



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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NUMBER 4

POA FILES LAWSUIT AGAINST OCC

By Paul Chignell

On Friday, April 5, 1985, the San Francisco Police Officers' Association filed a lawsuit seeking a preliminary injunction and other relief against the City & County of San Francisco, Police Commission, Office of Citizen's Complaints and General Frank Schober, Jr., the Director of the OCC.

A hearing will be held in the courtroom of Superior Court Judge Roy Wonder at 10:00 A.M. on April 24, 1985 with Association attorneys seeking various remedies to halt pending hearings with respect to police officer misconduct.

NEGOTIATION SHAM

The SFPOA reluctantly filed suit against the City after City representatives failed to meet and confer in good faith over proposed rules upon which hearings were to be held as required by the Charter mandate of November 1982. The Police Commission at first would only agree to one (1) public meeting on February 21, 1985 but then relented and designated representatives for subsequent meetings that took place in late February and through March 1985. Though some agreement was made on the hearing rules General Schober took an intransigent position on matters that have already been settled by State Law and the Charter of the City & County of San Francisco.

POA attorney Dave Clisham and representatives Bob Barry, Paul Chignell, Ron Parenti, Reno Rapagnani, Don Woolard, Phil Dito and Tom Flippin advised General Schober that he must comply with the Public

Safety Officers' Procedural Bill of Rights Act and that the due process rules must be reflected in the final document. Schober refused to abide by such mandates and in fact in violation of the Government Code, refused to exchange proposals in good faith.

"EMERGENCY GAME"

In addition, on several occasions Schober recommended to the Police Commission that the rules be adopted in the middle of negotiations due to an alleged emergency. The Commission refused to do so, and the negotiations continued during the month of March. But the Commission was not without fault during this process. During the last three meetings, neither a Deputy City Attorney nor a Police Commissioner even showed up at the negotiation sessions, further exacerbating the bad faith conduct by the City & County of San Francisco.

CITY RENEGES ON BILL OF RIGHTS

When the Police Officer Bill of Rights was passed by the legislature in the summer of 1976 and signed into Law by Former Governor Edmund G. Brown, Jr., effective January 1, 1977, the City & County of San Francisco refused to acknowledge that the Bill of Rights applied to San Francisco police officers. The City's position was, however, weak as the City continued to allow the exercise of those rights to continue. California Supreme Court ruled that the Bill of Rights applied to all Chartered cities and counties as well as to the only Chartered City & County, San Francisco. Now, eight (8) years later, the City is advising General Schober and Police Commissioner that due process rules currently in law should not be included in rules over hearings involving our members.

COMMISSION PASSES RULES

On March 28, 1985, the Police Commission unanimously passed the hearing rules as recommended by their employee, General Schober after being urged on by the Bar Association and the American Civil Liberties Union. They did so over the strenuous objections of attorney Clisham and POA President Bob Barry with threats of a lawsuit. In addition, Police Chief Cornelius P. Murphy recommended strongly that the rules be adopted with revisions requested by the ACLU.

THE RIGHTS OF POLICE OFFICERS

The San Francisco Police Officers' Association has never taken the issue lightly of violations of the rights of police officers. Many in our society speak forcefully and eloquently of the constitutional rights of suspected criminals and of the statutes that give those individuals due process protections. **HOW IRONIC IT IS THAT THOSE SAME DEFENDERS OF JUSTICE DO NOT COMMENT POSITIVELY ON THE DUE PROCESS RIGHTS OF POLICE OFFICERS AS WELL?**

1. The rules as adopted VIOLATE the rights of police officers to see documents relating to an investigation which is a gross violation of the Government Code.

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THE SET UP: ANOTHER OUTSIDER

By Mike Hebel
Opinion Correspondent

In 1911 San Francisco Mayor Patrick McCarthy appointed Pacific Gas & Electric Company executive David A. White to the position of Chief of Police. White served from 1911 until his death in 1920. In 1976 Mayor George Moscone appointed San Francisco undersheriff Charles R. Gain as Chief of Police. Gain served until 1980 having been discredited by the administrative mishandling of violent demonstrations following the jury verdict in the Dan White trial. In the 20th Century all other chiefs have come from within the Police Department.

Will the same Mayor who fired Charles Gain appoint the third outside Chief of Police?

Deputy Sheriffs Join COPS!

By Paul Chignell

The San Francisco Deputy Sheriffs' Association have voted two to one to leave PORAC and join the California Organization of Police & Sheriffs (COPS).

With the inclusion of the DSA, now all 8,301 peace officers within the City and County of San Francisco are members of COPS.

The Executive Board of the DSA, President George Palmer, Vice President Marcia Colhour, Treasurer Henry Scott, Secty. Evan Zapata and Sgt. at Arms Frank Hutchens unanimously recommended to the membership that the change be made to COPS.

Members of the DSA have cited a more comprehensive legal protection plan, less dues and unity with the POA as major reasons for the switch to COPS.

Over the past weeks, COPS President Don Brown, General Manager Al Angele, POA representative to COPS Pete Maloney, COPS Attorney Michael Hannon and others have met with DSA representatives to explain the goals, policies and programs of COPS.

The San Francisco Police Officers' Association is looking forward to a good working relationship with the DSA.

THE STING

The print and picture media have painted the Police Department as operating from crisis to crisis and scandal to scandal. By any objective standard the San Francisco Chronicle is after Chief Cornelius Murphy's head. To be delivered to whom?

The Chronicle and to a lesser extent the Examiner regurgitate ad nauseum the Marilyn Chambers arrest at the local Temple of Culture O'Farrell Theater, the informal FTO party which resulted in the Rathskellar Restaurant recruit officer sex scandal, the arrest of journalist Warren Hinckle for outstanding warrants, alleged computer spying on the City's Public Defender Jeff Brown, the Lord Jim's Fern Bar invasion by the Vice Squad, and the use of a neighborhood classroom for a police training exercise. These six (6) events, all laid before the office of the Chief of Police, are being manipulated in the most outrageous manner to portray the San Francisco police as "keystone cops" par excellence.

But the reality tells another tale. A story of professional handling of thousands of citizen calls for service; a story of courteous, but firm handling of over 300 demonstrations in the last year; a story of dedicated people routinely performing in a dangerous and stressful occupation. This story will be told and will eventually prevail due to the inherent common sense of the public observing and receiving police service.

One of his jobs as chief was not to leave behind a bench that cannot play the game. Chief Murphy has developed one of the best benches in the police service business. The bench is peopled by Deputy Chiefs Eimil, Lordan and Trueb; Commanders Canepa, D'Arcy and Klapp; and Captains Casey, Frank and Jack Jordan, and Macia.

REAL PROBLEMS REMAIN

A change of the head leaves the same body existent.

From 1979 to 1983 over 1,000 new officers entered the Police Department as it expanded and as experienced officers retired. Given that it takes five (5) years to produce a fully capable and functioning police officer, the sheer numbers of newcomers postulates the fundamental problem. The problem is not without redemption. In a few short years San Francisco will have a young, seasoned, experienced, and maturing patrol force. However, while the maturing process is occurring, energies must be spent to train, develop, direct, and monitor this young force.

Twelve (12) years to wait for a lieutenant's examination; 7 years to wait for a sergeant/assistant inspector's exam; 4 years to wait for a captain's promotional. And then? A "public interest" law firm insisting on quota appointments and attacking the examination process because the results were wrong. Internal pressures due to the com-

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San Francisco Veteran Police Officers Ass'n.

MEETING: The regular monthly meeting of the San Francisco Veteran Police Officers Association will be held on Tuesday, May 14, 1985 at 12:30 P.M. at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

We had 5 lucky winners again at the last meeting. Maybe the next time it will be you.

If you need employment, Contact Sol Weiner at the Police Credit Union.

Also Warren Maloney has need of retired members for the Semicon Convention at the San Mateo Fairgrounds, beginning May 14 thru May 31, 1985. Contact Warren at 727 Industrial Road, San Carlos, California 94070 (415) 593-0163.

SOL WEINER REPORTS:

I have jobs at the Federal Building and at U.O.P. Dental School. Anyone wanting further information about these jobs contact Sol Weiner at the Police Credit Union.

DUES FOR THE YEAR 1984:

Last month we had Twelve delinquent members. This month our delinquent members are down to Nine. These members have been notified by mail that they are delinquent.

DUES FOR THE YEAR 1985:

Dues for the current year are payable in January. At the present time there are 108 members who have not paid their dues.

SAN FRANCISCO POLICE OFFICERS ASSOCIATION:

At our April meeting the subject of our \$2500.00 life insurance policy at the P.O.A. was brought to our attention by P.O.A. Rep. Jim Cole. When a member retires from the Police Department this policy is not carried over and the member is no longer covered.

SICK CALL:

Elliott Blackstone and Ruscel Dickey are in the hospital.

NEW MEMBERS:

Harold Winkler, We welcome you into our association.

IN MEMORIAM:

Frank Loftus, Walter Thompson and Roy (Rocky) Ireland.

Bill Reed stated the Retirement Board has a new system on the death of a member, where many forms must be filled out. He advises to help the widow with the paper work. He also advises to say you do not have a will and everything is in joint tenancy. Also the surviving spouse which won on the last election takes effect in July of 1985.

Membership 780 Attendance last meeting 130

STAN SCHELD, PRESIDENT
BOB PARDINI, SECRETARY



POLICE POST #456 NEWS

I spotted something in the American Legion Magazine the other day which caught my eye. Some guy says he hates it when doctors will tell you to give up wine, women and song if you don't want to die before your time — particularly when wine, women and song are thereasons why you don't want to die before your time.

Maybe the doctors are getting lots of competition and they're beginning to feel the pinch. Maybe that conclusion is unfair to the doctors. I'll not complain about doctors or nurses ever. They're the best people God ever put on this earth.

Speaking of good people, have you ever stopped to think of the wonderful people who give up so much of their time going to Ft. Miley every month? This really doesn't take that much time and you get so much good out of it. The best part of it is the annual Christmas visit. This is when we give out the Canteen books. If you could see the joy in the faces of those veterans, it's worth the trip alone.

I made that trip for many, many years and it gives you a warm feeling after. It's really what the American Legion, and as far as that goes, any veterans' organization is all about.

Think about it. Your dues help to do all this and more. If you're thinking of giving and receiving at the same time, this is it. You get gratitude while you give pleasure.

Till next issue, keep smiling and may God hold you close in the palm of His hand.

Your Scribe,
John A. Russell

WIDOWS & ORPHANS

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. M. Kemmitt at 2:05 P.M., Wednesday, March 20, 1985 in the Traffic Bureau Assembly Room, Hall of Justice.

Trustees F. Jordan and R. Kurpinsky excused, all other Officers present.

NEW MEMBERS: The following were approved for membership after motion by G. Jeffery - 2nd F. Pardella: JOSEPH F. BANNON, DONNIE CARTWRIGHT, BRIAN DANKER, JAMES ESCOBAR, BRUCE FAIRBAIRN, CHRISTOPHER G. FOWLIE, ROBERT G. HARTMANN, LAURA A. HEATON, JOHN HIGGINS, STEVE J. LANDI, ANA T. LEE, STEVEN MULKEEN, THOMAS M. MURPHY, MARIE J. OROPEZA, LOIS PERILLO, TIM PLAYER, RICHARD J. QUESADA, MICHAEL RENTERIA, MITCHELL L. ROBERTS, MARK D. SHEA, JOHN F. SYME III, THEODORE TARVER, JR., STEPHANIE A. TOOTHAKER, ROBERT J. VELARDE, VIVIAN V. WILLIAMS, DAVID D. WRIGHT, RANDALL YOUNG.

The following donations were received and acknowledged by the Secretary:

LARUE GRIM — for assistance by members of the Narcotics Detail.

MRS. IDA EDWARDS — Assistance by members of Richmond Station.

The regular bills for salaries and benefit payments were presented by Treas. Parenti and approved by the membership. (Motion Hurley/2nd Pardella).

The Treasurer reported the following deaths:

RANDOLPH CUCCI — Born in San Francisco in 1895, Randy was a milk wagon driver before joining the Department in 1925 at age 29. After serving a short while at Co. M (the old Bayview Station), he was transferred to Bush Street Station, known at that time, as Northern Station. The present Northern Station was the Ellis Polk Station. Randy remained at Northern Station until his retirement for service in 1955 at age 60. He was 90 years old at the time of his death.

FRANK LOFTUS — Another San Francisco, born here in 1906, Frank joined the Department in 1928 at age 26. He worked in the Night Chief's office for several years, then was transferred to Co. J. (North End Station) located in the present PAL headquarters on Greenwich Street. Was picked to work both the 1939 and 40 World Fairs on Treasure Island. When the Fairs ended he was sent to Mission Station then Ingleside until his appointment as Sergeant in 1948 when he was transferred to Potrero. From then on Frank worked at Central, Mission, Richmond, finally Central again from where he retired in 1969 at age 63 on disability. He received a 1st Grade in 1932 for assistance in the capture of an armed burglar in St. Mary's Park, in which one police officer was killed and several others wounded. In 1944, he received a 2nd Grade Award for the arrest of 2 armed Robbery suspects. Frank was 79 when he passed away.

REPORT OF TRUSTEES: The approval of Trustees of recommendations from Trust Department of Hibernia Bank resulted in an increase in income and realized gain for the month of March of \$13,000.

Under Old Business, the committee to meet with controller, re: payroll deduction for one year dues instead of monthly deduction, reported they have been unable to get time with the Controller due to the new payroll and check system being installed.

GOOD OF THE ASSOCIATION: Members are devised that the next regular meeting will be held Wednesday, April 17, 1985 at 2:00 P.M. in the Traffic Bureau Assembly Room, H of J.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. in memory of the above departed Brothers,

Fraternally,

Robert J. McKee,
Secretary

RETIREMENT PLANNING SEMINAR "HELPFUL HINTS"

An association that policemen should seriously consider joining is the American Association of Retired Persons (AARP). This is a National association with membership of over to (10) million retired Americans.

They provide many services for their members, such as added health, auto, household and accident insurance coverages. They have a beautiful bi-monthly magazine and a pharmacy service that provides drug and prescription services at approximately half-price. You can also receive substantial discounts on Hertz and Avis Car rentals, as well as discounts at most major hotels and motor chains across the country.

You may join this organization anytime after age 55, retired or not.

Dues are \$5.00 per year which includes your spouse. They are located at 1909 "K" Street, N.W., Washington, D.C. 20049. A letter to this address will bring you full information on membership and the benefits provided.

Fraternally,

Gino Marionetti & Michael Sugrue
Retirement Planning Seminar Coordinators

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

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

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TIME: HIGH NOON
PLACE: S.F.P.O.A. HUNTER'S POINT NAVAL SHIPYARD
NO HOST DICKTAILS (6 for \$5); SALOON OPENS AT 12 PM
DINNER: B-B-Q CHICKEN, TEXAS CHILI, SALADS AND MORE!
LIVE COUNTRY MUSIC & DANCING: 1:30 PM UNTIL 7
COST: \$12 A HEAD
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PRESIDENT'S COLUMN

by Bob Barry



I think it is safe to say "it's been a busy two months in office."

Not since the '79 City Hall riot and the political demise of Chief Charles Gain has there been such a media focus on the San Francisco Department.

Although the coverage has diminished in the past few weeks, it's merely a "lull before the storm," as the next loud sneeze coming from our ranks will no doubt warrant front page media hype. Innuendos, exaggerated facts and bold "invasion" type headlines, designed primarily to sell newspapers, will abound in such grand "National Enquirer" style as only Chronicle reporter Bill Wallace and Newsweek's Pamela Abramson are capable of producing.

Yes, it's a tragedy that we and the residents of San Francisco must wait with unwanted anticipation for the next event, but we must keep one very important factor in our minds — we're here to provide a public service to those in need and despite the negative impact for the moment, we must and will continue to provide the highest quality service to our residents and visitors. Even though our own poll in an overall rating of city services placed the police department in the middle, seventy percent said that the delivery of police services was excellent. That's the real litmus test — not the morning ink stain.

OTHER EVENTS

The Office of Citizen Complaints negotiations (fifty seven hours) over General Schober's rules have concluded in impasse. Despite his public pronouncements and his affable manner, General Schober has proposed a sweeping elimination of citizen and police officer rights.

The negotiating process was a farce as his "bottom line" was put on the table at the inception of the meetings. We initiated a lawsuit which will be heard on April 24th. POA Attorneys David Clisham of Carroll, Burdick & McDonough, Ralph Saltsman, Vice President Ron Parenti, Board Members Tom Flippin and Don Woolard, Phil Dito, Ed Garcia, Duane Collins and members Paul Chignell and Reno Rapagnani are to be commended for their work during this process.

FEDERAL COURT

We are also in Judge Peckham's court on the 24th for three days of hearings on our lawsuit involving the "fairness" issue of changing the weights on the Q-35/Q-50 examination. We expect a fairly quick ruling from the judge.

POA DAY ROOM

After many years of talk, talk, talk, we've taken the steps to create a Day Room at the POA. Completely furnished with all the amenities, we hope it gets full use by those members wandering the halls waiting for court. Again, POA V.P. Ron Parenti took on the project which should be completed this week.

OTHER ITEMS

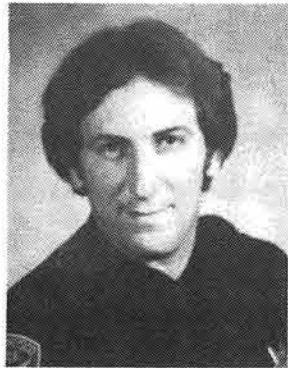
We had a one day seminar for the Board of Directors and gave the members instruction on representing members and an overview of pension, salary, grievance, stress and legal aspects. We'll continue to do this on a regular basis.

