



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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BARRY AND LINEHAN DEFEAT MAYOR'S CHARTER AMENDMENTS



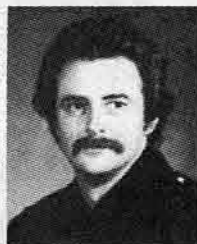
Feinstein



Chignell



Barry



Linehan



Kopp



Molinari



Britt



Kennedy



Nelder

by Paul Chignell
Opinion Correspondent

On July 29, 1985, the Board of Supervisors rejected Charter amendments proposed for the November ballot lame duck Mayor Dianne Feinstein despite all-out efforts by her top aides and by Chief Cornelius P. Murphy of the San Francisco Police Department.

Emasculation of Police Department

As reported in the July issue of the *San Francisco Policeman*, the Mayor was intent on removing the last vestige of civil service from the San Francisco Police Department and also intent on giving the Chief unprecedented power to engage in discipline against our members. Her valiant effort included a desire to allow a member of any rank to be eligible for the position of Commander or the position of Deputy Chief.

Feinstein Aides in Full Court Press

The *San Francisco Policeman* has learned that, at a staff meeting prior to the vote at the Board of Supervisors, Feinstein emphatically directed her aides to secure the necessary votes to defeat the POA on both Charter amendments. She also dispatched Deputy Mayor and Police Inspector Rotea Gilford to lobby members of the Board of Supervisors on behalf of both amendments.

Chicanery at the Board of Supervisors

At the time of the vote on the issues, Deputy Mayor James

Lazarus appeared at the Board of Supervisors and advised Supervisor John L. Molinari that the Registrar of Voters would be willing to delay one week the deadline for submission of matters to the electorate. Lazarus knew at the time that sufficient votes were not available for the lame duck Mayor's amendments. Despite the urgings of emissary Lazarus, the Board of Supervisors defeated the amendments.

Hypocrisy in Action

The most galling aspect of the sorry episode of these Charter amendments was the flip flop by San Francisco's Chief Executive. In 1971 then Supervisor Feinstein advocated the present system and preached that politics must be banished from the Police Department. She supported Proposition "E" which directed the exempt positions must come from the rank of Captain. In one fell swoop, the lame duck Mayor threw those principles out the window and advocated "a larger pool of candidates for the exempt positions" including patrol officers. Thankfully, members of the Board of Supervisors showed wisdom in defeating the inimical amendments.

Barry and Linehan Lobby Board Vigorously

Against an array of aides to Feinstein and the support of the amendments by Chief Cornelius P. Murphy, President Bob Barry and Secretary Dan Linehan headed the POA lobbying team that constructed a strategy to defeat the Mayor and her allies. Persuasive arguments were presented

to individual Supervisors and the POA followed closely the timing of the vote so that our efforts would be successful. When the votes were tallied, three Supervisors supported and three opposed the amendment that would have allowed any person of any rank to be appointed to an exempt position. Six votes were required for submission. The vote on the Chief's power went four to two against the Mayor and the amendments had been defeated.

Molinari and Britt Support POA 100%

Board of Supervisors President John Molinari and Supervisor Harry Britt supported the POA position on both amendments, thereby rejecting the Mayor's aides. Both Supervisors should be commended for their political courage and support of our organization. Both of these Supervisors have been particularly helpful in recent years on a variety of economic and non-economic issues that affect our members.

Nelder, Kopp and Kennedy Support POA

Supervisors Wendy Nelder, Quentin Kopp and Willie Kennedy voted with the POA on one of the two amendments. Kennedy and Nelder rejected an increase in the Chief's power, while Kopp voted against allowing a patrol officer to be appointed Deputy Chief. Supervisor Nelder must be thanked for rejecting an increase in the Chief's power after she agreed to author the amendment in question.

Where were the Captains of the SFPD?

A question that needs an answer concerns the lack of attendance by Captains on the lame duck Mayor's Charter amendments. The Captains of the San Francisco Police Department have the most to lose, but they never bothered to show up at the committee hearing or at the full Board of Supervisors. Hopefully, the Captains put their faith in the POA to kill the Charter amendments, and that's why we never saw any of them at City Hall. Hopefully, some of the Captains will thank President Barry and Secretary Linehan for their efforts on our collective behalf.

