you! May your year be filled with happiness and rewarding achievements.

Thank you for helping us to help others help themselves. Through your efforts, thousands of people have heard about the charitable services of St. Anthony. Thousands of needy men, women and children have been fed, clothed, sheltered, received medical help and been part of our rehabilitation programs; and thousands of greathearted people, responding to your message, have made this possible.

I plan to have a People's Picnic on July 16, 1985, in Golden Gate Park. It will be for our poor who come to St. Anthony's Dining Room. I want them to have the chance to enjoy the sun and the beautiful outdoors. As the date approaches, I'll tell you more about this. I'll need your help.

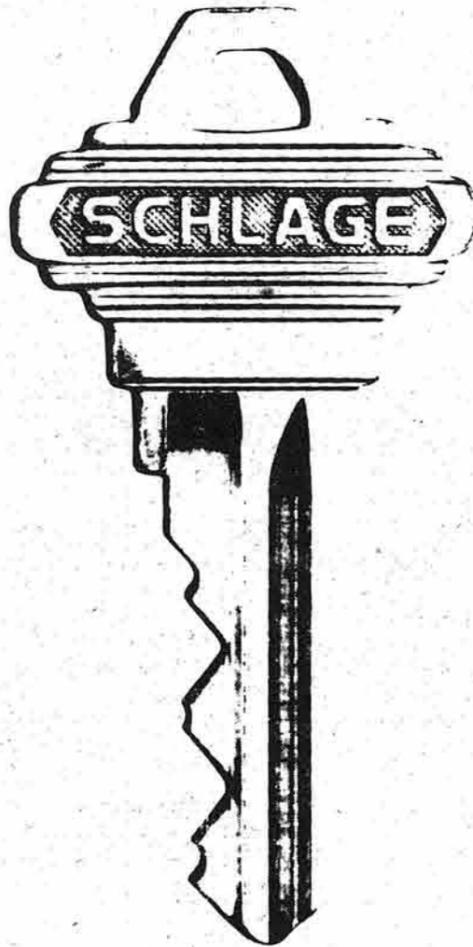
After these 17 years here I have decided to ask for a change of appointment to begin February, 1986. I feel that no person should establish a kingdom and then enshrine himself in it. It's time I move on. It's not going to be easy. Next year at this time I will tell you of my new appointment and address.

Again I look forward to working with you throughout this year. Please be assured of my best wishes and support. Let me know whenever I can be of help to you.

Fraternally,

Father Floyd A. Lotito,
O.F.M. Director of
St. Anthony's Dining
Room Chaplain of St.
Anthony Foundatin

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SENATOR FORAN PROPOSES IMPROVEMENT IN STATEWIDE FINGERPRINT IDENTIFICATION

State Senator John F. Foran (Dem.-San Francisco/San Mateo) introduced legislation, Senate Bill 190, that will give California's local law enforcement agencies the newest, most advanced tool to combat crime since the innovation of the "two-way" police radio of the 20's.

SB 190 appropriates \$14.5 million to implement a joint program between the state's new Computer Criminal Identification System and local law enforcement agencies. This will provide the necessary financial assistance to local governments for the purchase of remote access computer terminals that will be directly linked to the Department of Justice's warehouse of criminal fingerprints in Sacramento.

Instead of waiting as long as two weeks, this system will allow law enforcement agencies to access the information within minutes on their own terminals and make positive identification before suspects are released on bail. The implementation of this program will truly be a crime stopper.

In the 1983/84 budget, the Legislature approved a six year project for the Department of Justice to fully automate, by complex computer system, their fingerprint identification process and name identification file. This super-sophisticated fingerprint identification computer system (CAL-ID for short) will be the biggest in the world and revolutionizes the way law enforcement in California identify people and solve crimes.

A very important component of the CAL-ID's super computer system is the placement of remote access terminals in local law enforcement agencies throughout the state.

"As San Francisco's elected State Senator, I had an opportunity to tour the \$2.1 million computer identification facility of the San Francisco Police Department. This system is a smaller version of the state's CAL-ID system. While there, I had the opportunity to see this computer, in a matter of minutes, search over a million prints on file and match a suspect's fingerprints with a latent print for a pending case.

"In the short span of six weeks, the San Francisco computer assisted in cracking 128 cases. Twelve of those cases were homicides and seven were sexual assaults. From two latent prints, the computer identified a suspect that could have committed a series of twenty rapes over a four year period in San Francisco and San Mateo County.