Finally, the Picnic Committee is in operation looking for a site, and a complete re-evaluation of our insurance program is under review. We expect to make substantial changes in the near future.

VICE PRESIDENT'S COLUMN

by Ron Parenti

RESPONSIBLE JOURNALISM?



Responsible journalism? Does it exist in the city's morning daily? I think not. It appears to me that "The Voice of The West" has turned into the disgrace of the west. Headlines shout "Armed S.F. Cops Invade Classroom" and editorial cartoons show a policeman pointing a gun at a child playing jacks. These are serious matters definitely requiring an investigation. But did it happen that way? You know and I know and I think that before that story was printed, the Chronicle knew the answer to that question and that answer is NO.

Sensationalism it seems has become the norm with the morning fish wrap. Responsible journalism, hard investigative reporting, uncovering true and accurate news items, is not being undertaken. The bottom line with the Chronicle is nothing more than what will sell papers.

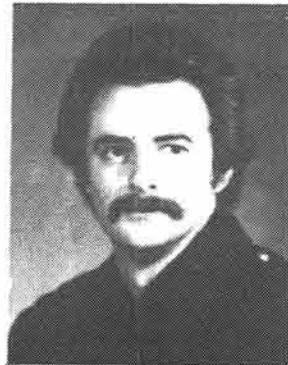
It is too bad that the police officers of this city and the public it serves has to be subjected to such irresponsible, and shoddy news reporting. The American press, like this country's law enforcement officers, has a code of ethics. Maybe it is time the newspapers of this city review it.

A POLICEMAN'S LOT / Manny Coreris



SECRETARY'S COLUMN

by Dan Linehan



Last month's edition of the Policeman newspaper was, at least for me, very interesting. Most articles submitted dealt with the arrests of two individuals for misdemeanor crimes. Crimes, were it not for their names, would never have cast the media eye upon the police department.

After reading the article authored by Mike Hebel titled, What's Right With The San Francisco Police Department?, I began to wonder, what would it take to better the perception of the S.F.P.D.? What would it take to make each member of our department aware of the role they play in making the S.F.P.D. a great place to work? We all should remember the recent benefit increases approved by the San Francisco voters. Time and one half for holidays and overtime, night differential pay, and Honda hazard pay all were adopted since 1982. I can not believe that the general public does not support their police department. The simple fact of their support at the ballot box, shows that they will support us when our cause is right. Can we expect support when we are wrong? I think not. We must realize that we are all responsible for our individual acts but they reflect upon us as a whole. The local media has chosen to notice only the weak points of the police department. We must learn to not allow ourselves into compromising situations. That will bring public discredit upon our loved ones, the department, or ourselves. We can never control the media, but if we control our actions — on and off duty — they will be forced to look in different directions.

P.O.A. Responsibilities

The officers of our association have been elected to lead and to give direction on issues that affect our membership. The Board of Directors consists of twenty-two individuals from all areas of the department. They are concerned with maintaining benefits, increasing benefits, protecting the rights of police officers, and providing the best working conditions possible within their station or detail. We know of the solid work performed by members of the department, but somehow those efforts are not focused upon by the local press. Therefore, I request that the captains and lieutenants forward to me each arrest or investigation that is performed above and beyond the call of duty. Individual officers are encouraged to submit information to me also. I will then place a brief but descriptive account of their incident in a monthly article. The article will appear in this newspaper and is intended to show ourselves and our readership, that we are worthy of their support. People will be amazed at the daily arrest and investigatory situations members of the S.F.P.D. find themselves in everyday. Please send copies of police reports with any additional information to me at the P.O.A. I hope this month's article will advance moral in the department and make it a little better to be a police officer in San Francisco.

RIGHT HERE IN RIVER CITY

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



I seldom like to reprint what has been published in other newspapers, however, recently I came across a letter to the editor in the Sacramento Bee that struck a cord. The letter was in response to an article deriding military pensions. Take My Pension

Re John Bickerman's article, "The absurd costs of military pensions" (Forum, March 17): I won't say what biliousness wells up inside me when I think of bailing my mortally wounded bombardier out over Anzio Beach in my final, futile effort to save him. I want to be emotional about the particular issues of retirements and pensions, and most especially about the larger question of these United States of America, what it owes to whom, and what is owed to it. And how will these debts be paid?

Don't take the money from hardware because that means industrial America will suffer; take it from the people, who are America and who have demonstrated their love and dedication at the Berlin Wall, the DMZ in Korea, in Lebanon of 1958, in Cuba in '61-62, in the Congo, in Vietnam, where the last ignominy was played out. That's where I spent my years in the service of America.

I didn't know what my pension was going to be when I retired. I never thought "pension." I thought and ate and slept my hot and cold war jobs, and when I ran out of gas the medics talked me into a disability pension for a leg, arm, hand and back that didn't work as well as when I started out at age 18. I hadn't thought I was that disabled.

Go ahead, take the pension; it is the last of everything I've seen lost in America, anyway. Our pride, ethics, honesty, patriotism. It would be no great loss, really. I have the things that count: Good memories of great days when we all held our heads high, when we were the "good guys" and we beat the "bad guys." I have another job, of course. Don't most American families have two job-holders? My current job is helping other people in small ways. It's a sort of extension of what I thought I had been doing in the military service — helping in a big way.

S.J. VELARDE
Lt. Col., USAF, Ret.
Sacramento

I think the Colonel's remarks can echo our own feelings about what is occurring in this state to police pensions. It is no secret multi-tier pension programs are the city's way of robbing our retirement. Couple the multi-tier programs to President Reagan's plans to tax disability pensions and you will have effectively done to the police, what is proposed for the military!

* * * *

I don't know if you've read the latest Field poll concerning the death penalty, however, there was an interesting question asked. 83% of the people polled or more than four out of five Californians favor the death penalty.

The question I found so interesting was this, "The death penalty acts as a protection against possible further crimes which might be committed by the guilty person." Seventy-six percent agreed with this question.

But it's the twenty-two percent who disagreed who really interest me.

Now if you are the guilty person in a death penalty case, where, I would assume that penalty has been imposed, would you not be precluded from committed further crimes?

Oh yes! For you statisticians, 2% had no opinion.

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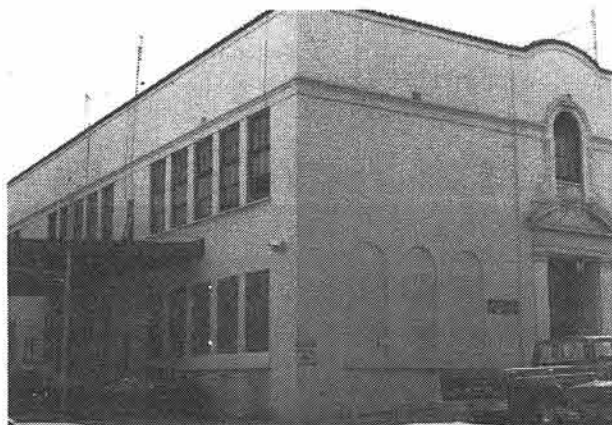
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POLICE FACILITIES EVALUATION

Introduction by Dave Herman
Chairman, Uniform & Safety Committee

Beginning with this issue of the Policeman Newspaper the members of the Uniform and Safety Committee will be devoting their time and energies in evaluating the numerous facilities being used throughout this Department. Their appraisals and recommendations will be documented in an ongoing series of articles that will appear in this publication over the next several months.



Northern Station

841 Ellis St. (Circa 1985)



No lanes of exit for emergency response.

A PORTRAIT OF NORTHERN STATION

By Larry Barsetti
& Marsha Ashe

"No item of police equipment or property has the potential of providing or denying optimal utilization of command and supportive personnel than the building itself." Municipal Police Administration, 1971

When asked to evaluate and write about the physical environment of Northern Station, we faced the task with humor tinged with despair and at times despair tinged with humor. It's difficult to assess a facility which sometimes takes the ambience of a Sunset Scavenger dumpster where people work in bad light, stale air and among garbage, fleas and flies. The sworn and civilian personnel of the San Francisco Police Department need and require facilities which assist, or at least do not hinder us in our already difficult jobs. Until we have these facilities our task of "evaluating and writing about" our existing facilities remains a serious one. And at Northern Station we recognized the inherent difficulty of making sense out of a building which like the Winchester Mystery House simply doesn't make any sense.

Northern Station, originally designed in 1910 as the Adams School, was remodelled as a police station in 1927. It has stood in its present condition, with the exception of some minor remodeling in 1972, a new coat of paint in 1983, and an aborted attempt to spruce it up with the planned inclusion of the facility as "Metro Division Headquarters," which since moved to Central Station. The station was designed to house a maximum of 160 employees. Today we have over 200 officers alone. According to modern station design theory it is recommend-

ed that 120 square feet be allowed per officer. At Northern Station we have 53 square feet per officer. Many of our problems are ones of overcrowding (i.e. as many as three officers to a locker during training); many others are not.

The main room is the staging area of the assembly room. This room is also the booking area where prisoners are cuffed to two long metal benches waiting for booking. Before lineup the prisoners are either uncuffed, shuttled into one of the two adjoining rooms and guarded or they are left on the bench behind the officers. The Station Keeper's desk is enclosed in such a way that visual contact with all the prisoners on the bench and the exit door is



Combination victim, witness interview room, mail room, storage room & report writing room.

obscured. The door leading to the parking and to freedom for prisoners is easily opened from the inside. This makes escape not only possible but quite easy as documented by numerous escapes from Northern. The booking counter is too central and the area too large for adequate control of prisoners and should be isolated from the bulk of police activity and nearer the holding cells.

The two adjoining rooms are "multiuse rooms." The smaller one is used as a computer room and has three dilapidated desks. The other room, a "mail room," consists of three equally dysfunctional desks, military green filing cabinets which mysteriously disappear, reappear and rearrange themselves. These desks and cabinets are apparently part of the aesthetic decor as most of the drawers don't open. This room is used to interview suspects, victims and write reports. The noise level is incessant and exceptionally high. None of these three rooms have any sound-proofing, few doors and the walls don't extend to the ceiling.

We have two typewriters available to the officers. One of these is the station keeper's and is in constant use for booking. The other is lying in parts in the mail room. Of the 16 chairs (at last count) only three were useable. The remaining 13 lacked legs, backs, and seats.

A janitor arrives and sweeps the floors and disinfects the holding area. Attention, however, never extends above baseboard level. Sinks, toilets, doors and windows remain encrusted and filthy. In the men's shower, algae is allowed to grow and the wooden slats (like those used in restaurant kitchens) are slimey and slippery. For this reason the showers are seldom used. Women lack any shower facilities.

The entire station is littered with garbage. During the weekend every corner will be filled with wads of paper, cigarette butts, and yesterday's bag lunch. Not because of the untidiness of the officers but because the one existing garbage can is filled and already overflowing. We have no other garbage cans. In fact, neither the men or women's bathrooms even have garbage cans. At best a cardboard box is used which is obviously neither hygienic nor pleasant. Due to this level of clutter and filth, the station suffers seasonal sieges of flies, fleas and cockroaches.

In order to get to the locker rooms one must pass the "holding cells." It is not uncommon to have to walk through urine and feces and slime seeping from the cell area. The smell of human excrement permeates the area and often invades the small, dingy room, euphemistically called the "lunch room." This room, accessible only through one of the men's locker rooms, was until recently

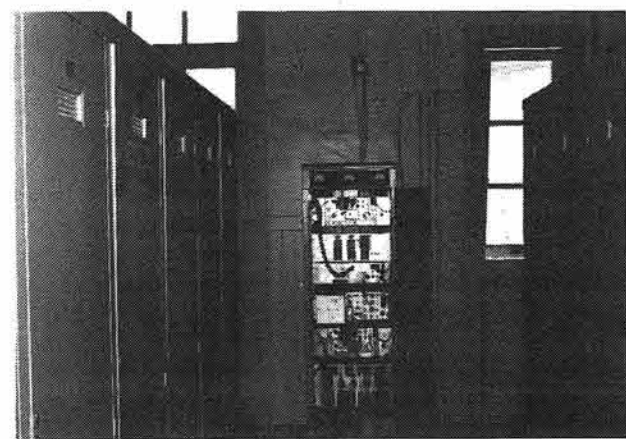
furnished with small grade school desks. These desks were removed and it was thought would be replaced with a table and chairs. Instead, the desks were refinished at great expense and will be returned to the room.

The lack of parking is legendary at Northern. We have twenty-four regularly assigned radio cars and only twelve parking spaces. Three of these spaces are assigned to the Captain, the on-duty Lieutenant and the Station Keeper which leaves nine spaces for patrol vehicles. At shift change radio cars are either double parked in front of the station which creates congestion, traffic hazards, and complaints from neighbors or cars are parked on the exit ramp which makes leaving the station in the event of an emergency run impossible. There are no allocated parking areas for personal cars.

The building is unreinforced brick of questionable "seismic adequacy." In other words, it's unlikely that Northern Station would withstand an earthquake of any substantial magnitude. Our emergency power generator is designed to run off of a PG&E gas line. Even if the line survived intact we would still lose our power. PG&E automatically shuts down all gas lines during a natural



Men's rest room & combined janitorial storage space.



Unsecured electrical equipment in men's locker room.

disaster due to fire hazards. The inability of the station to stand, much less function, during an emergency of this magnitude should be cause enough to expedite building a new station.

In summary, any evaluation of Northern Station must necessarily be a study of negativity. From the cramped Captain's office to the business office which is an embarrassment to the "multi-use room" to the Spanish Inquisition style holding cells the station is functionally obsolete and irreparable. It is an unimpressive, filthy, unhealthy, unsafe and inadequate structure in which to conduct any business, let alone police business. If there is any positive statement to be made about Northern Station, it is that it stands as a tribute to the dedication and motivation of the men and women who work here. In spite of the degrading and deplorable conditions we continue to work and we work well.



Double & triple parking of patrol cars. No employee parking at all!



Old wiring still hanging in lunchroom.

SEAL BEACH DECISION: THE CITY RESPONDS

By Dan Linehan
Secretary

The City and County of San Francisco, through the City Attorney's Office, has responded to the Association's request to sue, based upon the State Supreme Court decision of Seal Beach P.O.A. vs. the City of Seal Beach. As you know, the Association has requested the State Attorney General's Office for permission to file suit in Superior Court, against the City for their failure to comply with state mandated "meet and confer" requirements. The Seal Beach decision held that cities and counties of California must "meet and confer prior to proposing charter amendments that affect wages, hours, or other terms and conditions of employment."

After the police strike in August 1975, the Board of Supervisors sponsored three (3) charter amendments that affected how our wages are set, new pension plan for officers hired after November 1975 (tier II) and non-payment of accumulated sick time upon retirement. We are now seeking to strike these charter amendments, returning to conditions of employment for police officers prior to the strike.

CITY ATTORNEY CRIES FOUL

The City Attorney, **George Agnost**, cited the estimated cost to the city, if we are successful, to be 44 million dollars per year or 1.5 billion by the year 2000, as the main reason the Attorney General should deny our request. The cost, as projected by their paid actuarial, is mainly due to the correction of the retirement system. If the amendment (Prop. "L" 1975) is stricken from the charter, then the

City must operate under the pre-existing charter provisions, as if the amendment had never been adopted. In the opinion of the City Attorney, Proposition "L" was necessary to protect the City from overwhelming liabilities to the retirement system created by the voters' passage of Proposition "H" in 1974. Proposition "H" granted the current cost of living adjustment to all present and former police/fire department members hired prior to November 1976. What Mr. Agnost does not say is that the Board of Supervisors placed Proposition "H" on the ballot in 1974 and a majority of voters adopted the measure.

THE POLITICS OF THE CITY ATTORNEY

We must expect the City Attorney to attempt to derail our suit. This case has drawn interest from all parts of California. Parties on both sides of this issue, have concerns that must be addressed. Mr. Agnost forwarded a survey to all charter cities and counties in the state advising them of our association's actions and the potential ramifications. He estimates that 35 charter amendments adopted statewide, would be challengeable, should we win. Additionally, Mr. Agnost states that at least 73 other charter amendments adopted in San Francisco since 1970 are subject to the same objections. However, I recently researched the local charter amendments cited by the City Attorney and found that the majority of the charter amendments were either supported by the P.O.A. or had no effect upon the wages, hours, or other terms of employment of San Francisco police officers. Clearly the City Attorney is attempting to smoke screen our efforts to force the City into compliance with state law. It is worthy to note that should the City lose this case Mr. Agnost would be subjected to the political winds and fall-out that surely will follow. Wind and contamination that no politician wants when they must stand for re-election in six months.

SAN FRANCISCO POLICE OFFICERS' ASSN.

BULLETIN

March 13, 1985
#85-28

TO: ASSOCIATION MEMBERS
FROM: FEDERAL LITIGATION COMMITTEE

At the Board of Directors and General Membership meeting scheduled for Tuesday, March 19, 1985 the below proposal was discussed.

1. Permanent appointments to the position of Sergeant and Assistant Inspector shall be made in rank order from the lists as developed by the Consent Decree using the original weighting system as set by the Civil Service Commission in September 1983.

2. The eligibility list established pursuant to paragraph 1 hereinabove shall be in effect for a period of two years from the date of the certification of the lists.

3. 270 permanent appointments shall be made in rank order from the Q-50 list. (Note that at this point adverse impact to minorities is at its minimum point.)