Hongisto Votes Against POA 100%

Despite the power of persuasion by POA representatives, Supervisor Richard Hongisto continued his dismal record of not supporting the POA positions before the Board of Supervisors. Hongisto supported both the lame duck Mayor's amendments but at least gave POA representatives

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1975 Police/Fire Strike

A PERSONAL REMEMBRANCE— 10 YEARS LATER

by Mike Hebel
Opinion Correspondent

For four days in August, 1975, San Francisco police officers and firefighters engaged in the first "job action" by either in the City's history. The police walkout began on August 18th immediately following a Board of Supervisors' meeting on police/fire wages; the firefighters walkout commenced on August 20th following an overwhelming membership vote to do so.

THE BACKGROUND

A 1951 charter amendment provided, with regard to police wages, that the rates established "shall not exceed the highest rate of compensation paid police officers (and firefighters) in the cities (population of over 100,000) included in the certified report of the Civil Service Commission . . ." For 23 years the Board of Supervisors interpreted this section by paying police officers a salary to match the highest rates in the state. The Civil Service Commission report of 1975 revealed that the City of Los Angeles was paying the highest rate in the state. A 13.05 percent

raise for police officers (and firefighters via the charter's parity provision) would match Los Angeles. The Board of Supervisors informally made it known that in 1975 they would not abide by the 23 year traditional application of the charter and were not going to grant the maximum wage increase; 6.5 percent was their figure for police officers/firefighters. This was the average 1975 increase for other city employees whose actual increases ranged from 4 percent to 12 percent.

Eight of the eleven supervisors were running for office in the November 1975 election, either for re-election to the board or for the office of mayor, about to be vacated by Joseph Alioto, having served the maximum two terms.

The rate of inflation for the San Francisco Bay Area in 1974/75 was 10.3 percent.

Compared to monthly wages being paid to the City's craft workers in 1975, police officers and firefighters fared badly.

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IN MEMORIAM OF
OFFICER HENRY BUNCH
SAN JOSE POLICE DEPARTMENT
1952-1985

Someone killed a policeman today and part of America died, a piece of our country he swore to protect will be buried with him at his side.
The beat he worked was a battlefield, as if he'd gone to war, though the flag of our nation won't fly at half mast, to his name they will add a gold star.
The suspect who shot him will stand up in court, demanding all of his rights, while a young widowed mother must work for her kids and spend many long, lonely nights.
Yes, someone killed a policeman today, maybe in your town or mine. While we slept in safety behind locked doors a cop put his life on the line.
Now his ghost walks the beat, on a dark city street, and he stands by each rookie's side. He answered the call, of himself gave his all, and part of America died.

Submitted by Matthew S. Krinsky #1424, Co.C., as a tribute to the San Jose PD from the San Francisco PD.



POLICE
POST
#456
NEWS

August is upon us and it heralds the winding down of the summer vacations. It is our sincere hope that all who leave on vacations return safely home. August is also the month when the collapsible swimming pool you bought in June does. Now, we are ready to get going on the programs that are so vital to our success in the American Legion.

Here again we must re-emphasize paying our dues. Without your dues we do not have the means to carry out all the programs that S.F. Police Post 456 is involved in. National headquarters takes quite a chunk out of the dues that every member pays. Police Post is left with a very small amount of money to get a lot of programs going. What we used to do with a smaller amount is now impossible. We can't live in the past so every one should make that extra little effort. Sorry to devote so much time to this problem, but it is a **problem** that cannot be solved without every member doing his share.

Help us, so we can continue to help others. This is in our preamble as described by our devotion to **mutual helpfulness**.

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

Your Scribe
John A. Russell

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WIDOWS &
ORPHANS

The regular monthly meeting of The Widows and Orphans Association was called to order by Pres. M. Kemmitt, Wednesday July 17, 1985 at 2:10 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

All Officers and Trustees present. Others present Tr. P. Pres. M. Lennon, P. Pres. W. Hardeman, P. Pres. J. Sturken.

Minutes approved as presented to the membership.
REINSTATEMENTS—CHARLES T. ELLIS was reinstated - Motion Jeffery/2nd Newlin.