"Needless to say, I was impressed. To think that a computer can compare one latent print against millions of known criminal fingerprints in approximately six minutes, while it would take one police officer his entire career to accomplish the same feat.

"I believe that such an innovative crime detection tool in the hands of local law enforcement agencies throughout the state will go a long way in making the motto 'crime does not pay' a reality.

"As Chairman of the Senate Finance Sub Committee that oversees the budget of the Department of Justice and the Office of the Attorney General, I am pleased to work closely with the Attorney General on my SB 190."

Amendments to SB 190 are being finalized that will prorate the cost of the state/local joint adventure by a 70 to 30 split. Participating local governmental entities will pay 30 percent.

HONORING THE COPS

by Donald Woolard

Last month I wrote an article in reference to Mayor Feinstein honoring a group of city workers that she thought were "numero uno." Well, during the past couple of weeks, a lot of talk and press coverage has shown favorably upon the Police Department with San Francisco's new "MY FAVORITE COP AWARD."

Police officers Edward St. Andre (Tactical) and Joseph Arone (Northern) were recently honored at a luncheon in the Hotel Meridien for their handling of day to day police work. Each officer received plaques, a check for \$1,000.00 and commendations from the Mayor and the Board of Supervisors.

It was good to see the positive press coverage that this award generated in this day of numerous attacks and anti-police stories that are usually written in the city's two daily newspapers. It was also good to see that the Mayor's priorities in honoring city workers have reached the police department. The positive press coverage and the honoring of two police officers not only makes us proud of being part of "San Francisco's Finest," but gives us a much needed morale booster. Good morale is one of the best ingredients in running a fine police department.

PEEK AT THE PAST

by Vince Catanzaro, Tactical

28 years ago, 1957: The legislative committee took steps toward going on the November ballot about changes in the charter regarding; longevity pay, motorcycle hazard pay and some changes in the retirement system...an ad read: FOR CLEAN WHOLESOME RECREATION BRING THE CHILDREN TO WHITNEY'S PLAYLAND AT THE BEACH, FUN GALORE FOR EVERYONE! Did you know the credit union used to be housed at Park Station????

14 years ago, 1971: The paper was called "NOTEBOOK..." There was a delay in overtime checks because funds were used up by the end of 1970 and the Mayor's office has refused to allow sufficient supplementary budget request (sound familiar)...Commander D'Arcy was P.O.A. president...January 11, the Board of Supervisors adopted resolution recognizing the S.F.P.O.A. as a bargaining agency on behalf of sworn personnel of the San Francisco Police Department.

7 years ago, 1978: Preparation for a collective bargaining ordinance, a challenge to civilization in the 1978-79 police department budget, and the increase of police manpower were three priorities in 1978...P.O.A. president Jerry Crowley asked Chief Gain "are you in favor of the Office of Civilian Complaints (OCC)?" The chief quickly tossed the ball back by stating "This is the commission's budget." Commissioner Toler later abstained on the vote for the OCC...Thirty members of the SFPOA attached or formerly attached to the Southern Station have filed 51 grievances with the P.O.A.

1 year ago, 1984: The P.O.A. building was given a fair market value of between \$600,000 and \$700,000....A press conference was held regarding a shortage of sergeants....P.O.A. defeats chief's proposed charter amendments....preparations were being made for the democratic national convention....Lt. Mario Tovani, CO. E was sworn in as the 13th president of the Police Activities League....Central station captures the P.O.A. basketball crown.

FAITH, BELIEVE, TRUST

By Dan Hampton

Do you realize there are many people in the United States who will easily say, "I believe in Jesus Christ"; "I trust in Jesus Christ"; "I have faith in Jesus Christ"; but really don't grasp the true meaning of the words believe, trust, or faith. In the Bible the words believe, trust, and faith is synonymous with the word **obey**. For example let's say you receive a monthly social security check and you have complete trust and faith in this agency which has been providing for your retirement. A social security representative goes out to your house and informs you that you must sign an affidavit stating that you have no additional income coming in besides the social security income. The representative informs you failure to sign your name onto the yearly affidavit will automatically cut off

the monthly social security checks. Because you have faith and trust in the social security system and fear of losing your monthly check you would obediently and faithfully sign the yearly affidavit. Isn't it odd people can so easily say "I have faith, trust, belief in Christ," yet the words, activity and actions of their lives reveal disobedience to the words of Jesus Christ. St. John the beloved apostle wrote, "We know that we have come to know him if we obey his commands. The man who says, "I know him," but does not do what he commands is a liar, and the truth is not in him. But if anyone obeys his word, God's love is truly made complete in him. (1 John 2:3-5 NIV)."