4. 76 permanent appointments shall be made from the Q-35 eligibility list. This represents the number of appointments required by the Consent Decree which must be made by the end of the second year of the life of the list.

5. Temporary appointments of protected class members shall be made immediately following the appointment of the last permanent positions at 270 on the Q-50 list and at 76 on the Q-35 list.

6. The protected class members receiving the temporary appointments shall be those members appointed in rank order whose names appear after the 270th position and the 76th position on the Sergeant and Assistant Inspector list respectively.

7. The temporary positions specified hereinabove shall be appointed until 100% parity between minority and non-minorities shall be achieved. Once this parity is reached, no further temporary or permanent positions are to be made from these lists. In the event that a protected class candidate appears on both parity lists that individual shall be carried as both a temporary Sergeant and a temporary Assistant Inspector for purposes of computing parity.

8. Temporary positions are to remain in effect for at least six (6) months but no longer than that date when the succeeding Q-50 and Q-35 lists are certified.

9. Temporary positions are to be made either by appointment by the chief pursuant to the guidelines set forth in the Consent Decree or pursuant to a Consent Decree sponsored in-service training funded by the Auditor-Monitor office. Selection for this program will require that the affected candidate is a protected class member who appears on the current Q-50 and/or Q-35

lists in rank order. The selected candidates will work in assignments as Sergeants and/or Assistant Inspectors and shall be paid at the rate for Sergeant or Assistant Inspector respectively.

10. The City and County of San Francisco shall prepare forthwith new Q-50 and Q-35 examinations.

11. The City and County of San Francisco is to continue with the appointments of twenty-five (25) additional Sergeants and fifteen (15) additional Assistant Inspectors each August first during the remaining term of the Consent Decree pursuant to Section 1 of the Consent Decree.

12. The Consent Decree unit shall be staffed and funded as necessary to assure attaining the conditions and terms of this settlement.

13. Temporary appointments are prohibited from becoming permanent appointments with no right to seniority or transfer policy.

14. Monetary sanctions will be imposed on the City for non-compliance with this agreement.

Kitty Korner

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Police Promotional Settlement Negotiations

The position of the San Francisco Police Officers Association regarding Department promotions has been that the Department is obligated to administer fair and impartial examinations. We fully expect the exams to be conducted in a professional manner and that they are valid and job related. We have also requested that they be administered in a timely fashion, in order to fill vacancies as they occur.

This position seems to be a reasonable one; however, our exam process is caught in a quagmire. The reason simply is that the results are not correctly ethnic or sexually coordinated to meet the proper statistical anticipation of the other parties to the consent decree. The following is the current status of our exams.

Sergeant/Assistant Inspectors Exam

Three settlement offers have been rejected by the P.O.A. Board of Directors. They are: total oral weighting, a blending proposal, and a cut-off score reweighing. The reason for their rejection I can best describe in the paraphrased words of Judge Peckham. It seems fair that candidates know the weighting prior to the exam, otherwise the results may seem contrived.

The P.O.A. has not been rigid regarding settlement negotiations. A fourteen point settlement proposal has been ratified and submitted to the parties of the decree. As of this date, no response has been received.

On April 24, 25, and 26, 1985, a hearing will be held in Federal Court to determine if candidates' rights are trampled if the City utilizes the oral exam as the sole criterion to promote on the Sergeants and Inspectors exam.

Lieutenants Exam

The P.O.A. waived the sixty day review period. The Public Advocates invoked their right of review under the consent decree and have requested the answers to numerous questions.

The City Attorney has rendered an opinion of Judge Roy Wonders' order that the second lieutenants exam process is an extension of the first, in which fifty candidates were promoted. We are expecting the results to be announced sometime after April 18, 1985.

Captains Examination

The Consent Decree Unit has not started work on this exam. The Department may soon find themselves short-handed in this area. We will be monitoring how temporary appointments are to be made and, hopefully, provide input regarding the decision process.

Federal Litigation Committee Report
Prepared by John E. Willett

IN MEMORIAM

by Officer Steve Johnson

I went to pay my last respects to the sergeant's examination the other night.

The services were appropriately held at the SFPOA building where the meeting room was as cold as the topic of discussion warmed only by the radiant heat from the hot dogs cooking over the farberware — no doubt an offering to the gods.

The turn-out was kind of disappointing. Over 600 members were obliged to offer their condolences yet I only counted about 25 mourners.

You would have appreciated the nice send-off the exam got. Full representation from the Board of Directors, a benediction offering proposals to reconcile the problems with the test before the impending autopsy and reassurances from the Federal Litigation Committee — how touching.

My mind wandered. The whole thing seemed like a script from an old Jackie Gleason show where Ralph Cramden and Ed Norton would don their raccoon caps and trade secret handshakes with their compatriots at a lodge meeting.

Those of us in attendance, all brothers without childish apparel or secret passwords, offered our sympathy the only way we knew how, by utilizing a liturgy of excuses:

"We shouldn't be so demanding. We should give in, make a deal. After all, the Peckham Disease only destroys our backbones. We can still crawl to work."

The fear of test papers being shredded and having to start the whole process over permeated the long walls and empty chairs and worked us into a frenzy, like jackals before a corpse.

Members of the Board sat stoically. Their seating arrangements reflective of the apostles at the Last Supper only we, the members, were the ones who wanted to exchange the twenty silver dollars for a token rank.

"Let's see how many jobs we can get while there's still time to give The Peckman whatever he wants," we cried.

Since all of the proposals under consideration amounted to nothing but racial extortion we probably should have been asking . . . "What right do we have to reject our principles and pretend it's all for the best?"

We probably should have said . . . "Who are we kidding, thinking that temporary jobs taken from qualified candidates might be the solution."

But we didn't.

The exorcism had failed. The last rites were given. And I left feeling a certain hatred for the discrimination that all the candidates had been subjected to — I left feeling like a minority.

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BIG BROTHERS OF MARIN

Our current effort is to enlist more Novato residents to become Big Brothers to Novato boys without fathers in their homes.

Big Brothers of Marin County currently has a list of 20 boys from Novato waiting to be matched. Some have waited for over a year because of the shortage of Big Brother volunteers from that community. Novato has the largest number of boys waiting for Big Brothers in all of Marin County.

It is well known that a substantial number of San Francisco Police Department officers live in Novato. Your association newsletter would be an excellent means of letting them know about our program needs in their community.

Big Brothers are carefully matched to boys in need of an adult male influence during their developing years. Matching is done on the basis of shared interests, values and personality. Men who volunteer say there is no feeling to compare to the experience of being a Big Brother. Feeling that you are the most important person in a boy's life is one of the rewards of this program. While we ask that Big Brothers make a commitment of one year, many men and their Little Brothers become life-long friends. The average match lasts 2.6 years in Marin.

An additional reason for police officers to become Big Brothers is the value of showing these boys the human side of the policeman. Law enforcement personnel have become some of the best Big Brothers in agencies throughout the country.

Because Big Brothers is a preventive program providing adult male role models to help boys develop a positive attitude and constructive adulthood, it is considered one of the most effective means of preventing juvenile delinquency.

Statistics from the Juvenile Probation Department in Marin show that the majority of children arrested are from father-absent homes. In Marin, there are over 4,000 such homes in which boys are growing up without the influence of a father.

Marin County Superior Court Judge Richard H. Breiner has stated: "Of the hundreds of cases that I have heard in Juvenile Court, I do not recall one in which the minor involved in crime had had a Big Brother. I feel that there is no better program in the county which can help a youngster avert delinquent behavior and keep him on the road to becoming a worthwhile citizen."

I trust that the above information will be helpful in providing background to your members. Should you need additional information, or have questions about our program, you may contact me either at Big Brothers of Marin or at my 24-hour phone number, 883-1540.

Thank you so much for helping us to expand our program in the Novato area.

Sincerely,
RONALD R. BRILL
Public Relations/Recruitment Coordinator

Granada Cafe

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586-1515



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MAURA KEALEY FRIEND OF THE POA

by Paul Chignell

One of the most important aspects of providing quality service for the members of the San Francisco Police Officers' Association involves working with our counterparts from other unions in San Francisco.

So often, issues arise at the Board of Supervisors that affect not only police officers and firefighters, but all City employees.

In unity there is a stronger bargaining position and we have found that politicians take notice when a common front is presented.

Maura Kealey of Local 790 is the legislative coordinator for her union which represents the majority of miscellaneous City employees. Ms. Kealey was educated at the University of Wisconsin and the University of California where she received her Master's degree in History.

Since 1980 she has been representing Local 790 on service to members, retirement board issues, contracting out, comparable worth, civil service, negotiations and political issues.

Kealey has been helpful to the POA leadership on payroll conversion, ballot measures, negotiations with the City on sick leave rules, civil service rules and other important matters.

It is important that in the future we continue strong ties to other employee organizations and their representatives like Maura Kealey.



Maura Kealey

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POA FILES LAWSUIT

continued from page 1

2. The rules as adopted VIOLATE the Charter of the City & County of San Francisco that mandate the right to a hearing when called for by a citizen and/or a police officer.
3. The rules as adopted VIOLATE the rights of police officers to tape all aspects of an interrogation during the hearings which is a gross violation of the Government Code.
4. The rules as adopted change already agreed to provisions to allow the hearing officers to be selected in an impartial and fair basis which is a violation of the good faith requirements of the California Government Code.
5. The rules as adopted contain no complete evidentiary standards which VIOLATE fairness and do not comport to basic standards of administrative law.
6. The rules as adopted VIOLATE the rights of representatives of police officers at hearings as outlined in the Police Officer Bill of Rights and in distinct, well settled case law.

CITY THAT KNOWS HOW?

San Francisco prides itself as the trend setter, the City on the cutting edge, the City "That knows how." But when it comes to labor relations matters, this City and many of its public officials have no concept of proper labor relations. Time and time again, labor groups reverse the City in Court because good faith is not maintained by this City's managers. The San Francisco Police Officers' Association and other labor groups are pleased with our successes in the Courts, but unfortunately these actions cost our members money and time as the cases drag through the Courts.

PERSISTENCE THROUGH ADVERSITY

Our membership will not be deterred in matters such as basic due process rights of police officers in San Francisco. We must not allow the City to trample on our rights despite the power at the Police Commission of the American Civil Liberties Union and the San Francisco Bar Association.

I am confident that the Superior Court will uphold the POA that police officers must be treated with respect and dignity, as well as in conformity with existing law during hearings that could result in disciplinary action against our members.

APRIL 24, 1985

The Board of Directors of the San Francisco Police Officers' Association urges the membership to show up in court on April 24, 1985, and to be there at any subsequent hearings that take place on this most important issue for the membership.



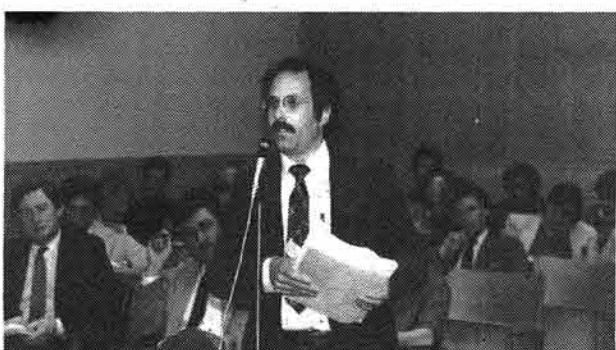
General Schober and OCC Investigator Larry Shockey



SF Police Commission



Chief Cornelius Murphy



Amitai Schwartz, ACLU



POA President, Bob Barry



POA Attorney Dave Clisham



Pete Mezey, SF Bar Association, with POA representatives observing



THE SET UP: ANOTHER OUTSIDER

continued from page 1

petitiveness of these desirable, and limited promotional slots, exacerbated by long delays resulting in bickering, mistrust, and dejection. This inexcusable promotional log jam must be broken to free up the creative energies and talents of the Department's future leaders and managers.

Since 1972 the patrol force has awaited the long promised career development program which included additional training, additional responsibility, rotation of assignments, and additional compensation. It must be clearly recognized that most officers will not promote (due to the limited number of jobs) and most officers will spend their working career in the patrol force. To enhance patrol work, a visionary and progressive career development program calls for existence.

In 1976 a Charter amendment was passed creating a second and vastly inferior retirement/disability plan for officers hired after November, 1976. Now officers wonder why their spouses and families will receive lesser benefits if the officer is killed in the line of duty. While talk of pension plans is currently unfashionable, a programmed pension improvement plan must be developed to retain these officers.

The current state of the patrol force vehicle fleet is deplorable. The amount of time necessary to have minor repairs of this fleet occur leaves much to be desired. A torch must be set under the City's corporation yard to get the patrol force vehicle fleet ready for the streets. Too

much time is required for minor repairs. Mayor Dianne Feinstein has set clear MBO objectives for response time. These objectives cannot be met unless radio cars are available for patrol.

In 1989 the Consent Decree terminates. To prevent its reimposition, steps must now be taken to ensure equal opportunity in hiring and promoting. The testing procedure must continue to be content valid and job related, capable of withstanding judicial review. The Department must meet its commitment to recruit the most capable of all races, sexes and cultural origins. The Consent Decree, while helpful at the entry level, has proven its usefulness ends there.

The Department's capital improvement budget needs to find priority among City budget red-liners. Police facilities, especially Northern and Potrero Stations, need attention; while the two (2) mentioned stations need complete repositioning and new buildings. No successful business operation would consider the present Northern and Potrero Stations to be suitable for facilities for accomplishing its objectives. Northern is a converted emergency medical care facility. All the older facilities (Park, Richmond, Ingleside, and Taraval) could use internal renovation.

Chief Murphy needs to retain his head. The focus needs to remain on the Police Department. But please let's put away the ax and change the lens.



Deputy City Attorney Burk Delventhal

AROUND THE DEPARTMENT

By Bob Fitzer

Let's be honest now, how many of you read the ads or business cards printed in this paper? Who really sees Joe WEATHERMANS' (Co. A) ad for his stained glass? or Joe FITZPATRICKS' (Co. G) real estate ad?, or how will you ever know about the "Metro" and "Golden Gate" division T-shirts that I have for sale???? Well, with the start of this papers classified section it will be easier and cheaper to sell that extra gun, boat, or whatever and all without the usual graffiti that appears on your ads when you post them on the various bulletin boards around the department. So find the "ad" in this edition for your for-sale or service item and send it off to editor Pete Maloney, (good idea on this Pete!)

A note of get well goes out to Gus STREMMER (Co. E). A long standing veteran, Gus is out with a bleeding ulcer and his friends and colleagues want to send their best for a speedy recovery...

ATTENTION!! ATTENTION!! any of you past members of the SFPD mounted. Its boots and saddles again for a get-together at the horse retirement ranch scheduled for mid-May. Hope this notification gets to you in time. Contact Bob MAHONEY (Mounted at 752-6255.)

We've got a lot of sports fans in this department but none as dedicated as John HALLISY (Co. F). It seems that John took his yearly vacation in Scottsdale, Arizona, just to watch the Giants workout. Bob Lurie ought to give you a special box seat for such loyalty John!

Congratulations to the members of the 158th recruit class for passing the FTO section of their training. I'm sure you're glad to get it all behind you now but just remember you have a long way to go so let's be careful out there.

Rookie or veteran officer?? someone pointed out an interesting fact the other day. How many of you still refer to the department tow truck as "headquarters - 22."? I know I still do. When they made the radio code transitions several years ago that's one I never could remember and I still hear people call for...Headquarters-22.

A special message to District Attorney Arlo Smith. That was mighty nice of you to write about the OLIVER case in which Ass't DA Sweeters successfully put away a murderer. I'm sure that Homicide inspectors Falzon and Klotz deserve some credit for this, but what about the "patrol officers" who were involved as well. Its "bureau" cratic thinking like that, that increases the rift between the ever thinning blue line and your office.

SFPOA COURT DAY ROOM

On Saturday March 23, after many years of talking, the POA day room began to take shape. Association President Bob Barry, representatives Don Woolard from Tac and Tom Flippin, Muni met me at the association building to begin work. The area that had been picked for use as the day room, has over the years been accumulating many "odds and ends." After spending several hours filling a large debris box with these "odds and ends" the room was ready for painting. With my tireless helpers taking brush in hand the room was painted out in no time, and by 3 pm we were all sitting back with a cold beer. Our room was now ready for the next steps... carpet and furnishings. As this article goes to press the room will have been carpeted and some furniture bought and some donated. It is hoped that by April 16 the room will be ready to be used as intended, and that is a place where our membership can sit and relax while waiting to appear in court etc...

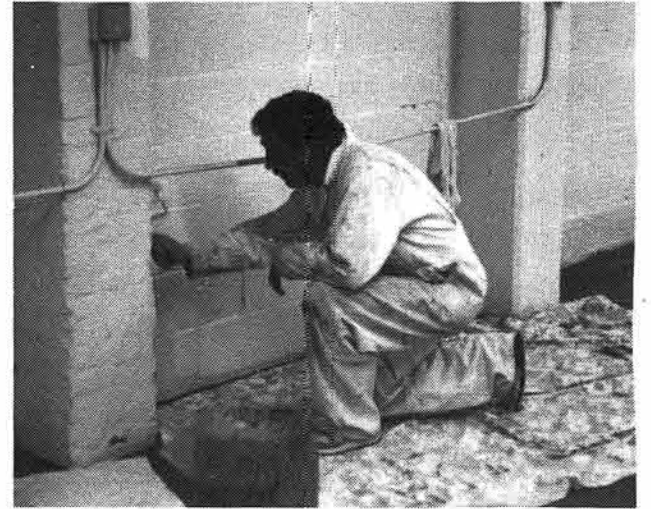
I would like to take a few lines to thank Marsha Ashe, Co. E and Andy Balmey, General Works for their offer of help but because of a mistake on my part in setting the dates for work their offer went unused. Thanks also to Bob Srock, Co. E for the donation of a TV and to Mike Cowhig, Co. B and his dad for a nice sofa.