NEW MEMBERS: Motion McKee/2nd Pardella that the following be accepted - Approved: VICTOR M. ARREBELLO, CHRISTOPHER BREEN, THOMAS W. BUSKLEY, WILLIAM A. BUSH, MICHAEL V. CLEARY, JOSEPH CLEMONS, CLODAGH C. COLES, ANTHONY J. DUMONT, PHYLLIS A. FORD, WENDY D. FRISK, MARTIN LOO, MARIO MACHI, ROBERT MAMMONE, SUSAN MONEYHUN, BRIAN F. PETITI, ALEXA RAYMER, CHRISTY RODRIQUES, DENNIS M. SALIDO, MICHAEL L. SANCHEZ, DANIEL J. YAWCZAK.

Bills for usual expenses were presented by Treasurer and approved by the membership.

Treasurer Parenti reported the following death:
ELDEN E. BEARDEN - Born in Georgia in 1904, he joined the Department in 1928 at age 24. After training in the Chief's Office, Jack began his work at the Potrero Station. After 5 years he was transferred to Ingleside, again for 5 years, then to Central. Appointed a Sergeant in 1940, he was at Juvenile for 6 years. In 1949 he became a Lieutenant and worked at Park & Mission Stations. In 1960 he went to Southern Station as a day Lieutenant, from where he retired in 1967, age 63, on a disability. He received 3 Captain Commendations—1 in 1944 for arrest and investigation of a murderer, 2 in 1945—one for arrest of an armed robber of a jewelry store, the second for arrest of 2 armed holdup men. he was 81 at death.

REPORT OF TRUSTEES: The Trustees approved the selling and purchasing of various stocks, increasing the net income by \$3,000. Miss Minuth, Hibernia Bank, reported that the portfolio had increased \$10,000.00 this month.

UNFINISHED BUSINESS: Report by Bro. F. Jordan that the Legal Dept. had given the opinion that the Housing Police were not sworn personnel. Trustees agrees that under these conditions they would not be eligible for admission to the Association.


GOOD OF THE ASSOCIATION: Suggestion was made that the Secretary should advise all retiring members that they may pay more than one year dues in advance. Hibernia Bank to be contacted to see if this is feasible.

Members are advised that the next regular meeting will be held Wednesday August 21, 1985 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:45 P.M. in memory of departed Brother Elden Bearden.

Fraternally,
Bob. McKee,
Secretary.

Richmond Station



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REALTOR ASSOCIATE

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San Francisco Veteran
Police Officers Assn.

MEETING:

The regular monthly meeting of the San Francisco Veteran Police Officers Association will be held on Tuesday, August 13, 1985 at 12:20 P.M. at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

It appears that the pay raise which will be granted to the San Francisco Police Department for the 1985-86 year will be a maximum of 5%.

We are still waiting for Los Angeles police pay raise to be finalized. The San Francisco survey should be completed and approved by Aug. 25, 1985.

A motion was made by Tom Dempsey and second by Sol Weiner, and passed by members attending the July meeting for the Board of Directors to continue to pursue the feasibility of purchasing the Forest Lodge. The next meeting of the board will be Wednesday, July 31, 1985.

Wishing you all a Happy and Safe Vacation.

Stan H. Scheld, President

SOL WEINER REPORTS:

He has jobs available. Anyone wanting further information about employment is to contact Sol Weiner at the Police Credit Union.

SICK CALL: Arthur Schwerdt, At home.

NEW MEMBERS: Gerald C. D'Arcy, We welcome you into our association.

IN MEMORIAM: James Pigott June 13, 1985.

Membership 777.

Attendance last meeting 103.

Stan Scheld, President
Bob Pardini, Secretary

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ASSOCIATION OFFICE 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 510 - 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

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

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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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Treasurer's Column

by Duane Collins

MAJOR SAVINGS

Two and one half years ago in January of 1983, I was elected your treasurer. I ran on a promise to curb legal expenses. After two years of political in-fighting and attempted power grabs by political opponents, I am happy to announce we have succeeded in curbing legal expenses. In a short six months, with a united Board of Directors, we have been able to create and implement several changes in the way we do business. These changes were brought about by the Executive Board meeting and negotiating several contracts on behalf of the Association. These changes and others will save the Association conservatively \$65,000 a year.