I knew a man approximately five years ago who was a habitual liar, cheat, blasphemer, self seeker, godless, foul mouthed, and a crude joker. He became released from these things and now habitually practices obeying the words of Jesus Christ. You might ask who is that guy? If you admit the truth the description above may not fit you personally, but you also could produce a list of sin that shames you. For the Bible says, "For all have sinned and fall short of the glory of God." (John 5:24). How then did this person rid himself from such sinful habits and reverse himself and practice obeying the commands of Christ? I'll tell you next month.

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San Francisco
421-7500

Phone 468-2624

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822-4555

SALA BURTON CALLS FOR BAN ON "COP KILLER" BULLETS

Rep. Sala Burton, D-San Francisco, has again joined in an effort to enact federal legislation that would outlaw "cop killer" bullets — armor-piercing ammunition that can penetrate the bullet resistant vests worn by half of our nation's 570,000 police officers.

"I fully expect Congress to act swiftly to eliminate this grave threat to our nation's law enforcement officers. These bullets have no legitimate sporting or other civilian purpose. California already has a law banning these bullets, but without a strong, uniform federal law, more police lives will be lost."

The Law Enforcement Officers Protection Act was originally introduced by Rep. Mario Biaggi (D.-N.Y.), a former police officer. The legislation has been endorsed by the Federal Law Enforcement Officers Association; the International Brotherhood of Police Officers; the National Association of Police Organizations and many other national law enforcement groups.

"We are taking a small but urgently needed step to protect the lives of the men and women who devote their lives to safeguarding the lives of others. We cannot, in good conscience, do any less."

SPORTS

ANNUAL SIERRA SWEEPSTAKES SLED DOG RACES

The ANNUAL SIERRA SLED DOG RACES, sponsored by the Truckee Lions Club, will be held the Washington's birthday weekend of February 16 and 17, 1985 at the Truckee-Tahoe airport! Races will begin each day at 9:30 AM.

Some of the finest "mushers" (drivers) and best sled dogs in the country will be competing against the clock for the best times and a piece of the \$5000 purse, the largest on the Pacific coast! 3-dog, 6-dog and 8-dog teams will race.

SHADES OF "CALL OF THE WILD"! For the second time, we will be featuring the crowd pleasing weight pulling contest. Inspired by the Jack London story and movie, in which a Yukon gold seeking sourdough staked his dog "Buck" and meager fortune on his weight pulling sled dog, this is an event to thrill everyone. A single dog may pull over 1300 pounds on a sled a distance of 16 long feet, exhibiting dog's devotion to man.

Spectators will see a variety of dog breeds participating, other than the familiar malamutes and huskies. Mushers have trained samoyeds, Irish setters, bloodhounds, wolfhounds and even mixed breeds!

The Truckee Lion's famous "Sierra Sourdough's" hearty breakfast will be served in the mornings and other refreshments will be sold throughout both days. There will be plenty of parking on plowed pavement.

All proceeds will go to aiding the less fortunate of our area in need of sight or hearing care.

Golf Club News

Hopefully most of you noticed that last month's "Policeman" did not have the Golf Club News. As a matter of fact we were between tournaments and really didn't have much news to report.

In December I had the misfortune to be connected with the first and last C&J Golf Tournament. Without going into a lot of detail, the total package from the golf course (Harding) to and including the dinner following (at the S.F. Police Athletic Club) was second rate. After I read Hinkles Journal which was reprinted in the January issue of the Policeman, I wondered if he attended the same dinner as I, and most of the people I talked to, did.

In January the Golf Club played Sunnyvale Muni Golf Course. On Friday, January 25th sixty-three players under clear and sunny skies played with the following results.

The tournament winner was **Joe Allegro, Jr.** with a gross score of eighty-four and with his twenty handicap had a net sixty-four. He was followed in order by **Tom Gordon, Harvey Harrison** and **Dick McKeivitt** all with sixty-fives.

the flight winners were: first, **Pete Alarcon, Homer Hudelson, Bill Grosward** and **Telly Sletvedt**; second, **Bob Cirimele, Wally Jackson, Tom Greene** and **Al Sonoda**; third, **Joe Perrone, Mickey Sullivan, Al Cecchi** and **Otto Elvander**.

The guest flight was won by **Bert Capps** followed by **Bill Lee, Bill Warnke** and **Jim Petrie**.

The Hole-In-One was won by **Jerry Keanally** with a shot 15' 8" from the hole followed by **Jerry Cassidy** at 15' 10" away.