Anybody wishing to donate reading material can drop it by the association office, it will be appreciated.

Ron Parenti, Vice President



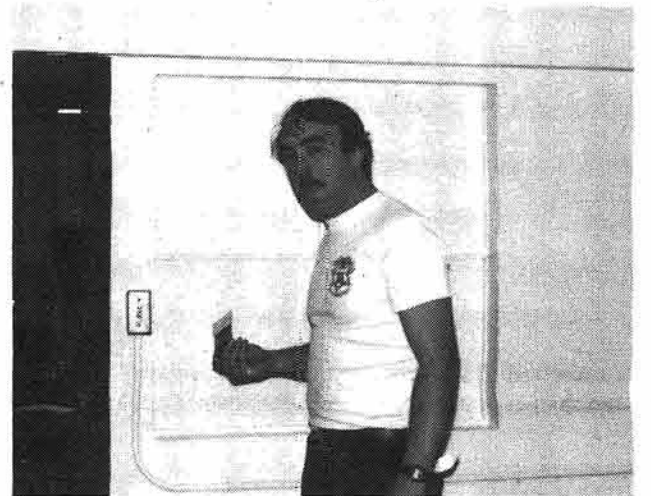
Ron Parenti



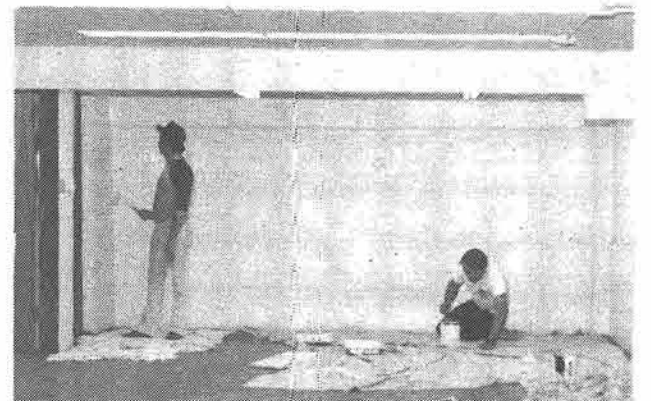
Bob Barry



Ron Parenti and Tom Flippin



Don Woolard



Tom Flippin and Don Woolard

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MARCH SEMINAR BENEFITTED POA BOARD...AND YOU

by Tom Flippin, Muni

On Saturday, March 30, 1985, a seminar was held for POA Board members. Although attending meant giving up a day off (or losing 8 hours pay) turnout was excellent; all but two or three Directors managed to make it. The seminar was structured to allow various people with expertise in areas of concern to the POA to share their knowledge with the Board and to respond to questions from the Directors.

Starting off the day was **John Prentice**, from Stephen Bley's law firm, who spoke on the problems faced by members who are targets of complaints or criminal charges. Prentice covered the various rights (and duties) of members when being investigated. One important point he made was that members who are involved in serious charges or complaints should contact the POA immediately. Many careers are jeopardized by cops who don't avail themselves of all possible help and advice.

Next, **Joe Engler** and **Mickey Shea**, of the Stress Unit, talked about their work with officers involved in traumatic incidents, family problems, or drug/alcohol abuse. This unsung unit can be of tremendous help to any member who has a problem in these areas. Hours at the unit are: Weekdays, 9-5; an answering service, 5-11; and, after 11 PM, through the Ops Center.

Dan Linehan talked a little about the process used to set our salaries each year, then spoke at length on City politics...specifically the Board of Supervisors. The behind-the-scenes politicking, who supports who, who's in...and who's out is always important to us, but the next year or two are extremely important. Not only does the POA have some crucial decisions to make on what propositions to place on the ballot, but a lot of jockeying for position will be taking place as Mayor Feinstein's last term ends.

Paul Chignell gave us an overview of the legislative process at the State level and briefly pointed out some legislators who support or oppose issues in which we are interested. Stronger law enforcement bills are being passed than ever before. Many labor issues which directly affect each of us are also dealt with in Sacramento.

Mike Hebel as next up with a talk on disability/retirement matters. The disparity between the Tier I and the Tier II systems is one of the most important problems in front of the POA (in my opinion). Mike very clearly showed that Tier II, in actuality, is no retirement system at all. People relying solely on it for retirement could be in for "a world of hurt".

Rounding out the day was **Bob Barry** with a review of grievance procedures and O.C.C./Management Control practices. Bob emphasized the importance of members contacting their representatives at the beginning of a problem rather than waiting until the last minute. Members who are aware of their rights and representatives who get involved can favorably affect the outcome of many tough situations.

All in all, the seminar was of great benefit to me and, I believe, to everyone who attended. In the long run, you POA members benefit most by having informed and involved representatives giving you whatever assistance they can.

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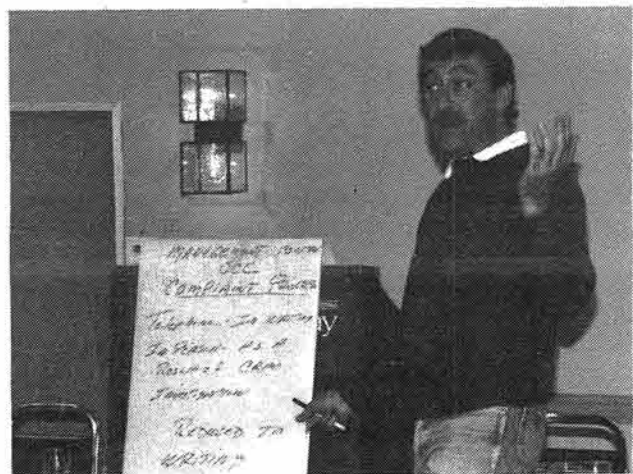
by Don Woolard

Grievances, Bill of Rights, Stress, O.C.C. Management Control, Disability, Retirement and Legal Review. These are all subjects that your representatives must be knowledgeable and ready to respond to.

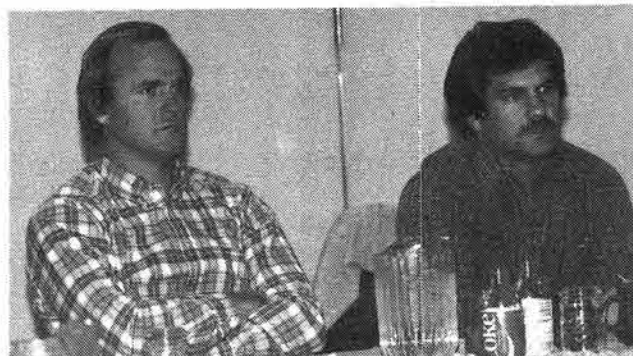


Mickey Shea (left) and Joe Engler (right) from the SFPD Stress Unit are available 24 hours - 365 days.

On Saturday, March 30, 1985 a P.O.A. Board of Directors Seminar was held at the Golden Gateway Holiday Inn. **John Prentice** from the law firm of Stephen Bruce Bley Inc. discussed legal review as it relates to police Commission hearings. **Joe Engler** and **Mickey Shea** from the Stress Unit addressed the problems of drug and alcohol abuse. **Paul Chignell** explained who's who in



President Bob Barry explains the O.C.C./Management Control complaint process.



Bureau of Inspectors Representatives Alex Fagan (left) and Phil Dito (right).

Sacramento and **Bob Barry** covered the Bill of Rights. The Board of Supervisors and salary setting procedures were explained by **Dan Linehan** and a disability-retirement review was presented by **Mike Hebel**.

By the conclusion of this well-attended seminar members of the board feel that they had gathered a wealth of information that will be useful in the future.

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March 19, 1985

Board of Directors Meeting

President Barry called the meeting to order at 1520 hours, with the pledge of allegiance. He then advised that Brother Tom DelTorre, Headquarters' representative, had resigned due to his transfer to Central Station. President Barry, as directed by the By-Laws, nominated and charged Henry Friedlander to complete the remainder of DelTorre's term. Brother Friedlander has been an active member of our Association for many years and we look forward to his contributions as a member of the Board of Directors.

Report of the Vice-President

Vice President Parenti informed the Board that he has received many offers of help to work towards the building of the P.O.A. Day Room. A work party will be held Saturday, March 23, 1985, 0900 hours at the P.O.A. The Day Room will be a benefit for our members who have been subpoenaed to court. Vice President Parenti urged any interested person willing to help with the Day Room to contact him.

Brother Paul Chignell advised the Board of the continuing meet and confer process with the Police Commission over the proposed O.C.C. hearing rules. Many areas have reached tentative agreement but the major areas of concern are still being discussed. Brother Chignell provided information of other avenues the P.O.A. may take should an impasse be reached. More meetings have been scheduled.

Vice President Parenti commented that the letter sent, at the request of the Board, to the chief and Police Commission, by our attorneys, has had its desired effect on the commission. The letter outlined the P.O.A.'s concern of public comments on issues, in the press, that may show a predetermined judgement prior to a hearing.

Report of the Secretary

Secretary Linehan advised the Board of a letter sent to the P.O.A. seeking an opinion of the P.O.A., of a proposal allowing the San Francisco Airport Police to drop out of the local retirement system. This proposal, authored by Supervisor Molinari, has the support of the Airport Police Officers' Association.



M/Linehan S/Flippin to support the San Francisco Airport Police Officers' Association's efforts to leave social security and the local retirement system, placing themselves in the State Public Employee Retirement System (P.E.R.S.). Motion passed unanimously.

Secretary Linehan advised that the City and county of San Francisco, city attorney's office, has filed their response to the P.O.A.'s request to sue, based upon the State Supreme Court decision of Seal Beach. The city's main argument is based on cost. They estimate the cost, if the P.O.A. were successful, to be 45 million dollars per year or 1.5 billion dollars by the year 2000. The P.O.A. will now file rebuttal papers to the city's response by April 12, 1985. A decision by the attorney general's office should be made by May 1985.

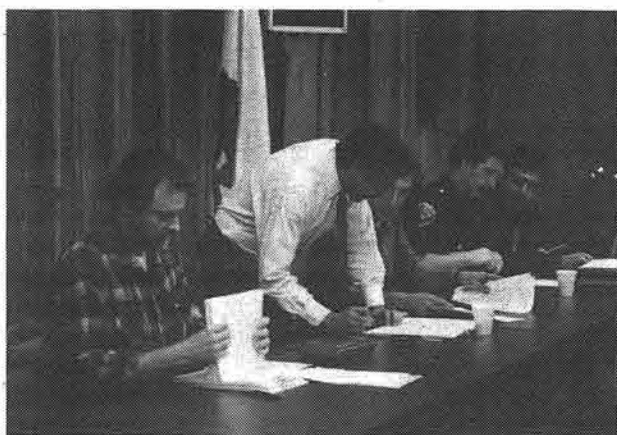
Report of the Treasurer

Treasurer Collins stated that the P.O.A. operated in the red during the month of February. Most of the unforeseen items were temporary but the lack of cost containment of the P.O.A.'s legal costs contributed to the problem.

A meeting on this issue is set to be discussed by the Screening Committee during April. Balance on hand, after expenses is \$92,684.04. M/Parenti S/Linehan to approve the treasurer's report. Motion passed unanimously.

Reports of the Committees

LEGISLATIVE COMMITTEE: President Barry advised that a day-long seminar for Board members, will be



held at the Van Ness Holiday Inn on Saturday, March 30, 1985. topic of Discussion will be on all issues affecting a director's representation of their members. He urged all to attend.

President Barry noted the P.O.A.'s effort to be placed within the City's Employee Relation Ordinance. He stated that this will allow the P.O.A. one additional step should an impasse occur during negotiations.

Secretary Linehan advised the Board of the results of the poll conducted by the Schlackman and Fazio firm. The results show a favorable response by the public on issues considered important by the P.O.A. (correction of Tier II retirement, paid medical for employee's dependents, dental program). Additional information for discussion will be forwarded to the Board at its April meeting in an in-depth proposal.



UNIFORM & SAFETY COMMITTEE: Brother Dave Herman informed the Board that he had authored an article for the March edition of the POLICEMAN newspaper. His article outlines the functions of the Planning and Research Division of the S.F.P.D. Brother Herman is fearful that the mayor may consider the replacement of Northern a low priority, due to her public comments regarding Candlestick Park renovations.

President Barry advised that the department plans to formalize a Uniform and Safety Committee with three (3) members appointed by the chief and three (3) members by the P.O.A. president. President Barry stated that he intends to appoint Brothers Dave Herman, Ed Garcia and Larry Barsetti as the P.O.A. representatives.

INSURANCE COMMITTEE: President Barry introduced Mr. Andy Hauer, a senior consultant in the ac-

tual benefits and compensation consulting group of the professional offices of Coopers and Lybrand. Mr. Hauer proposes to review all current insurance policies the P.O.A. currently enjoys to determine if the P.O.A. receives maximum benefits for their dollar. Additionally, Mr. Hauer will see if the P.O.A. and its Board members are under insured.

M/Linehan S/Dito that the P.O.A. contract with Mr. Hauer, through Coopers and Lybrand, to review all P.O.A. insurance policies, their levels of protections and to determine their cost effectiveness. The cost not to exceed \$3,500.00 with its cost to be partially offset by the trust funds.

LABOR RELATIONS: Directors Fagan and Dito advised of the discussions held in Santa Cruz during a two (2) day seminar on the topic of General Order P-1 (Transfer Policy). A written report to the Board will be completed by Director Fagan by the next Board meeting.

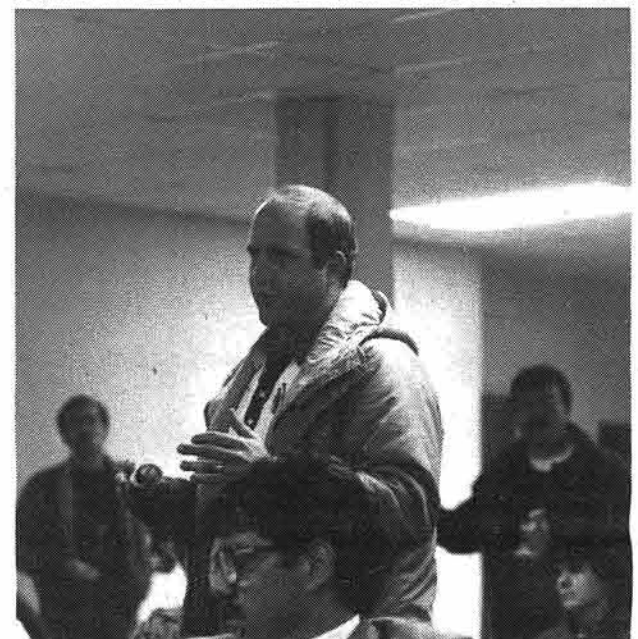
President Barry then recessed the Board meeting at 1715 hours to allow the March General Membership Meeting to begin.

At 1815 hours, President Barry reconvened the board of Directors Meeting. Same Board members in attendance.

M/Dempsey S/Dito to delete point thirteen (13) prohibiting Q-35/Q-50 temporary appointments from receiving permanency, transfer or seniority rights, from the fourteen (14) point settlement plan outlined in P.O.A. Bulletin #85-28 issued March 13, 1985.

Motion failed four (4) yes (Dempsey, Sullivan, Dito and Fagan), seventeen (17) no.

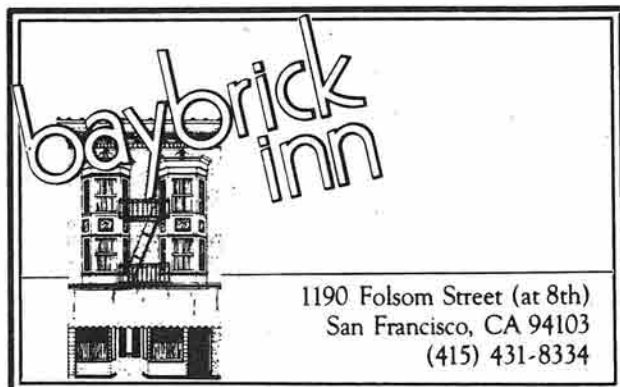
M/Sullivan S/Goldberg to send the fourteen (14) point plan for the acceptance or rejection to all Q-35/Q-50 candidates, as a possible settlement of the Q-35/Q-50 tests, as outlined in P.O.A. Bulletin #85-28 issued March 13,



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1985. Motion passed twenty (20) yes and one (1) no (Keys).

M/Novello S/Garcia to place the date of April 23, 1985 on the fourteen (14) point settlement proposal as the last date the other parties of the Consent Decree could accept this plan. After much discussion the maker, Director Novello, withdrew the motion.

President Barry then recessed the Board of Directors meeting at 1840 hours, allowing the General Membership Meeting to reconvene.

President Barry reconvened the Board of Directors Meeting at 1930 hours. Same Board members in attendance.

M/Parenti S/Woolward to donate \$250.00 to the Friends of Supervisor Wendy Nelder Committee. Motion passed unanimously.

M/Linehan S/Fagan to donate \$250.00 to the "Retire Supervisor Quentin Kopp's Re-election campaign Costs". Motion passed seventeen (17) yes two (2) no (Lindo and Sullivan) with one (1) abstention (Dempsey).