Defense Contract

The Board of Directors, late last year, approved an arrangement with our defense attorney, Stephen Bley, to provide defense coverage for our members. This arrangement was for a flat monthly fee, with all the benefits and costs spelled out in advance. I advocated this contract, as I felt it would be a money saver and make budgeting easier. Getting this measure past our last (1984) Board of Directors was no easy feat, given the political climate. After working under this arrangement for six months, the new Executive Board met with Mr. Bley and negotiated a reduction in his rates and an increase in our covered services. This translates to a savings of \$25,000 a year for the POA. Definitely a move in the right direction.

Federal Litigation Labor Contract

As of August 1, we no longer have as our federal litigation and labor law attorneys, Ralph Saltzman and Steve Solomon, who have served us well for over 10 years. This arrangement has always been on a hourly rate and would run in wide swings — going from a few hundred a month to tens of thousands a month in billings. A treasurer's nightmare at budgeting time. We have changed to the local firm of Carroll, Burdick and McDonough. When CBM was brought on board, they agreed to a flat fee arrangement which will save us a projected \$25,000 per year. This, and having them only a few blocks away, make for a very attractive arrangement. CMB has been involved in Title 7 (federal litigation) cases for many years and has an excellent record in labor law. This firm represented Lt. Bill Scheffler and Lt. Roger Maloney in their recent court battle over the captains' exam. Dave Clisham of the firm handled the meet and confer with the police department on the OCC rules.

Newspaper

For the last two and one half years, the newspaper has been plagued with problems. When we moved out of our offices for production we knew it would be expensive, but we didn't foresee nearly \$20,000 in losses in two and one half years, nor did we foresee the production problems. We have had late issues, and, at one time, our advertisers were selling ads faster than we could fill the pages with copy. After our first year out of the office and \$5,000 in losses, we put the brakes on production. We decided to produce only 24 pages a month or as close to it as we could. After a year at this rate, and another \$10,000 in losses, we implemented an ad rate increase and decided to implement a contract with Community Publications, our advertising agency. After several meetings with Pete Maloney, Tom Flippin, Don Woolard and myself, we came up with a workable agreement. We agreed to add Tom Flippin as assistant editor to help with production and scheduling problems. Community Publications agreed to a flat-fee arrangement. This gives us control over the size of the paper and revenue produced. This will give us a \$15,000 shift into the black from our previous losses.

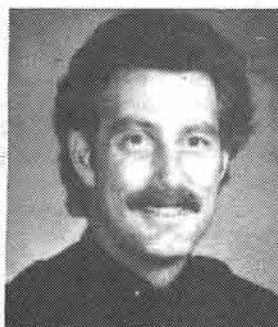
Building Purchase

Several years ago, thanks to the foresight of Gale Wright, we purchased our current office building. At the time Gale Wright asked our neighbors on the corner of 7th and Bryant that, if he ever wanted to sell, to give us first crack at it. They decided earlier this year to relocate in the East Bay. We wasted no time in negotiating the purchase of the property. A major coup, given the real estate market in the area. This will give us the entire corner for possible development, and future revenue for our organization.

Insurance Committee

Recently the Insurance Committee has undergone a complete examination. This was carried out by Coopers & Lybrand, an eminently qualified CPA firm here in San Francisco. Bob Barry has appointed me to the Insurance Committee, and I look forward to implementing the recommendations of their report. Most of these recommendations will either save money, increase coverage, or streamline the process.

In conclusion, I would like to thank Bob Barry, Ron Parenti, Dan Linehan, Paul Chignel, Pete Maloney and Tom Flippin for their support and endless energy in these lengthy negotiations. Six months of hard work, well done and thanks.



A POLICEMAN'S LOT/Manny Coreris



RIGHT HERE IN RIVER CITY

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



Gann Takes Aim At Police/Fire Pensions

Paul Gann, co-author of Proposition 13 and other conservative causes has unfurrowed his latest battle flag, in the form of a Constitutional Initiative Petition aimed at public employee pensions.

Calling his Initiative drive "California Fair Pension Plan," Gann says his Initiative will "protect future generations of California taxpayers from the burden of funding extravagant and financially unsound pension systems which result, in part, from the irresponsible practice of awarding unfunded benefits."