The February tournament was held on Friday, February 1, 1985 at Franklin Canyon Golf Course. Sixty-eight players showed up and even though the weather was near

perfect most of the scores were disappointing.

The tournament winner was **Tim Hettrich** who turned in a score of sixty-nine and with his eight handicap (former) had a net sixty-one. **Joe Perrone** was second with a net sixty-six, followed by **Tom Jones** and **Jack Kowal** both with sixty-eights.

The flight winners were: first, **Tom Gordon, Vic Macia** and **Paul McGoran**; second, **Greene, Bill Grosward** and **Mike Brady**; third, **Ed Pryal, George Jeffery** and **Joe Allegro, Sr.**

The guest flight was won by **Mel Gage** followed by **Bill Lee, Dave Dohn, Frank Seput** and **Joel DuBose**.

The Hole-In-One was won by **Harvey Harrison** who hit a shot 23' 6" from the hole followed by **Bill Grosward** at 25-9" away.

Nineteen eighty-five is off to a good start. So far we have one hundred and six members who have paid their '85 dues and the schedule is complete except for the over-nighter (for the guys only) and the weekend trip (includes wives).

The rest of the yearly schedule starting in March includes San Jose Muni, Diablo Creek, Graecagle, Napa Muni, Las Positas, Mt. Shadows 'South', Willow Park, Bennett Valley, Tony Lema and Hayward Muni.

Anyone interested, the club is open to all active and retired members of the San Francisco Police Department. To join send me \$10 (yearly dues) made payable to S.F. Police Golf Club and I'll send you all pertinent information.

Jerry Cassidy, Solo M/C Det.
Room 150, Hall of Justice (or)
237 San Marin Dr., Novato, Ca. 94947
(897-0226)

SFPOA BULLETIN BOARD

continued from page 20

RATES

Five dollars per month (\$5.00/mo.) for any or all the space provided in the coupon below for POA members. REFUNDS will be given only if written notice is received by the first Wednesday of the month.

Ten dollars per month (\$10.00/mo.) for any or all the space provided in the coupon below for non-members.

PUBLICATION STANDARDS

The San Francisco Policeman has the legal right to reject any advertising for any reason whatsoever. We will not edit the content of your ad without your knowledge. If it is unacceptable it will be returned via the U.S. mails.

Classification of all ads is entirely at our discretion and may be changed without notice. The priority of ads within each classification is random and cannot be pre-arranged.

ERRORS

We do not furnish proofs before publication, nor do we supply tear sheets after. It is your responsibility to check your ad before submitting copy for accuracy.

If we make an error in printing of your ad that is our fault we will correct it in the following issue of The Policeman at not charge. If we think the error is serious enough to affect your ad's response, we will at our option publish it twice or extend credit toward future advertising. However, we will make no allowance on purely aesthetic grounds or for inconsequential errors.

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For additional information
Phone PAL 567-3215

POLICE ACTIVITIES LEAGUE

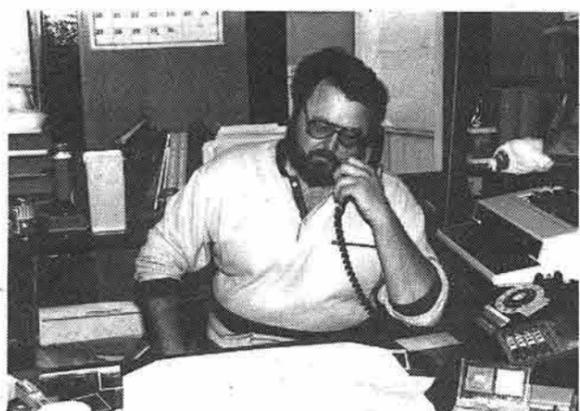
by Herbert P. Lee
Executive Director



NEW PAL PEE WEE BASEBALL DIRECTOR NAMED

Pee Wee Commissioner Stan Chiarucci is a native San Franciscan whose residence in the City was interrupted only by a 2-year military stint in West Germany after graduating from Balboa High School. Upon his return to San Francisco, Stan completed his work at City College of San Francisco and studied for a degree in Traffic Management and Transportation at Golden Gate University. After Golden Gate, Stan was employed by S & W Fine Foods, first as a transportation department assistant, then as head of the department. Currently, Stan is employed by United Shippers Assoc., Foster City, a transportation consulting firm, as General Manager/Assistant to the President.