Motion to adjourn at 1945 hours.

Daniel J. Linehan
Secretary



Judge's decision.

Director Roy Sullivan informed the membership of the other settlement plans and their ramifications (Judge Peckham's blending of the lists, 0-0-100, Ray Wong's proposal, and the fourteen (14) point plan). A lengthy discussion ensued for approximately forty-five (45) minutes.

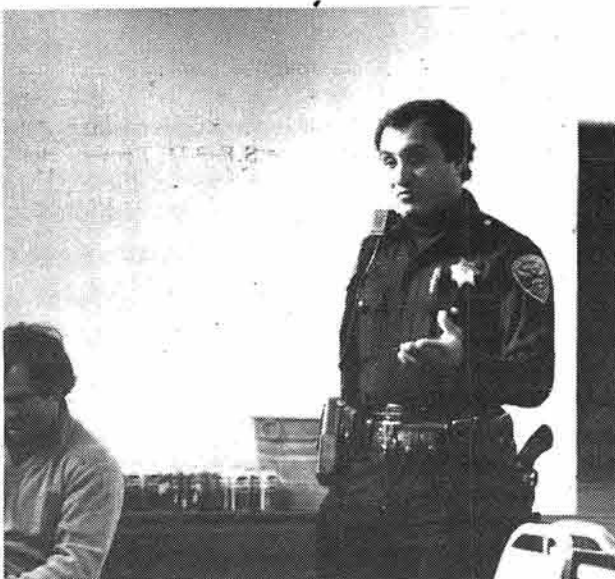
President Barry recessed the General Membership meeting at 1815 hours.

At 1840 hours the General Membership Meeting was reconvened and a quorum present.

M/Brother Jeremiah Morgan S/Brother John Bourne, to strike all temporary language located within the fourteen (14) point plan, the settlement proposal of the Q-35/Q-50 examination as written in P.O.A. Bulletin 85-28 issued March 13, 1985. Motion was defeated by a majority by show of hands.

M/Brother John Willett S/Brother Larry Barsetti, to adopt the fourteen (14) point plan. The settlement proposal of the Q-35/Q-50 examination as written in P.O.A. Bulletin 85-28, issued March 13, 1985. After much debate the motion was withdrawn by its maker, Brother Willett.

M/Director Roy Sullivan S/Director Henry Friedlander, that the fourteen (14) point plan to settle the Q-35/Q50 examination as written in P.O.A. Bulletin 85-28, issued March 13, 1985, be discussed and voted upon by Q-35/Q-50 candidates after three (3) two (2) hour informational periods. The periods will be Wednesday, March 27, 1985, 0900 hours to 1100 hours and 1700



General Membership Meeting March 19, 1985

AT 1715 hours, President Barry called the March General Membership Meeting to order with the pledge of allegiance. Approximately forty-five (45) members in good standing were present.

Federal Litigation

Brother John Willett, Chair of the Federal Litigation Committee, gave an overview of Judge Peckham's order regarding the changing of the original weights of the Q-35/Q-50 examinations to 0-0-100.

Attorney Ralph Saltsman was present and presented the legal recourse the P.O.A. still had as a remedy to the

hours to 1900 hours. The last date will be Thursday, March 28, 1985, 1700 hours to 1900 hours. Voting candidates will be required to show their test I.D. numbers, test sheet or some other form of test credentials.

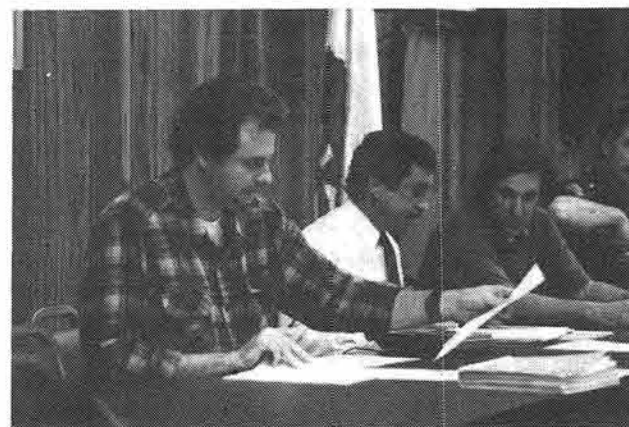
A lengthy debate ensued over the voting procedures to ensure ballot control.

Brother Ed Springer motioned to table Brother Roy Sullivan's motion. Upon information as to the ramifications of the motion to table, Brother Springer withdrew his motion to table.

A vote was then taken by members standing. Motion passed by a majority.

Motion to adjourn the March General Membership Meeting passed unanimously by a voice vote at 1930 hours.

Daniel J. Linehan
Secretary



Mr. John Root
Cow Palace Administrative Offices
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Dear Mr. Root:

The San Francisco Police Officers' Association would like to express its deep appreciation to the administrative offices of the Cow Palace, and Ms. Sarah Merlino for their efforts in obtaining and distributing hundreds of complimentary tickets to the Neil Diamond concerts.

Your generous contribution was gratefully received and fully enjoyed by hundreds of our officers and their families. Your efforts had a significant positive impact on the morale of the men and women of the San Francisco Police Department, and provided a feeling of appreciation and public support to those who are all too often the recipients of criticism and scrutiny.

May I thank you once again for the wonderful times enjoyed by our officers through your generosity.

Very truly yours,
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“MY FAVORITE COP”

Once again two San Francisco police officers are being honored through the “My Favorite Cop” award program. **Officer Douglas McConnon**, assigned to Richmond Station’s School Car, and **Officer Irwin Tuttleman**, a beat cop on Chestnut Street in the Marina District, are the award recipients for the month of March and April respectively.

The “My Favorite Cop” award is for “daily acts of kindness and friendship which have caught the eye — and the heart — of San Franciscans.” The officers are chosen via ballots obtained at any of the United Bank’s fifteen branches, published in the neighborhood edition of the San Francisco Progress Newspaper or by letters sent directly to the Chief of Police. These monthly awards include \$1,000 cash provided by major San Francisco corporations, a commemorative trophy from the San Francisco Council of District Merchants Association, as well as commendations from both the Mayor and the San Francisco Board of Supervisors. Mr. Art Blum, of the Art Blum Agency, has coordinated the generous support of the private sector with the efforts of the San Francisco Police Commission to implement and maintain this program.

Officers McConnon and Tuttleman will receive their awards at a luncheon on Wednesday, March 27, 1985, at 12:00 PM in the Victorian Room of the St. Francis Hotel. This luncheon ceremony, graciously hosted by the Management of the St. Francis Hotel, will be attended by the Chief of Police, Cornelius Murphy, Supervisors Harry Britt and Richard Hongisto, members of the Police Commission, and a representative from the San Francisco Council of District Merchants Association.



(L to R) Officer Douglas McConnon, Supervisor Richard Hongisto, Officer Irwin Tuttleman and Chief Murphy.

“MY FAVORITE COP” AWARD RECIPIENT FOR MARCH, 1985 OFFICER DOUGLAS McCONNON #1256 RICHMOND STATION

Crimes committed by juveniles is an increasing problem in our society. While the criminal justice system must deal with the youthful offenders after they have been apprehended, it is also important to prevent crime by working with young people and attempting to influence them so that they develop into law-abiding citizens. Having a good rapport with the police officers in the community is a significant first step.

In keeping with this concept, each of San Francisco’s nine district stations had a police officer who patrols in what is commonly called the “school” car. These officers are responsible for handling all calls for service to the schools, assisting the staff and administration with police-related matters, as well as getting to know the students on a one-to-one basis through frequent visits to the school buildings and surrounding campus areas.

An extremely important part of this assignment is the relationship the officer build with the students. If the officer assigned to the school car is doing his or her job, the



(L to R) Mrs. and Officer McConnon, Mrs. and Officer Tuttleman and Chief Murphy.

young people in the district know they have a member of our department easily available to them for advice or assistance.

Officer Doug McConnon, the “My Favorite Cop” award recipient for the month of March, has been assigned to the school car at Richmond Station for the past eight years. During this time he has received numerous complimentary letters from school officials for his work with the students in the district. In addition, he has extended the performance of his assigned duties to include working with the police department’s summer youth program, which involves officers participating in backpacking, hiking, and camping trips with young people.

Officer McConnon feels that “working with kids has been one of the best experiences in my life.” And this attitude reveals itself clearly in the friendship that has developed between him and the students on his beat. Several hundred young people from George Washington High School joined together and submitted a petition naming him as their “Favorite Cop.” This action is a good indication that the students in the Richmond District feel that in Officer McConnon they have a helping hand.

OFFICER DOUGLAS McCONNON

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**"MY FAVORITE COP" AWARD
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OFFICER IRWIN G. TUTTLEMAN #1421
NORTHERN STATION**

Providing "Beat Cops" for all of San Francisco's neighborhoods is one of our department's highest priorities. Officers who patrol in a radio car, due to the nature of their assignment, are often not as accessible to members of the community. They must answer calls for service transmitted to them by the communications dispatchers, and in the busier districts, this alone can keep them moving rapidly from place to place. Also, since they are mobile they have a larger geographic area to patrol. This makes it more difficult for them to get to know citizens in their car sector. A beat cop, however, walks the same streets on a daily basis and has the time to develop a working relationship with the citizens in the area. An officer in this type of assignment is a very visible, dependable representative of the police department. Merchants know he'll be stopping in everyday to discuss police and community matters, or just to say hello. Residents of the area are likely to get to know him as they go about their daily activities. And his constant presence is a deterrent to criminals. This availability, whether it be to take direct police action, arbitrate a minor dispute, or simply to answer questions is of significant importance to the citizens of our various neighborhoods.

The residents and merchants in the Marina District appreciate their beat cop for the exact reasons outlined above. So much so, that they circulated a petition to gather signatures as votes for Officer Irwin "Jerry" Tuttleman as their "Favorite Cop."

Officer Tuttleman, the recipient of the "My Favorite Cop" award for the month of April and a twenty-nine year veteran of the San Francisco Police Department, has spent the last five years assigned to the Chestnut Street beat in the Marina District. A former commanding officer, Captain Charles Schuler, praised Officer Tuttleman by saying that he has developed an excellent working relationship with the merchants in the area. The merchants and residents who signed and circulated the petition described Officer Tuttleman as courteous, conscientious, and said, "we are very grateful to have San Francisco's best right here in the Marina District."

OFFICER IRWIN G. TUTTLEMAN



Mr. Mark Shustoff of the San Francisco Council of District Merchants Association presenting the honor officer with plaques from his organization.

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OFF WITH THEIR HEADS!

The "cops' takeover/invasion" of E.R. Taylor Elementary School has caused a great deal of justified hysteria. Police officers **Kirk Brookbush** and **Tim Dempsey** contacted **Virginia Gordon**, principal of Taylor Elementary School and asked her permission to use a classroom while participating in a training exercise. Ms. Gordon cleared the classroom of teacher and students before she escorted the officers into the classroom. Twenty minutes later the officers left the school. The ensuing events warrant grave concern, if not hysteria, by every San Francisco resident!

Myra Kopf, president of the San Francisco Board of Education, called for the removal of Principal Gordon, who has over 30 years of dedicated service with the San Francisco Unified School District. Kopf was "Shocked and outraged at what happened at Taylor School." A mental giant by the name of Michael Bickford wrote to the Examiner identifying himself as "a teacher and a supporter of our public schools." This molder of children's minds was undaunted by the facts. He wrote, "I cannot withhold my condemnation of the arrogant, callous and psychologically brutal invasion of Taylor Elementary School." Our hero went on to mention that during class discussion, his students' first concern was the "psychological trauma" on impressionable young students. Our scholar then, apparently having access to information no one else has, made reference to the officers' "macho swaggering." Most alarming, however, was the reported reaction of School Board member **JoAnne Miller**. She was quoted as saying "I think my neighbors feel terrorized because the cops are constantly around." Miller, who lives near Taylor School, was further quoted as saying that heavy police presence in the neighborhood has sparked complaints from residents.

I have no choice but to agree with the outcry for heads to roll! Let's start with removing the president of the Board of Education. Is she "shocked and outraged" by the drugs or crime prevalent in our schools? No, she wants to remove a courageous, honest, hardworking woman who has spent the last 30 years educating our children. What was Virginia Gordon's crime? She allowed a number of children to catch a fleeting glimpse of two San Francisco police officers!!! Let's also remove Michael Bickford from the classroom, at least until he returns to reality and decides to teach children facts, rather than fiction. And last, but certainly not least, let's not forget JoAnne Miller next election. When Ms. Miller tries to convince us that her neighbors feel "terrorized" by heavy police presence in the neighborhood and often complain about it, I must conclude that Ms. Miller is either less than truthful or she is very confused. I have spent most of my 16 year police career working in Ms. Miller's neighborhood, the Potrero Police District. I have found that the merchants and residents of the Potrero Police District are among the most ardent supporters of the San Francisco Police Department. Ms. Miller is the first resident of San Francisco that I have ever heard whine about **too much** police presence! The absurdity of her statements speak for themselves.

In closing, I am compelled to mention the "cops" who "tookover/invaded" Taylor School, Kirk Brookbush and Tim Dempsey. If I ever have a loved one being held hostage I hope and pray that Kirk Brookbush or Tim Dempsey are on the scene. I would trust my life with any

San Francisco police officer that I have ever worked with, but I would trust the lives of my children with the judgement of either Kirk Brookbush or Tim Dempsey. San Franciscans, we do indeed have cause for hysteria. Unfortunately the media is pointing its omnipotent finger in the wrong direction!

Lieutenant Gregory Corrales
Swing Watch Platoon Commander,
Potrero Police District

Myra Kopf, President
Board of Education
135 Van Ness Avenue, Room 120
San Francisco, California 94102

Dear President Kopf:

This letter is being sent to express our support of Principal Virginia Gordon of E. R. Taylor Elementary School, 423 Burrow Street, San Francisco.

As you know, Ms. Gordon became involved with the San Francisco Police Department recently wherein she allowed two of our officers the use of one of her school's classrooms during a Tactical Unit training exercise.

It is unfortunate that both the officers involved and Ms. Gordon have come under severe criticism in the local press for their actions in this matter.

I am sure that a fair evaluation of the facts will show no wrong doing by either Ms. Gordon or the police officers involved. Ms. Gordon was acting in good faith when she allowed the officers on campus and it would be inappropriate to see her long and distinguished career with the San Francisco Unified School District tarnished for the wrong reasons.

We, in the San Francisco Police Officers' Association, fully support Ms. Gordon and we strongly urge the school board to disregard the political rhetoric that has been so prevalent in the news and allow Ms. Gordon to continue her profession with dignity.

Very truly yours,
SAN FRANCISCO POLICE
OFFICERS' ASSOCIATION
BOB BARRY
President

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LETTERS

Thanks

I want to thank you very much for publishing my son's clipping, and also for doing a beautiful job in his picture. Hope it will build up the Memorial Fund. Hoping I can repay back to you in some way for doing this favor for me.

Sincerely,
Lucy M. Mailuck

Thanks

Dear Paul:

Thank you for discussing including Parking Control Officers in Administrative Code 16.171 with Chief Murphy.

We have referred this matter to discussions between the Union and the department, and will make sure Chief Murphy receives the cost figures.

Thanks again for your support.

Sincerely,
Maura Kealey
Legislative Coordinator

Thanks

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

Alice Loftus
& Family

Thanks

I would like to thank all the SFPD members who so willingly volunteered and especially the efforts of Inspector Tom Vigo for procuring designated donor blood for me following my January surgery. Being such a last minute request, it was amazing how quickly it was all accomplished.

It is hard for words to express the gratitude I feel so again, thank you all.

Sincerely,
Sandra Akers,
(Mrs. Ronald W. Akers)

Thanks

Dear Paul,

Thank you very much for your contribution to my Ph.D. celebration.

Writing my dissertation was a long process but well worth the effort!

My spirit is renewed

knowing that I have your friendship and support.

Thank you again!

Warm regards,
Doris M. Ward
Member Board of
Supervisors

Thanks

Dear Paul Chignell
Ron Parenti
and Ed Garcia

I apologize for taking so long to write this letter of thanks. My wife, Diane and I would like to thank you very much for the fine representation. Thanks for speaking up for me during my hearing. The three of you did a very professional job, not only on the day of the hearing but throughout the 8 month period. I also appreciate your reassurance that in due time everything would turn out all right. As well I extend my appreciation to the Police Officers Association for their help in this matter. Once again thank you and may God bless you.

Sincerely yours,
Joseph M. McKenna

Thanks

Dear Bob,

I want to thank you and the P.O.A. staff for the beautiful green plant I received as a get well gift. As the plant grows so will my feelings grow for everyone involved.

Thanks,
Mike Sugrue

Thanks

Dear Bob:

We would like to take this opportunity to thank you, Paul Chignell, Ron Parenti, Dan Linehan and John Goldberg for all your help and guidance during the arrest and subsequent investigation in the Warren Hinckle matter. In a time of crisis, it is always reassuring to know you can count on the POA for support. Perhaps, at times we may not always agree with the policies and decisions of the POA but it's great to know they'll always be in your corner.

Thank you,
Ross Laflin
Martin Sacco

Thanks, Police

Editor — We are extremely fortunate to have the vast majority of our police officers sincerely dedicated to providing the protection that allows all the citizens of San Francisco the quality of life we enjoy.