Stan's son Mark, 15, a Sacred Heart High School sophomore, was responsible for his Dad's P.A.L. involvement (his other children are Erica, 17, and Jill, 11); when Mark's coach was unable to continue, Stan



Stan Chiarucci is the newly named PAL Pee Wee Baseball Director. Stan will head a program which oversees more than 600 youngsters in a baseball training program. The Program was started by Mrs. Thelma Williams who headed the program for more than 25 years.

volunteered to finish the season. As Mark continued to the Bantams, Stan stayed with the Pee Wee Program.

Stan was "hooked" by his fourth season. That year, everything came together: great kids, good learners, and supportive parents. At the end of that season, Stan was beseeched by requests to take the ten-year olds to the Bantams. Not wanting to give up the Pee Wees, Stan decided to run two Seahawk teams.

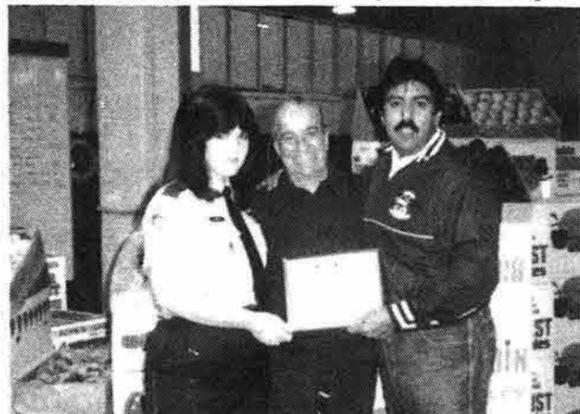
Most recently, Stan has increased his involvement with the P.A.L. by assisting Thelma Williams with coordinating teams, scheduling, and helping to plan the graduation games.

During the 1984 season, Stan became a Pee Wee Director responsible for coordinating the Pee Wee national division. He initiated the first Thelma Williams Pee Wee tournament. That same year, Stan was also responsible for securing and scheduling the umpires for the Western Division Bantam League. As you can imagine, that responsibility, along with his coaching, has kept him quite busy. But the rewards are great — terrific kids and the association and friendship with the wonderful people in the program making it all worthwhile.

JOE CARCIONE'S TIP FOR THE DAY

You've seen him on the television, heard him on the radio! Known to the public as the "Green Grocer," Joe Carcione probably enters your home every evening with a produce tip for the day.

Joe not only is an expert on produce, as well as an author of two books, he is also a very well-rounded per-



Joe Carcione, Channel 7's Green Grocer, is shown accepting a certificate of appreciation from Ernie Galaviz (rt), Director of the PAL Cadet Program. Mr. Carcione stated that he was impressed by the excellent volunteer work of the PAL Cadets.

son. Joe always seems to be first in line to help a new cause.

At the end of last year, the Northern California Produce Awards Ceremony was held here at Bimbos 365 Club in San Francisco. Among all the owners and buyers of most major stores, Joe was also present. Our Cadets worked the door entrance, and made sure all unattended tasks were taken care of. Joe noted that the job was so well done, he donated a sum of \$100.00 to our PAL Cadet division. Joe believes in helping the youth of San Francisco and feels it is necessary that these programs stay well in progress.

Joe stated that the SFPD PAL programs are doing a great job and was glad he could be of help.

In turn, Joe Carcione was presented with a gold certificate of appreciation for his generosity.

"Thanks Joe, for all your help. It's people such as yourself that keep our youths and community building better ways," states Cadet director Ernest Galaviz.

SENIOR CADETS WELL ON THEIR WAY

"The senior cadet program is now in session and well on its way," states director Ernest Galaviz. Upcoming events will include the Chinese New Year Parade, the



PAL Outstanding Cadet of 1984 is Rafael Cabrera. Rafael received his award from Chief Murphy recently. Also shown is Ernie Galaviz, the hard working Director of the Program.

Law Enforcement Cadet Seminar, and the California Police Officers Convention which will be held in San Francisco in May. The senior cadets will play a very important role involved with car pooling and security.



Cynthia "Choch" Martin (rt), receiving a plaque of appreciation for her recent voluntary work with the PAL Cadets. Choch was made an honorary PAL Cadet by Ernie Galaviz, Director of the Program.

"We are proud of our city and we will make sure everything runs smoothly and safely," states Galaviz. A good portion of the cadets have completed the 832 P.C. course and will be in full swing. It's going to be a great summer and the senior cadets will be utilized to their fullest. "Thank you, seniors, for being so patient."