I was personally involved in an extortion and grand theft attempt which resulted in the arrest of the extortionist. At all times the police took extraordinary precautions to protect my family and myself. They observed the entire transaction and acted without injury to any person or damage to any property. Needless to say, I feel proud that our city is not only the greatest city in the world but we also have the finest police department in the world.

I would like to especially note that Inspector **Al Matteoni** and Inspector **Tom Arnold** made special efforts to assure my wife that they would do anything in their power to protect our well being. Inspector **Bruce Lorin** should also be commended for the help he provided me when I needed someone to "hold my hand" and guide me through this evil crime.

I will always be sorry to see our police department accused of negligence and wrongdoing on the part of a few, knowing the majority are sincere, overworked, underpaid protectors of our city.

ROBERT W. SKINNER
San Francisco

Thanks

Dear Bob,

Thank you for your generous contribution to my recent fundraiser at the St. Francis Hotel.

Since January 8th, when I was sworn in as President of the Board of Supervisors, the Board has started to grapple with the Downtown Plan, the treat of the Giants and 49ers leaving the City, and the alarming deficit of the Housing Authority. None of these issues will be easily resolved, but I pledge to continue working hard on them as well as the numerous other matters before us.

I appreciate your support of my efforts to keep San

Francisco a dynamic and viable city.

Best wishes,
John L. Molinari

Thanks

Dear Bob:

Thank you for your recent letter concerning the Treasury Department's tax simplification plan.

I agree that there are a number of proposals in the Treasury Department's plan which are inherently unfair. Taxing unemployment compensation and employer paid health insurance premiums will place a larger tax burden on those who can least afford it — low and middle income citizens. These benefits have historically been non-taxable and should remain that way.

Please be assured that I will not support any tax reform plan that will result in an additional tax liability for this nation's workers or senior citizens.

It is good to hear from you.

Sincerely,
SALA BURTON
Member of Congress
P.S. Congratulations on your election victory!

Exam Frustration

To: Lois Salisbury — Public Advocates

You and I don't know each other and have never corresponded — so I'm going to take the initial step with this note—

Concerning the Q50-Q35 examination and appointment controversy — I don't believe that in the modern history of this Department that any problem has so overshadowed or unnerved the membership as has the constant and unwarranted opposition to the Sergeants' and Asst. Inspectors' list as evidenced by argument and revision of the scoring, grading and publishing of this most vital and important Promotional process.

If the purpose of this unrelenting legal "skirmishing," is to establish an ethnic balance to this list, you may have succeeded, but at a cost far more than you and Public Advocates ever imagined. And I am reasonably sure that the P.A. criteria for our promotions within our Dept. is based upon minority and ethnic background and certain percentages within that scope — no matter what the outcome.

Well, let me tell you, Lois, there is far more to Law Enforcement Command responsibility than the opinions and conclusions of the P.A.

In my opinion, up to this point, Advocates has downgraded the morale of many Officers, embarrassed us, and posed serious concerns for members, both male and female, who have tried and studied so diligently for these positions. As an attorney you must realize that the legal and moral issues that Public Advocates has espoused have far more Career and social effects than

you have imagined. These actions have and will effect Police Officers for many years to come and have caused enough "ill will" to fill a traditional "bucket." Neither P.A. or any other firm representing the Public interest can continually discourage or deny or rule against or oppose sworn Officers — their duties and chances for promotion — but to this date you have done a great job!

I just can't imagine any person or firm who has such great authority over an advancement process within our Civil Service system, such as it is, to the point of dictating and approving who attains rank and which race or color they have to be — Many Officers of my acquaintance have questioned the reasons for Public Advocates' adamant posture — and have told me, "Sarge, if I achieve the first step in the promotional ladder, I want to earn it with study and capability, not to be chosen and appointed because of my race or sex" — Quote and unquote!

So, Lois Salisbury, consider these viewpoints. You aren't going to have to make the Patrol, Investigative or Management decisions that we are required to. No doubt that you are certain that P.A. is approaching the promotional situation with strict guidelines in the areas of quotas and "adverse impact" without great concern as to the actual Supervision process.

In sum, your firm has caused argument that defies credibility — I am very hopeful that our Department will, in time, surpass this presumptuous tampering with our basic and Command structure and thusly allow us to sustain, within our means and expertise, the ability to promote ourselves and maintain our Public integrity.

Sincerely,
James McDonald
Co. F

Media Bashing!?

Editor
San Francisco
Chronicle
901 Mission St.,
San Francisco,
California 94103

Editor:

I would like to commend the Chronicle staff for their recent coverage of the S.F.P.D. follies. I particularly think special mention should be given to Bill Wallace and Warren Hinckle for their performances, which I consider to be far above and beyond their call of duty.

These two writers, with only the help of Merriam Webster, have created a style of writing that is not only new, but most unique. This style, "The Inflatable Story" has destroyed all of the credence of the cliché: "You can't make chicken salad out of chicken shit."

In the meantime, the S.F.P.D. continues to perform their duties to the public, somewhat shamed,

somewhat embarrassed, but never-the-less, diligent. I think that the S.F.P.D. has had enough of this "Media Bashing," and the time has come to give praise and support. It may not be heaven with them, but I know it would be hell without them.

Sincerely yours,
Stephen P. Mroz
1622-39th Avenue
San Francisco,
California 94122

Sarcasm Editor

Chronicle
Editor,

I would like to commend you on the uncharacteristically even-handed coverage of the hostage taking incident which occurred in a Detroit elementary school (Tuesday 4/2/85). Perhaps the degree of coverage given this incident can be attributed to an editorial concern that, in light of recently reported activities of the SFPD counter-sniper team, the issuance of a detailed report might cloud the Hinkle (esque) picture (so carefully natured of late) with an annoying element ... reality.

I further applaud your tenacity, in the fact of what must be strong peer pressure, in covering only stories that are in step with current editorial emphasis; this, while the electronic media and other newspapers persist, in a tawdry and sensationalistic manner, in relaying facts as they happen.

Sincerely,
Dennis J. Quigley
SFPD #298 (Co.F)

P.S. Editor The Policeman,
This is a copy of the letter I sent to the Chron, let's see if it gets into print.

D.J.Q.

Fed Up Citizen Defends Police

S.F. Police Officers
Association
Bob Barry, Pres.
710 7th Street
San Francisco, CA 94103

Dear Mr. Barry,

If you had interviewed my friends, we would have given the police in this City an A+ considering the terrible degrading insults they have to accept. No other U.S. police force I am aware of has to be subject to such appalling political and local conditions. The news media never mentioned the fact over 70 policemen were beat so badly during the Dan White Riots, they required hospitalization. No arrests were made either. Seems creeps can take over the city and also police and get away with it! You do have an opportunity to do justice to the police and I would be most grateful if this were happening in a day when lawless abounds. This city is an abomination of decent residents and the country in general. We do not

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LETTERS

believe police are suppose to wear halos. Their adversaries certainly don't.

The adaciousness of the so-called "minorities" in S.F. claim to speak for the majority of S.F. in opposing the S.F.P.D. This is a mockery of justice! Most people depend on the police for protection. If presumption of guilt is the news medias' response to the police less law and order will remain in tact. I wholeheartedly support the police as do my counterparts and friends.

Respect not hostility is worthy of the officers who risk their lives daily to protect the same individuals who continually defame the character of the S.F.P.D.

If the truth be known, these ill-bred types who make defamatory statements happen to be the first to demand police protection when they are in need. It doesn't seem to have an effect on them when their lives and property are protected by the officers. They continue to tirade against our police. I am fed up with these cry babies so are more people than you may think!

Sincerely,
Maureen (the Real) McCoy
San Francisco, CA.

Unscrupulous Advertising Solicitors

S.F.P.O.A.
510 Seventh St.
San Francisco, Ca.

Dear Sirs,

Thank you for your recent letter regarding the fraudulent and misleading sales techniques used by publications purporting to support local law enforcement. It will interest you to know that I have been contacted by nearly every publication listed in your letter.

These solicitors all used basically the same approach; they offer a vague introduction that implies that they represent a local law enforcement agency (its usually something like, "I'm with the police officers"), make a weak joke about how there is no problem then launch into a sales pitch that is identically, word for word, call to call to call, and sometimes, organization to organization! One caller was having such a difficult time reading his copy that I told him to practice up before he called me again.

This practice has ex-

asperated me to such a degree that I had stopped buying anything related to any such agency until I received your letter. Shortly thereafter I received a call from a man who stated, very specifically, that he was from the **San Francisco Police Officer's Association**. Remembering your letter and noting his clear identification, I thought that he was legitimate. However, when I received the bill, I found that I had purchased an ad for a publication called **The California Law Enforcer** which is published in San Bernadino!

I have decided, therefore, to continue my practice of not lending financial support to any agency that claims to support law enforcement (I should note that this misleading practice is not confined to law enforcement. I have gotten calls from several firefighter organizations, paramedics and forest

rangers too. They don't get my money, either). If, however, your organization can provide me with a list of local agencies supported by you I might be persuaded to change my mind. Thanks again for your letter.

Sincerely,
Alan Tong
President
Shell Coffee Bar
33 Battery St.

Health Plan Enrollment

Dear Editor:

We would appreciate the inclusion in your April publication of the enclosed announcement regarding the upcoming Open Enrollment Period for members of your organization who have health insurance through the Health Service System.

Thank you for your assistance.

Sincerely,
RANDALL B. SMITH

EXECUTIVE DIRECTOR

Editor's Note: Each year you can change health plans only in the month of May. The rules regarding additions and deletions are complicated and questions about membership can be answered by phone call to the Health Service System at: 558-4322. See notice on back page!

Response From Senator Wilson

Dear Mr. Barry:

Thank you for contacting me regarding tax reform. As you know, the Treasury Department, as well as several Members of Congress have proposed plans to simplify our national income tax structure. All these plans are intended to be revenue neutral — the same total amount of taxes would be collected but there would be fewer tax brackets, with very few deductions.

I do believe that our tax code can and should be simplified. However, I have a number of reservations about each of the major plans. I am interested in addressing the matter once a version has been presented. At present, the President has not formally submitted a tax plan to the Congress, and until that occurs, little is expected to happen.

Meanwhile, I must tell you that I believe reducing the federal deficit should be the first order of business for it is the most serious economic problem facing our country. We simply must control government spending and resist tax increases. After we have addressed the deficit through reductions in spending, it would then be appropriate to consider changes to our tax structure.

I do appreciate your comments and will find them helpful when the Senate takes up tax reform. Thank you for alerting me to your concerns.

Sincerely,
Pete Wilson

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DAY 4
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POLICE FAMILIES HOST GERMAN STUDENTS

Two Los Angeles Police families will be hosting German students beginning this August. Kathy Oborn and her husband Charles Shoemaker will be taking a girl for the 10-month stay. Kathy and Charles have four small children and "Having an "older sister" in the house would be a calming effect on the whole group, and would help me tremendously," says Kathy. She has always wanted to host an exchange student, and worked for the university system in L.A. in the International Student Office before becoming an LAPD officer. "We feel we would benefit from the cultural experience and would hope we could instill a positive feeling and relationship with 'our' student."

James and Kathy Lowry (James of LAPD) will be hosting a male student. They have two boys, Carl and Mark, in high school and hosted a student two years ago. They look forward to showing the student an active American family life.

These families are just two of the wonderful families offering the experience of a lifetime to a German high school student. Through this nonprofit organization, a family may host a student from Northern Germany for 1 month, 1 semester or 2 semesters. The family provides room and board and a loving family atmosphere. The student becomes one of the family and is not treated as a guest. Part of the expenses are tax deductible. For more

information contact Bette Wilson (415) 928-5797.

BECOME A HOST FAMILY FOR STUDENT OF WEST GERMANY

O.A.P./Speaker For Friendship needs interested and qualified families for hosting high school students from West Germany beginning August 1985. The host family may choose their student from 29 applicants, offers food and shelter, and a loving family atmosphere. The student is fluent in English and has spending money from home and complete medical and liability insurance. They will attend a local public high school, arrangements made by the program. Current host families may be contacted for discussion. For further information please contact Bette Wilson (415) 928-5797. O.P.A. is a nonprofit corporation organized to promote world peace through cultural experience.

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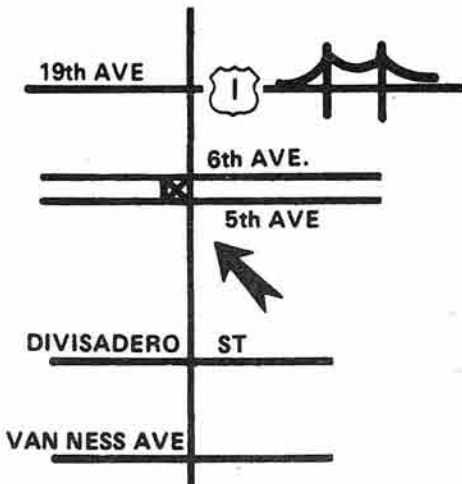
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VIOLENT INMATES—EXTENDED TERMS

PRESLEY, McCORQUODALE, STIRLING OFFER FOUR-BILL PACKAGE TO EXTEND TERMS OF VIOLENT INMATES, LENGTHEN CONFINEMENT FOR DANGEROUS MENTALLY DISORDERED

A major four-bill package, aimed at helping to keep violent felons and the dangerous mentally disordered off the streets to protect the public, and drafted under auspices of Senator Robert Presley, had its first public airing at a Sacramento news conference.

"I believe this is the most concerted effort thus far toward meeting this increasingly critical problem, said Presley." "The bills should also help reduce prison violence, perhaps by a third."

The bills, with Senator Dan McCorquodale (D-San Jose) and Assemblyman Larry Stirling (R-San Diego) as co-sponsors, would authorize:

1) the Board of Prison Terms (BPT) to extend, in two-year increments and after due-process hearings, the sentence of inmates committing serious violent acts in prison. Court prosecution is now required and estimates are that no more than 25% of such cases are now prosecuted by District Attorneys. (SB 1246)

2) holding the violent mentally disordered offender additional treatment, including state hospital confinement, for up to several years beyond sentence expiration as a condition of parole. Few are now held with the Department of Corrections estimating it has 150-175 such inmates now awaiting parole and 2,400 such persons undergoing psychiatric treatment, 80% of whom are in prison for violent offenses. (SB 1296)

3) holding those convicted of attempted murder on a life-maximum sentence, as is the case with murderers, on grounds that the intent of the person who attempts murder is the same as that of the person who murders. "Only his aim was worse," said Presley. (SB 424)

4) sentencing the "repeat murder" — the one who kills, goes to prison, is paroled and kills again — to life without possibility of parole. Such inmates can be paroled now. The bill would affect relatively few inmates, though two such instances have surfaced in the Sacramento area alone recently. Bill being drafted.

The bills would modify the determinate sentence, in effect since 1976, for inmates in the above categories. At least 95% of the inmates who finish their sentences and are released yearly (roughly 21,000) would not be affected by the act.

The bill package stems primarily from a hearing held in December by Presley on whether there are constitutional ways to hold violent and mentally disordered offenders beyond the end of their sentences if they give strong indication of being a danger to society, offenders such as Arthur Richard Jackson, attacker of actress Theresa Saldana who says he will kill her on release in 1988, and hammer murderer Theodore Streleski.

"We have drafted the bills carefully, attempting to balance the public's safety and the individual's rights," said Presley.

"I am not advocating a return to the indeterminate sentence but our current structure needs some readjustment," commented Presley, author of many of the major criminal justice and sentencing bills in recent years. "The bills would add inmates to our overcrowded prisons, but there are some problems that just cannot wait," he added.

"These bills should also help reduce the present unacceptable level of prison violence when inmates realize violent conduct can mean extended sentences." Robert Roos, BPT member, and co-drafter of SB 1246, estimates it could reduce the 1,000 plus serious violent incidents a year by a half to two-thirds in time.

The bills in more detail:

PUBLIC PROTECTION ACT, SB 1246 (Presley)

Based on a plan devised by Roos and Evan McKenzie, San Diego County Deputy District Attorney. In a typical year, roughly 1,000 inmates can be tied to violent aggressive acts in prison that could possibly place them under this bill's terms. It would also extend parole period for offenders who had their sentences extended under its terms.

The bill would give the board authority to extend sentences in up-to-two year increments for an offender who engaged in or incited violent conduct resulting in or

threatening death or serious injury while in prison. The two-year add-ons could not exceed the total years of the aggravated term for the offense for which the offender was sent to prison (6 years, for burglary, for instance). Due process hearings with attorney would be required for each add-on.

The extensions would apply concurrently, not consecutively, with any loss of work-time credits or additional sentence given to an inmate by a court for a violent act while in prison. The bill would apply only to persons sentenced after effective date of the act.

The Departments of Corrections or Mental Health, or the DA from the county from which the inmate was sentenced, could petition the BPT for a hearing on extending an inmate's sentence under the bill's terms.

VIOLENT MENTALLY DISORDERED OFFENDERS ACT, SB 1296 (Senator Dan McCorquodale, Author with Presley as Principal Coauthor.)

SB 1296 would permit the Departments of Corrections and Mental Health to hold such an offender beyond his sentence if his situation met certain requirements. Treatment could be out-patient or inpatient (as at Atascadero State Hospital) as a condition of parole, for the inmate's parole period, if the inmate:

— was under treatment for mental disorder in prison which would not be in remission at time his sentence is to expire

— his disorder contributed to a crime involving violence for which he or she was originally sentenced

The inmate could request a BPT Terms hearing to contest involuntary retention. To hold him beyond his parole period, a court hearing would be required every 12 months, based on the above standards.