HUNTER SAFETY CLASSES

The scheduled dates for the San Francisco Police Activities Hunter Safety classes for 1985 are as follows:

- 1st Session — March 18 & 22
- 2nd Session — April 22 & 26
- 3rd Session — May 6 & 10
- 4th Session — June 10 & 14
- 5th Session — July 8 & 12
- 6th Session — Aug. 5 & 9
- 7th Session — Sept. 9 & 13
- 8th Session — Oct. 7 & 11
- 9th Session — Nov. 4 & 8
- 10th Session — Dec. 2 & 6

The classes will be from 6 P.M. to 10 P.M. Pre-registration is required. There is no charge for youngsters

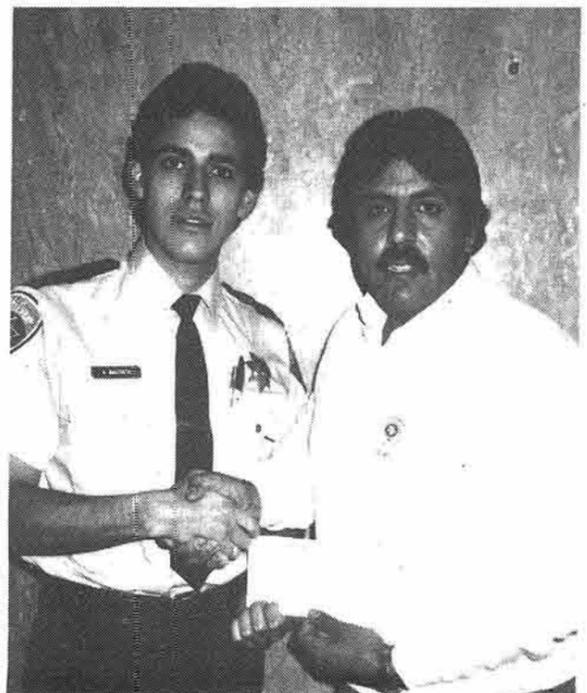
under 18 years. However, a \$5.00 registration fee will be required from adults.

Classes will cover safe gun handling at home and in the field, conservation and sportsmanship. Everyone is required to attend both classes in each session in order to be eligible for the exam and certificate.

For further information, call the PAL at 567-3215.

L.P.O.A. SCHOLARSHIP AWARD

Congratulations to PAL Cadet Arturo Bautista, the winner of the Latin Police Officer Scholarship Award. Arturo was among many nominated for this award and without a doubt, fortunate enough to be the winner. Arturo won a



PAL Cadet Arturo Bautista shown being congratulated by PAL Cadet Director Ernie Galaviz. The occasion was the Latin Police Officer Scholarship Award announcement. Bautista was nominated by Officer Luis Duran of Community Relations. The scholarship is worth \$550.00 toward the college of Bautista's choice. Our heartfelt thank you to the Latin Police Officers Association for choosing a PAL Cadet.

\$500.00 scholarship to the college of his choice. He was nominated by Officer Luis Duran (Community Relations). Every year the L.P.O.A. is looking for an excellent student, and through their generosity this year, it was one of our very own cadets.

Arturo is a senior and attends O'Connell High School here in San Francisco. Arturo also plans to attend college to further his career in law enforcement. Congratulations, Arturo, and good luck.



SUPERBOWL TIME: PAL Director Pete Franceschi (2nd from left) leading a contingent of lucky winners in a drawing for an all-expenses paid trip to Superbowl XIX. The trip was courtesy of Mr. Dick Jacobson, Murray's Tickets. (Left to right) Joey Chavez, 15, Rafael Cabrera, 18, Lisa Hernandez, 12, and Alva Dancel, 12).



PAL Boxing star Orlando Montes (left) being awarded the outstanding PAL Boxer of the Year by Head Coach Erwin Bunge.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



CAL PAL CADET MARCHING UNIT

The California Police Activities League (CAL PAL) will be sponsoring a Cadet marching unit in the upcoming Chinese New Year's Parade on Saturday, March 2, 1985 in San Francisco. In all, more than 200 uniformed Cadets from throughout Northern California will be marching. Police agencies sending representatives are: Davis PD, Fremont PD, Martinez PD, Milpitas PD, Oakland PD, Pleasanton PD, San Francisco PD, San Jose PD, San Leandro PD, Sunnyvale PD, Twin Cities PD, Vacaville PD, Walnut Creek PD, Napa PD, Bart PD, Richmond PD, and Vallejo PD. This CAL PAL Cadet Unit represents the largest gathering of Cadets ever assembled for the Chinese New Year Parade. All our readers are invited to see the parade. In addition to the CAL PAL marching unit, the San Francisco PAL will sponsor a massive float for the occasion. If you should see us, give us a PAL greeting. Full story with pictures will appear in the next issue.

PAL BOY/GIRL DINNER

A press conference was recently held in Chief Murphy's Office announcing the 1984 PAL Boy and Girl of the Year. Kelly Smith, 15, is the Girl of the Year, and Joey Chavez, also 15, is the PAL boy of the Year for



Chief Cornelius P. Murphy posing with Eileen Moylan and Joey Chavez after presenting the 1984 PAL Boy and Girl of the Year Awards. Eileen, winner of the Nate Posner top marksman award, is substituting for Kelly Smith who was unable to attend the press conference.

(photo by Herb Lee)

1984. Kelly attends Presentation High. She was a member of the PAL Salesian Softball Team. Kelly won the Jack and Beverly Imendorf Perpetual Girl of the Year Award and besides receiving a beautiful plaque, was presented



PAL Booster Club Executive Director Jack Immendorf. Mr. Immendorf provided a cashier's check in the amount of \$250.00 to Kelly Smith, the Girl of the Year. In addition, Mr. Immendorf donated all the stereo cassette players as door prizes.

with a cashier's check for \$250.00 to further her studies. The check was a gift from the Immendorfs. Joey is a sophomore at McAteer High. Joey has been playing PAL baseball since he was 8 years old. Joey has received numerous awards and trophies in baseball and will be a first string catcher at McAteer this year. Joey also received the Sergeant James Hegarty Perpetual Boy of the Year Award with a cashier's check for \$250.00. Chief Murphy presented the plaques and cashier's checks to them at the press conference. Other winners include: Bashiri Jones, Fishing; Cadet Captain Eileen Moylan, Nate Posner Marksmanship; Christopher Benz, Rifle; Alva Danzel, Sgt. Jim Meyer Track Award, Kelly Smith, Doris Lee Memorial Softball; Lisa Hernandez, Thelma Williams/Vera Rogulsky Girls Basketball Award; Ray



PAL Cadet Captain Eileen Moylan is shown accepting the Nate Posner Outstanding Pistol Award from PAL Pistol Program Commissioner Officer Ed Collins (Co. I). Mr. Posner, owner of the San Francisco Gun Exchange, donated all the equipment necessary to start the program.

Kelly, Lt. Tom Bruton Boys Most Valuable Basketball Award; Kevin McNulty, Sgt. Pete Gardner most valuable soccer player award; Orlando Montes, Inspector Earl Gonsolin outstanding boxer award; Azikiwe Harris, Joe



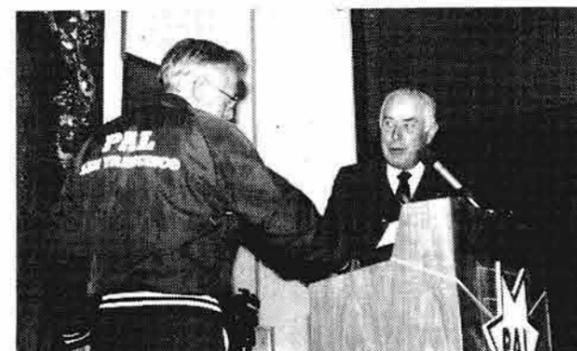
PAL Soccer Director Guy Milano (rt) presenting a trophy for the outstanding soccer player of 1984 to Kevin McNulty. The award is named after Sgt. Pete Gardner, a former San Francisco Police Officer, who helped founded PAL Soccer. Mr. Gardner is now an instructor in criminology at City College.

Mollo Yu Tu Sei outstanding judo student award; Joey Chavez, Connie Grieder Award for outstanding baseball player, Sgt. McDonnell, Officers Brodnick/Radetich Outstanding Law Enforcement Cadet went to PAL Cadet Rafael Cabrera; Kevin McNulty awarded the Senator Eugene McAteer Memorial Award for Sportsmanship.



Lt. Tom Bruton (Co I), awarding the outstanding basketball player award to Ray Kelly.

The awardees were presented with trophies at the Awards Dinner held that night at the Cathay House Restaurant, California and Grant Avenue. Winner of the reconditioned 10 speed Peugeot Bike was Mr. Jose Montes. Nine other prizes were also presented to raffle winners.