Under current Lanterman Petris Short Act requirements, the state must prove beyond a reasonable doubt the inmate would be likely to commit dangerous acts upon release, a much stiffer standard. Few such hearings are ever attempted in inmate cases. Would apply to existing inmates.

ATTEMPTED-MURDER OFFENDERS ACT, SB 424 (Presley)

Originally requested by Attorney General John Van de Kamp. It would place those convicted of attempted murder under an indeterminate seven-years-to-life sentence rather than the fixed range, 5-7-9 years as is now provided. This is the same structure under which murderers are now held. Both would be under jurisdiction of the BPT which would determine parole dates. It could apply only in future convictions.

Such offenders can now get out in as little as 2-½ years with work-time credits. The law would apply to a relatively small number of inmates in the future.

REPEAT-MURDERER SENTENCING ACT (Presley) Bill is being drafted.

Would establish life sentence without possibility of parole for persons who kills, is paroled and kills again. Would apply to conviction of first or second degree murder. Of those paroled for first degree murder in California since Jan. 1, 1945, (2,621) only 27 have been convicted of new homicides (1%) so it would affect a relatively small number of inmates. "But I believe such persons have forfeited their right to live in our society," Presley said.

However, two instances have recently occurred in the Sacramento area to which the bill may apply: George F. Payne, accused of killing a Sacramento teenager; on parole for shooting death of 2 persons in Oakland in 1974; and Robert H. Nicholas, accused of killing his ex-wife; killed his 3 children in 1964, served 13 years.

Under current determinate sentencing, the judge basically has a choice of three terms, called the mitigating, presumptive (or average) and aggravated terms (such as 2, 4, 6 years for burglary) depending on the seriousness and the circumstances of the crime. Under SB 1246, the judge would add on but hold in abeyance an additional sentence equal to the aggravated term (such as 6 years for burglary). This would be the maximum additional time that could be added to an inmate's sentence, in up-to-two-year segments, for conduct such as that described below, after hearings by the Board of Prison Terms:

— Physically assaultive behavior involving death or serious bodily harm upon another while in prison

— Incitement to riot in a "clear and present danger" situation

— Threatening death or injury to the victim, witnesses or anyone connected with the case for which he was sentenced, or against anyone if he had the ability to carry out the threat

— Getting someone else to commit such acts.

Senator McCorquodale's SB 1296 could affect up to 300-400 of the 800 mentally ill offenders who now get out routinely at the conclusion of their prison sentences each year. Under Section 2684 of the Penal Code, Corrections can now send mentally disordered offenders to Atascadero State Hospital for extended treatment that cannot be provided in the prison system, but they cannot be held beyond sentence expiration without a court trial under the Lanterman-Petri Short Act. Currently, there are 147 inmates at Atascadero sent there by Corrections, though the hospital has at least 150 additional beds that could be

used for such mentally disordered offenders. Jackson, for instance, Saldana's attacker, is under treatment at CMC Vacaville, has never been sent to Atascadero.

"I do not understand why Corrections and Mental Health do not make more use of these provisions of law; few LPS hearings are ever held," commented Presley. Corrections has about 2,200 inmates under psychiatric care in its facilities.

SENTENCING COMMISSION

Senator Presley's SB 1246 would also set up a 14-member California Sentencing Commission to critique functioning of the bills and to make general recommendations to the Legislature on sentencing procedures and their effects. It would include representatives from the Board of Prison Terms, Judicial Council, relevant legislative committees, the State Bar, the Attorney General's Office, California DA's Association, the courts, the State Public Defender and a former inmate.

"I am attempting to meet objections of Governor Deukmejian when he vetoed my Sentencing Commission bill of 1984; this commission is strictly advisory and its recommendations would not take the pressure off of the Legislature for sentencing matters; it would operate through member agencies' staffs and budgets and no per diem would be provided. It would utilize existing agencies, as the Governor said should be done in overseeing sentencing programs and making proposals," Presley said.

STATE WIDE LAW ENFORCEMENT ACCESS TO SACTO FINGERPRINT COMPUTER APPROVED

Senator John F. Foran's (Dem.-San Francisco/San Mateo) SB 190 passed the Senate Judiciary Committee.

The legislation 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 1920's.

SB 190 appropriates \$15.1 million over a 3 year period to establish a remote access network of fingerprint identification computer terminals in every County in the State. These computer terminals will be directly linked to the Department of Justice's computerized criminal fingerprint file in Sacramento.

For example, an officer who recovers a latent fingerprint, that is a fingerprint removed from a crime scene, will be able to transmit this latent print through the local computer terminal to the Department of Justice for a computerized search of the State's criminal fingerprint files. The officer could conceivably have the suspect identified before the end of the shift.

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POLICE PROSTITUTION SWEEP
WINS APPEALS COURT RULING

A state appeals court has ruled that the San Francisco Police Department is justified in conducting street sweeps of suspected prostitutes, even though only a few are ever prosecuted.

In a unanimous decision, a three-member panel in San Francisco sustained the dismissal of a suit brought by the American Civil Liberties Union on behalf of city taxpayers.

The ACLU had argued that police were arresting thousands of alleged prostitutes in bad faith, knowing the charges would probably be dismissed.

The suspects are usually arrested for violating a city law against obstructing sidewalks, an ordinance police say is their "main weapon against street prostitution."

The police sweep tactic also has been used in the Tenderloin, Union Street and Polk Street areas in response to neighborhood complaints about drug dealing and other street crimes.

ACLU attorneys presented evidence showing prosecutors dismissed 94 percent of the 3,490 arrests for obstructing a sidewalk in the two-year period between August 1980 and July 1982. Only 17 suspects were convicted and just one case resulted in a jury trial, in which the suspect was acquitted.

The ACLU claimed arrests were made without probable cause and that police are aware of low prosecution rates. Suspected prostitutes are often detained up to 90 minutes and released without being charged, the attorneys charged.

San Francisco Superior Court Judge Lawrence Mana had previously upheld the police-sweep practice, although he acknowledged the arrest rate was high and prosecution rate was low.

In an 11-page decision the appeals panel ruled the sweeps are justified even though most cases are dismissed.

Justice Harry Low wrote in the decision that police only need probable cause to arrest and have no control over a prosecutor's decision to dismiss a case.

The justices also said the ACLU failed to show any intent by police to harass suspects as a way of denying them their civil rights.

"Proof of bad faith requires a showing of an intent to harass so as to deprive them of protected rights or to cause corruption," Low wrote. The ACLU "failed to demonstrate either actual malice, corruption or intent by San Francisco police to harass defendants or interfere with their exercise of rights."

The justices also said it would be "unreasonable" to require the Police Department to justify the thousands of arrests by showing probable cause.

The ACLU could appeal the decision to the state Supreme Court.

(Reprinted from San Francisco Today
March 16, 1985)

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Class of '85 Sets New Standards
in Affirmative Action Hiring

On Monday, March 18, San Francisco Sheriff Michael Hennessey will introduce the first 15 men and women selected from over 3,500 deputy sheriff applicants — culminating the most exhaustive and successful Civil Service recruitment in San Francisco's history.

The special presentation will take place at the San Francisco Police Academy, 2055 Silver Avenue, at 11 a.m. **THE MEDIA ARE INVITED TO ATTEND.**

This stellar group of deputy sheriffs reflects San Francisco's rich, multi-ethnic heritage and the Department's superb racial and sexual representation.

The premier class includes:

- 27% Blacks
- 20% Hispanics
- 33% Asians
- 20% Caucasians
- 27% Women

Sheriff Hennessey will be joined by Reverend Howard S. Gloyd, President of the Civil Service Commission, to welcome the 11 men and four women deputies.

"This is truly an historic moment for San Francisco law enforcement," stated Sheriff Hennessey. "These 15 new deputy sheriffs, from multi-racial and cultural backgrounds, competed among thousands to take their places in this first training class. Each excelled in the rigorous written, oral, and physical agility testing demanded by the Sheriff's Department and the San Fran-

cisco Civil Service Commission."

Achieving such a remarkable affirmative action hiring was no accident: Sheriff Hennessey and his recruitment team made numerous personal appearances over a two-month period in 1984, on TV and radio; at colleges, community centers, and churches; and before womens and minority organizations throughout San Francisco.

Applicants were required to be 20 years of age, possess a high school diploma or G.E.D. equivalency and be a United States citizen at the time of appointment. Starting pay is \$25,350.

New deputies receive a three-week training course with the Sheriff's Department before entering a 14-week P.O.S.T. (Peace Officers Standards and Training) Academy required by the State for all deputies, police and highway patrol officers.

Statement of Sheriff Hennessey:

"Nothing succeeds like success! The San Francisco Sheriff's Department has demonstrated beyond a doubt that a multitude of qualified candidates from throughout our richly diverse community will accept the call to Civil Service if they are conscientiously made aware of the available opportunities.

"The City of San Francisco can take great pride in knowing that hundreds of men and women who might never have had an opportunity for a career in law enforcement will now develop challenging and rewarding careers serving the people of San Francisco.

"The benchmarks the San Francisco Sheriff's Department has established with this affirmative action hiring will set the standards for ever more!"

ETHNIC/SEXUAL SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES						
— JANUARY, 1985 —						
AGENCY	MALE # / %	FEMALE # / %	BLACK # / %	HISPANIC # / %	ASIAN # / %	WHITE # / %
San Francisco Co., CA Sheriff's Department 367 Total Sworn	287/78%	80/22%	97/26%	35/10%	25/ 7%	200/55%
San Francisco, CA Police Department 1,920	1,752/91%	168/ 9%	157/ 8%	180/ 9%	137/ 7%	1,407/73%
Alameda Co., CA Sheriff's Department 706	608/86%	98/14%	65/ 9%	52/ 7%	13/ 2%	569/81%
Contra Costa Co., CA Sheriff's Department 436	394/90%	42/10%	25/ 6%	14/ 3%	3/ 1%	388/89%
San Mateo Co., CA Sheriff's Department 326	294/90%	32/10%	22/ 7%	11/ 3%	6/ 2%	287/88%
Santa Clara Co., CA Sheriff's Department 624	534/86%	90/14%	22/ 4%	100/16%	16/ 3%	481/77%
Los Angeles Co., CA Sheriff's Department 6,253	5,536/89%	717/11%	606/10%	765/12%	93/ 1%	4,789/77%
Los Angeles, CA Police Department 6,966	6,521/93%	475/ 7%	701/10%	1,008/14%	95/ 1%	5,111/73%
San Diego Co., CA Sheriff's Department 977	818/84%	159/16%	41/ 4%	120/12%	25/ 3%	775/79%
New York City, New York Police Department 24,713	22,769/92%	1,944/ 8%	2,518/10%	2,047/ 8%	98/.4%	20,037/81%
Washington, D.C. Police Department 3,807	3,370/89%	437/11%	1,941/51%	43/ 1%	5/.1%	1,816/48%
Chicago, Illinois Police Department 11,501	10,775/94%	726/ 6%	2,359/20%	414/ 4%	24/.2%	8,697/76%
Houston, Texas Police Department 4,061	3,726/92%	335/ 8%	477/12%	404/10%	11/.3%	3,168/78%
Average (other than San Francisco Sheriff's Department)	90%	10%	13%	8%	2%	77%

Information provided by individual agency personnel or public information officer.
Prepared by: Deputy Richard Dyer, San Francisco Sheriff's Department

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Dolores Park rape and assault suspect charged

By Larry Maatz
Examiner staff writer

A 24-year-old San Francisco man, who is married and has two children, has been charged with five sexual assaults — all of them linked to a series of knife-point attacks committed in a 2½-week period in the Mission District.

Miguel Dipini, who lives with his family near the Dolores Park area where most of the sexual assaults occurred, was charged in Municipal Court today with 15 felony counts in connection with the five sexual assaults. He was being held in City Prison.

Seven sexual assaults have been blamed on the so-called "Dolores Park Rapist." Police say Dipini is a "prime suspect" in the two remaining cases.

Dipini was identified by a number of the victims in a police line-up late yesterday, according to Lt. Mike Dower, of the sex crimes detail.

Dower said Dipini also was linked to the assaults by physical evidence obtained at the crime scenes and evidence gathered yesterday when police obtained a warrant to search Dipini's home.

The first assault was reported March 16, and the final attack occurred Tuesday night when a woman's screams brought police, who arrested Dipini after a chase.

"We've interviewed his wife, and she's been able to offer no reasons or explanations," said Inspector Dave Toschi, of the sex crimes detail. "She's as puzzled as we are at this point."

Toschi said not all of the attacks ended in rape as some

of the women resisted to the point where they attracted the attention of passers-by.

The method of each assault was nearly identical, Toschi said, noting that the man would approach the women from behind and typically say: "I've got the blade and I'll cut you if you don't do what I want."

All of the attacks occurred in the afternoon or evening.

Most of the victims reported that the suspect had alcohol on his breath. Toschi said the suspect had apparently been drinking, but was "definitely not drunk...It's clear that he was in control of what he was doing."

Toschi described the attacker as "very determined. He knew exactly what he was about."

Specifically, Dipini, who is a quality-control worker at a local federal installation, which police have not identified, is charged with:

- March 16 attempted rape of a 25-year-old woman at 18th and Danvers Street.
- March 23 attempted rape of a 25-year-old woman at Guerrero and Duboce streets.
- Also on March 23, the rape and forced oral copulation of a 20-year-old woman at 14th and Market streets.
- March 26 attempted rape of a 15-year-old girl at Guerrero and 15th streets.
- April 3 attempted rape and attempted murder of a 34-year-old woman on Douglass Street.

The last attack was the one that led to Dipini's arrest by plainclothes police, who had "saturated" the area on a daily basis in hopes of trapping the rapist.

The victim of that attack was stabbed twice in the neck. Lt. Dower said she was in stable condition at San Francisco General Hospital, suffering from some paralysis in her right arm as a result of the wounds.

The various felony counts lodged against Dipini include rape, assault with intent to commit rape, assault with a deadly weapon, attempted murder, false imprisonment and oral copulation.

Dower said Dipini had not been charged with the two other attacks, although he was under investigation in both cases. They include the March 27 rape of a 25-year-old woman in Dorland Alley, across from Mission High School, and the March 28 rape of a 25-year-old woman in Dolores Park.

Dipini is a native of Puerto Rico. He moved to San Francisco from New York about a year ago. His wife told police that he had served three years in the U.S. Army, including a year in Arkansas and a two-year tour in Europe. After his discharge, he went to New York where he worked for more than a year as a janitor.

Dipini has no criminal record in San Francisco, police said. Investigators are checking with authorities in New York and Puerto Rico.

Police would not be specific about Dipini's current place of employment as they intend to obtain a warrant and search his workplace.

Examiner staff writer Marsha Ginsburg contributed to this report.

(Reprinted from the
San Francisco Examiner)

Christ Controls My Life

by Dan Hampton

The power to resist evil in my life does not come from Dan Hampton, but comes from Christ. When I accepted Jesus' invitation several years ago his promise to take up residence in me empowered me to resist the temptations and sins that my flesh (body) wants me to habitually perform. The Bible says, "Those who obey his commands live in him, and he in them. And this is how we know that he lives in us: We know it by the Spirit he gave us" (1 John 3:24).

Now the Spirit of Christ in you and me tells us to reveal the essence, image, and likeness of Jesus to everyone we come in contact with. This is done by the way we treat people, whether they are Christians or not. We must not just preach but practice sharing Jesus' "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control," towards others. Now our flesh (body) or sinful nature wants us to habitually practice the following: "sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy, drunkenness, orgies, and the like" (Galatians 5:19-23).

Let me ask you a question, when you asked Christ into your heart to be Lord did you all of a sudden become perfect and stop sinning? No, in fact as you read the Bible (and for some of you the first time in your lives) you became aware how so much sin had become entrenched in your lives. This was a good sign of development because as you recognized sin in your life (and as you were habitually reading the scriptures every day) a humbling realization came to your mind. "Christians are not perfect they are just forgiven."

Now if Christians still sin what is the difference between them and those who have accepted Jesus' invitation? The difference is this, those who don't have Jesus within habitually practice the sins of the flesh and enjoy doing so. Their consciences are seared and the sins they habitually practice they don't consider as sin. But the Christians who have the very essence of Jesus inside their bodies and his commands implanted in their minds, as they read the scriptures, become convicted when they partake in sin. This conviction leads a Christian to confess that he is a sinner. The Bible says, "If we claim to be without sin, we deceive ourselves and the truth is not in us. If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness. If we claim we have not sinned, we make him out to be a liar and his word has no place in our lives" (1 John 1:8-10).

Confessing your sins to Jesus will lead you to Godly sorrow. And what of Godly sorrow? The Bible says, "Godly sorrow brings repentance that leads to salvation and leaves no regret" (2 Cor. 7:10). Now the word repent means to stop living after the flesh by habitually practicing sin, and reverse yourself 180 degrees and live according to Jesus' way. Jesus' way of living is found in his word and commands, the scriptures. To reverse yourself 180 degrees you must have the Spirit of Christ in you. The Bible says, "For if you live according to (the dictates of) the flesh you will surely die. But if through the power of the (Holy) Spirit you are habitually putting to death (making extinct, deadening) the (evil) deeds prompted by the body, you shall (really and genuinely) live forever" (Romans 8:13 Amplified).

Next time I'll explain how the power of the Holy Spirit has radically changed my life.

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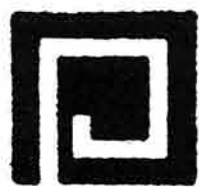
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by Herbert P. Lee
Executive Director

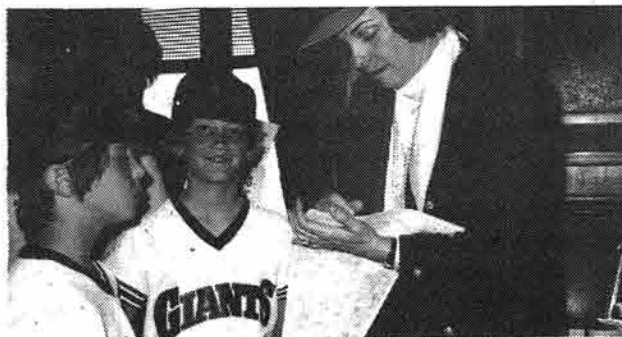


San Francisco Mayor Dianne Feinstein and Oakland Mayor Lionel Wilson jointly announce Baseball Week at a recent press conference. The occasion was the renewal of the annual pre-season Bay Bridge Series between the A's and the Giants. Looking on is (left) Dave LaPointe, newly acquired Giants pitcher, and Chris Cordioli, A's pitcher. (Photo by Chris Torres)

SAN FRANCISCO - OAKLAND MAYORS DECLARE BASEBALL WEEK

Mayor Dianne Feinstein and Oakland Mayor Lionel Wilson today will proclaim April 6 to 14 as "Baseball Week" in the Bay Area.

The week starts with renewal of the annual pre-season Bay Bridge Series between the A's and Giants at Candlestick Park on Saturday, April 6, and the second of



Mayor Feinstein autographing a San Francisco Giants Pennant for (left to right) Chris Gonzales and Justin Torres.

two games the next day in Oakland. The winner gets one-year custody of the five-foot trophy of the Police Athletic League, which benefits from the series.

"Let's make this the start of winning seasons for both the Giants and the A's," Mayor Feinstein told a 3 p.m. press conference in her office attended by players and representatives of both teams. "Baseball is one of the joys of spring, and this series gives all fans something to shout about."

New Giants pitcher Dave LaPointe and A's pitcher Chris Cordioli were on hand as KPIX television sportscaster Wayne Walker introduced team representatives, San Fran-



Mayors Feinstein and Wilson shaking hands after a friendly wager on the outcome of the Bay Bridge Series games between the Giants and the A's. Also looking on (left to right) Captain Frank Jordan representing Chief Murphy, M. C. Wayne Walker (Channel 5 news), San Francisco Giants Pitcher Dave LaPointe and Oakland A's pitcher Chris Cordioli.

cisco Police Captain Frank Jordan, Oakland P.A.L. Director Harlan Goodson, and four P.A.L. youngsters.

Fans at both Bay Bridge Series games will be entertained with a celebrity media softball game and a home run derby. The Giants play their home opener against San Diego on April 9 and the A's play California on April 12 at the Coliseum.

PAL GIRLS SOFTBALL LEAGUE FORMING

The PAL Girls Softball League is now forming. All girls 16 and under are eligible. Beginners welcome. Form your own school team. Maximum 15 players per team. League play begins in May through June. All games played on Saturdays and Wednesday nights at Larsen Park, 19th Avenue and Ulloa. All equipment provided at no charge. (Slight charge for t-shirt and caps). Call PAL Headquarters for further information (567-3215).

Championship trophies awarded to each member of the championship team. Get together a team and join in the fun!

Con Keighren
Director

David Seid
Commissioner

Deadline for signups April 19, 1985

PAL SENIOR CADET PROMOTIONS

Congratulations are in order for some of the PAL Senior Cadets. Installed as the new Captain is Raul Montcrieff.



PAL Cadet Director Ernie Galaviz is shown congratulating newly appointed PAL Senior Cadet Captain Raul Montcrieff in a recent promotion. Montcrieff, a two year veteran of the regular PAL Cadets, joined the Senior Division a year ago when it was formed. Others in the picture are Jeff Carranza, promoted to Lieutenant, and Lynn Tracey, promoted to Sergeant. (Photo by Herb Lee)

Montcrieff was a member of the PAL Cadets for several years until he graduated from the Program. He then joined the Senior Cadets. Promoted to Lieutenant was Jeff Carranza. Lynn Tracey was appointed as Sergeant. The PAL Senior Cadet Program is open to young men and women



Newly appointed PAL Senior Cadet Sergeant Lynn Tracey is being congratulated by Director Ernie Galaviz. Tracey, a three year veteran of the regular PAL Cadets, is a former Captain in the Program. The 18 year old is currently employed as a Community Service Officer in the San Bruno Police Department. Tracey's ambition is to become a San Francisco Police Officer.

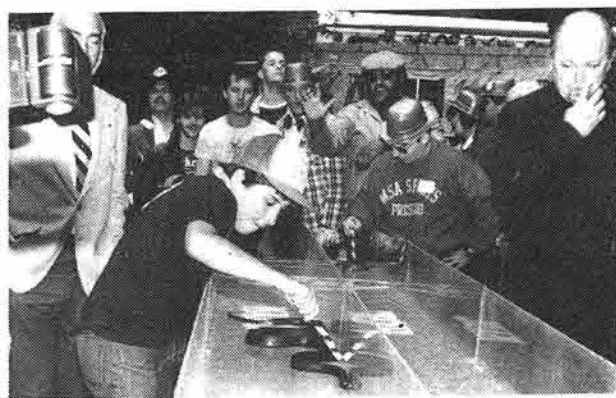
between the ages of 18 and 20 who must have a high school diploma or equivalent and in possession of an 832 pc certificate of completion. Each Cadet must purchase their own uniform and equipment. To date, there are 14 active members. The Cadet will have graduated from the program upon reaching the age of 21. Our congratulations to the new staff.

PAL JUDO AND BOXING SIGNUPS

Signups are being taken for PAL Judo and Boxing. Boys and girls from 6 to 21 interested in beginners Judo are to call Officer Joe Mollo at the PAL Judo facilities located at the old National Guard Armory, 14th and Mission Streets (552-7495). Officer Mollo will also take signups for Boxing from boys 10 through 14 years of age at the same number. Some spots available for boys over 15, but must call for approval.

PAL WINS KABL's 18th ANNUAL ST. PATRICK'S DAY SNAKE RACE

In an unprecedented twist of fate, The San Francisco Police Activities League was declared the winner of the KABL Great Snake Race recently held. 13 year old twins Tommy and Tony Williams beat out a large contingent of would be winners to win the grand prize - \$1,000 cash to



WINNING A SNAKE RACE IS JUST KID STUFF...or at least that's what happened when Tommy and Tony Williams, both 13, beat over 60 competing charity snake-handlers to win first place for the Police Activities League of San Francisco at KABL Radio's 18th Annual St. Patrick's Day Great Snake Race Friday, March 13th. The twin trainers prodded, coached and cajoled their reptilian racer "Buckwheat" to win some big bucks (\$1,000 cash and \$1,000 in KABL airtime) for the PAL. Thanks, Tommy and Tony, you did a mansized job! (Tommy is shown with "Buckwheat"; at right is M.C. Scott Beach.) (Photo by Scotty Morris)

their favorite charity (The PAL, of course), and \$1,000 worth of air time. Congratulations to Tommy and Tony for their effort. The real hero in this saga has to be dad Art Williams who entered the boys. Many thanks to you, Art. A great job. Art has been a PAL Baseball coach for many years and donates hundreds of hours to the kids in San Francisco yearly.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL HUNTER SAFETY SCHEDULE

Are you interested in obtaining a hunting license in the State of California? If you are, you will require a certificate of completion of a Hunter Safety Course sponsored by the California Department of Fish and Game. The San Francisco Police Activities League has been conducting classes for many years as a public service. The 1985 schedule is as follows:

Two nights of classes with four hours of instruction each are required for completion. The applicant must successfully pass a written examination before a certificate is issued. The dates are: April 22, 26, May 6, 10; June 10, 14; July 8, 12; Aug 5, 9; Sept. 8, 13; Oct 7, 11; Nov 4, 8; and Dec 2, 6. Call PAL Headquarters (567-3215) for further information. Pre-registration is required. Registration \$5.00 per adult. Children under 16 are free. Classes will cover safe gun handling at home and in the field, conservation, and sportsmanship. The program is under the direction of Sgt. Bill Leet (Co. D). Films and slides are used as audio visual aids.



Members of the McAteer High Girls Track team with Sgt. Jim Meyer (left), PAL Track Commissioner. Also shown is head coach Marc Christensen (rt), and assistant coach Mike Denatale (lower left). The team took home the coveted PAL AAA WCAL Team Trophy.

PAL AAA WCAL TRACK MEET HUGE SUCCESS

The San Francisco Police Activities League sponsored AAA WCAL track meet held on March 16th at McAteer High School was a huge success. In all, over 400 high

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18 year old Howard Smith of Galileo was voted the outstanding athlete of the Varsity Division. He is shown flanked by (right) Head Coach George White.

school athletes representing 11 schools participated. The three division were: Frosh-Soph, Boys Varsity and Girls Varsity. Over 40 volunteers participated as timers, officials,



Members of the victorious Boys Frosh/Soph track team with (holding trophy right) Captain Jeff Maggioncalda, head coach Julius Yap (right) and Sgt. Jim Meyer, PAL Track Commissioner (left). The team compiled 98 team points to win over 2nd place McAteer with 85 points. 3rd place went to Galileo with 58 points. (Photo by Herb Lee)

etc. Fourteen PAL Cadets also volunteered their time. Schools represented were: Mission, Wilson, Lincoln, Sacred Heart, St. Ignatius, Lowell, Washington, McAteer, Balboa, Galileo, and Riordan. The team results are as follows:

		Girls Varsity	
1st	McAteer	100	pts
2nd	Lowell	76	pts
3rd	Galileo	70	pts
		Frosh-Soph	
1st	St. Ignatius	98	pts
2nd	McAteer	85	pts
3rd	Galileo	58	pts
		Boys Varsity	
1st	Galileo	110	pts
2nd	St. Ignatius	78	pts
3rd	McAteer	46	pts

Most Valuable Player in the Girls Varsity was Katy Irwin, McAteer Most Valuable Player in the Frosh-Soph was McAteer's Dominic Dupree and Howard Smith of Galileo was voted the Most Valuable Player in the Varsity Division. Pinder Baidwan was the Captain of the McAteer Girls Varsity Team. She amassed four gold medals in the 110 Low Hurdle, the High Jump, the Triple Jump, and the Long Jump.



17 year old Katy Irwin of McAteer is shown with a winning smile after being voted the AAA WCAL Track Meet's Outstanding Female Athlete. The winsome athlete helped amass 100 points in the Meet, easily outdistancing second place Lowell with 76 points. (Photo by Herb Lee)

PEE WEE BASEBALL

The 1985 PAL Pee Wee Baseball season is off and running, according to Director Stan Chiarucci. In all, 540 boys and girls ranging in age from 7 through 10 are engaged in active spring training and instruction. The Pee Wee Baseball Program, started by Mrs. Thelma Williams more than twenty five years ago, is a training program designed for the beginner. The season started on March 31st after a short, intense, spring training. Fifteen games were held at Louis Sutter, Glen Park, Diamond Heights, Larsen, and Junipero Serra Playgrounds throughout San Francisco. The players, all decked out in their new PAL T Shirts and Caps glistened as bright as the sun on opening day which brought out perfect weather. By day's end, there were many happy faces and not a few tears and ruffled feathers. Co-Directors Chris Torres, Steve Lucchesi, and Les Wisner reports that the season will be divided into two halves with a break a week into the second half in order to hold the Second Annual Thelma Williams Tournament. The Tournament is fast becoming a major event in the PAL Programs.

PAL SOCCER

League play has begun for the 1985 PAL Soccer Program. Over 1,000 boys and girls are participating in five separate age divisions throughout San Francisco. The Soccer Program for 1985 is under the direction of Co-Commissioners Officers Dan Inocencio and Rich Quesada of Potrero Station. The season will end in June with playoffs.



Co-Captains of Galileo High's Varsity Track Team (l to rt) David Clay and Ron Johnson after receiving the team trophy. Also shown is the Galileo High Track Coaches and Sgt. Jim Meyer (Co. H), PAL Track Commissioner. The Track Meet was an unqualified success.



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SPORTS

by Don Woolard

The 1985 soccer season opened on March 16 at the Beach Chalet soccer fields in Golden Gate Park. The opening day game of the Police Soccer League, matched San Francisco's two dreaded teams playing against each other. The defending California State Police Olympic Gold Medal winner "**San Francisco Kickers**" faced off against "**San Francisco's Killer 'B's'.**" The kickers continued their winning ways by defeating the "B's" 5 to 1. Other participants in the Police League include teams from Oakland, San Jose, and Santa Clara. Plans are also being made for this year's California State Police Olympic in Oxnard, CA, and the North American Police Soccer Tournament in Canada.



Killer "B's" Coach Jim Deasey on sidelines.



Killer "B's" center forward, Steve Glickman flies through the air to penetrate the kickers tough defense as Tim Dempsey and Bill Dwyer look on.



Rookie Goal Keeper John Payne makes a diving attempt to stop a kicker score.

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LAKE COUNTY PEACE OFFICERS ASSOCIATION 1985 GOLF TOURNAMENT

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THE LAST WORD

by Pete Maloney
Editor



I think I would be more upset about the current state of our public relations if the charges and the accusers had more credibility. The inaccuracy of the charges is at least as bad as the knowledge on the part of the members of the press who work the 'Police Beat' and don't say so in their media. Truly one of the greatest injustices of modern life is 'Front Page Charges' and 'Last Page "Corrections"'.

Guy Wright has in his own sanguine style answered the call as he so frequently does when calmness is called for. The current level of rhetoric and public politicizing has not done much to stop exaggeration. The current issue of 'Newsweek' contains an article that even the reporters are privately calling pure fabrication.

It is hard to see sometimes what we can do to improve in the public eye. The department is made up of the same kind of people we protect and even the press agrees that the general public commits errors and transgressions of all types with even greater gusto than we do. Life in a fish bowl full of reporters just seems to magnify the problems.

I'm a day watch beat man now and the guys on the night watches call me 'Old Man', and I guess I've seen a number of changes over the years. Most have been the result of normal departmental procedure and its own brand of labor relations. The POA has historically been the strong advocate of working cops though perhaps never so effective as now. In spite of all that, misinformed public opinion has been responsible a number of times for course changes. And if for some unknown reason you think the current furor will pass without causing any ripples in the pond you're not being realistic. The question is: 'Will they will be of any value or not.'

Last month I wrote about the San Francisco Deputy Sheriffs' Association election to join COPS, and can report this month that the DSA executive board endorsed the move and led the way to a two to one win. They join the SPOA and the San Francisco District Attorneys' Investigators in the common responsibility of leadership.

Additionally, the Police Commission unanimously approved the restarting of the Juvenile Diversion Program and had the Chief appoint Captains Casey, Kotta and Macia to study and report on the specific required for implementation. The Police Commissioners individually made strong personal statements about the value of juvenile diversion and was witness to community support and commitment to participate. It would be accurate to say that the project would not have progressed this far without Commissioner Al Nelder who originally proposed it for consideration.

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AMIGO-GRAM

Our Honorees Rafael Ladesma, Sara Choy, Steve Graham, Tina Burgess Coan were pleased to receive their awards.

They all have done their share in providing services to the Community!

It was good to see Bob Mendez, Morgan "Fritz" Fizell, George Ando, Diana Oswald.

As usual Carolyn Reilly came through with gifts from Mary Kay Cosmetics for our raffle.

The whole gang from the Community College Centers came and in addition brought some youth. Elizabeth Bullard helped us in the raffle.

Rich Perino & Mike Basten from the Probation Officers Association really put away the enchiladas.

Juan Carzero and Susan Gamboa from the Salvation Army were a welcome sight.

It was good to see Bill Welch again.

Lupe Valdez and Frances Anchondo were having a good time talking about the Community.

Burl Toler and Max Gillette always seem to draw a crowd.

April 26, 1985 we are honoring Education and on May 24th 1985 we are honoring the Police & Firemen.

Put aside Saturday, August 10, 1985 for a great day at Candlestick Park. CYO will be the recipient of the net proceeds of this event. More details to follow!

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NOTICE

TO: All City, School District, and Community
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SUBJECT: Annual open enrollment period -
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The Health Service Board has designated the
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period for employees to:

1. Transfer from one health plan to another health plan of the system.
2. Add eligible dependents not presently covered. Includes spouse and dependent children to age 25 years if unemployed, unmarried, and dependent upon employee for support (Dependents may be CANCELLED by employee at any time during the year).
3. Transfer from an exempt status to enrollment in one of the system's health plans.
4. Apply for exemption from the system.

Each employee should receive a comparison of health plans brochure in the mail by April 30, 1985. This outlines the five (5) health plans available. The benefit changes, and the new contribution rates for the 1985-86 fiscal year. Contact your payroll/personnel division or the health service system office at 558-4322 if you do not receive one.

Employees must come in person to the Health Service Office, 1212 Market Street, 2nd Floor, (cross streets are Hyde and Grove at 8th Street), or use the postal card which will be included with the comparison of health plan mailing to initiate a request for a change.

The Health Service Office will be open from 8:00 AM to 4:15 PM, Monday through Friday during the month of May.

Safeguard Dental Plans: The month of May is also the open enrollment period for the voluntary dental plans offered by Safeguard Health Plans, Inc. The open enrollment period for the dental plans only will extend to July 31, 1985. A brochure explaining the plans is available from the Health Service System Office or from Safeguard at (800) 652-1152 or (415) 543-9560.

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