Former police commissioner Marvin Cardoza (rt), is shown presenting a check in the amount of \$6,000.00 to outgoing PAL President Lt. Mario Tovani at the recent PAL Boy/Girl Awards Dinner

(photo by Lynn Tracey)



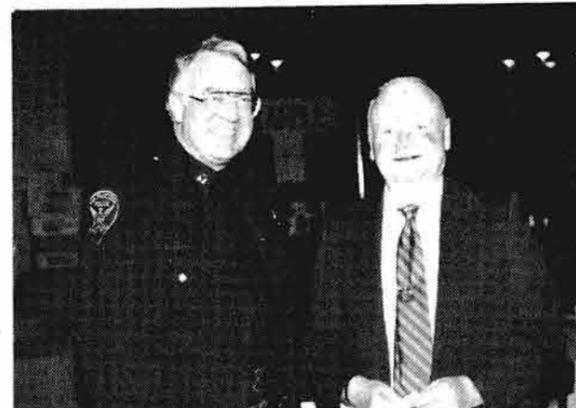
Another former SFPD Officer and PAL Board member is Terry Sullivan (rt) with Insp. Kelly Waterfield at the recent PAL Boy/Girl Awards Dinner.

PAL PEE WEE BASEBALL SIGNUPS

PAL Pee Wee Baseball signups is scheduled for February 24 and March 3 at 10 a.m. Larsen Park, 19th Avenue and Ulloa. The Pee Wee League is for boys and girls 7 through 10 years of age. In addition, PAL Bantam Baseball (ages 11-12) signups are scheduled for Saturday, April 13, 1985, 10 a.m. at Larsen Park, 19th and Ulloa Avenue. Intermediate Baseball (13-14) signups are at Sundberg Field (Balboa Park) 10 a.m. to 12 noon. Boys and Girls interested in signups for baseball are requested to appear for signups. Bring your own mitts.



Newly elected PAL Board of Directors President for 1985 is Officer Ed Collins (Co I) left.



Captain Paul Kotta (left), Commanding Officer of Community Services, shares a light moment with retired Sgt. Jim Hegarty (Co E).

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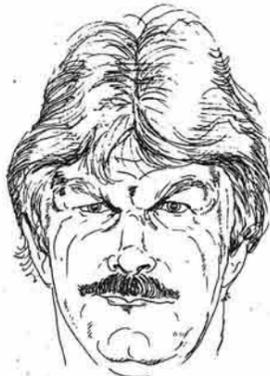
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ON THE STREET/Tom Flippin

THE LAST WORD

by Pete Maloney Editor



Ever since I became a cop I remember seeing bulletin boards jammed with scraps of paper advertising guns, cars, boats, vacation rentals, baby furniture, services of all kinds, jewelry and just about anything else that had outlived its usefulness or could raise cash.

In an effort to clean up those untidy cork manifestations, I am pleased to announce the: SFPOA BULLETIN BOARD.

What you see below is the first opportunity for the POA member to get the exposure for their product, service or possession that will sell it. Read the associated information carefully because it will be followed without exception.

And your comments and suggestions will be gratefully considered.

If response is strong enough next month's issue will carry the first listings.

DEAD LINE

Classified deadline is the last Wednesday of the month, one week before the submission date of articles for the issue in the following month. The deadline applies to payment, new copy, copy changes and cancellation and will be strictly observed. Ads will be checked and any simple errors corrected or sent by mail to the subscriber.

HOW TO PLACE YOUR AD

BY MAIL: USE COUPON BELOW.

IN PERSON: STOP BY POA OFFICE, 710-SEVENTH STREET, SAN FRANCISCO, CA 94103, OR IN THE MAILBOX AFTER BUSINESS HOURS.

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ADS MUST BE PLACED MONTHLY. THAT IS TO SAY EACH AND EVERY MONTH NEW COPY AND PAYMENT MUST BE SUBMITTED. ADS MAY BE ANONYMOUSLY PRINTED BUT WILL BE REQUIRED TO PROVIDE:

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5) Complete description by serial number, maker's name and physical description of any item desired or for sale (ads need not include)
6) PERSONALS NOT ACCEPTED
7) Ads will not be accepted that give the POA office as the address of the ad to respond to.
8) Coupon must be used; legibly.
9) Photos will not be accepted.
10) Ads submitted anonymously, without name, return mail address, or weekday phone number will be rejected.
11) If an ad has an obvious error and cannot be corrected by the submission date will be returned.

continued on page 17

LAZURE SEAS

AND EMPIRE TOURS PRESENT A WEEKEND CRUISE TO MEXICO JULY 12-15, 1985. Our weekend cruise leaves Los Angeles Friday evening and returns Monday morning, with an overnight stop in the picturesque town of Ensenada, Mexico.

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