In actuality, from the side of public employees, including police and fire, what the Gann Initiative does is shut down all public retirement systems and creates a "less than livable system, written by the Gann forces. As far as disability pensions are concerned, the Gann Initiative purposely devastates workers compensation and eliminates all presumptions, including Heart, Pneumonia and Hernia.

The California Fair Pension Plan will be sold to the voters on the basis that it eliminates extravagant pensions of Legislators and Judges and stops "double-dipping" which allows "certain public officials to receive numerous public pensions, often while still on the public payroll."

Ironically, one such case of double-dipping that immediately comes to mind is, of course, our own President, Ronald Reagan, who receives his California governor's pension, while still on the public payroll.

Just what the Gann Initiative does is this:

"All current California public employee retirement plans, including plans of the Legislators' Retirement System, and the Judges' Retirement System are closed, effective November 3, 1986." Mr. Gann, goes on to tell us just what his vision of a retirement system should be!

Police and Fire, Public Safety Retirement:

— Normal service retirement will be based upon the average of your last five years of service. A police officer entering service at age 22, would work 33 years to collect his full pension.

The following example, under the provisions of Gann, is of a patrolman, retiring in 1985 with 33 years at age fifty-five, (minimum age required for a full service pension):

| Salary Level | Year |
|--------------|------|
| \$3,000 | 1985 |
| \$2,700 | 1984 |
| \$2,400 | 1983 |
| \$2,200 | 1982 |
| 12,000 | 1981 |

Average of those five years is; \$2,460, of which 66% would be the allowable maximum rate. So, the maximum retirement allowance under the above example would be; \$1,623.60 a month.

Cost of Living Adjustment (COLA). The Gann Initiative (COLA) formula is capped to the first \$15,000 a yearly retirement, which works out to \$300.00 per year, regardless of the amount of your pension. Future increase in the COLA is based upon the Consumer Price Index or 30% of the inflation rate. In order to beat the maximum of \$300 per year, we would have to return to double-digit inflation.

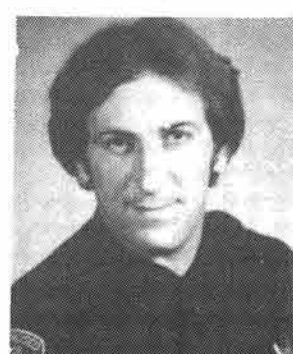
Here are some of the other "generous" provisions of the Gann Initiative:

—Contribution rates under the new plan — your employer pays the first 8%, you pay the next 8%. If that doesn't fully fund the system, each pays equally, until the system is fully funded.

—An employee may take less retirement allowance to increase the COLA amount.

VICE PRESIDENT'S COLUMN

by Ron Parenti



It is Monday morning and Lt. Pete Fiddings arrives at work. The Lieutenant, just barely awake, looks skyward and shakes his head. It is going to be a tough call today, he says to his trusted aide, Sgt. Constance DeCree

Clearing his throat, the lieutenant begins the serious task at hand. Low clouds and coastal fog, he mutters, southerly winds 5 to 10 miles per hour, sunny and warm later today. Well, the lieutenant shouts, it looks like short sleeves to me. Sgt. DeCree, who has been watching in awe, and is a bit shaken knowing some day she too will be entrusted with such major decisions, runs off in glee to post the "UNIFORM OF THE DAY" on the station bulletin board.

Sounds funny? It is no joke. The policy makers of this department have proposed such an order. The department hopes to implement the uniform of the day policy for the patrol force.

This proposal directs, "Upon commencing duty each day, platoon commanders shall determine and designate the appropriate uniform to be worn by their members. Each platoon commander shall have the discretion to select what uniform is to be worn that day. That decision shall then be posted in a conspicuous spot inside the station as to allow personnel reporting for duty to see it. The platoon commander will insure that all members are attired in the prescribed uniform of the day without exception."

Theoretically, this may be a good idea, however, in reality, it is impractical. The San Francisco weather can vary tremendously within a very small geographic area. How many times have you seen a beautiful sunny day, with the temperature at 2 p.m. around 80 degrees and by 5 p.m., the temperature has dropped 15 degrees or more and short sleeves have turned into jackets? The simple question centers around individual comfort. How can a man sitting inside a police building tell me that a short sleeve shirt, or for that matter, a long sleeve shirt, is sufficient when I go into the night time air? One man's heat might be another man's chill.

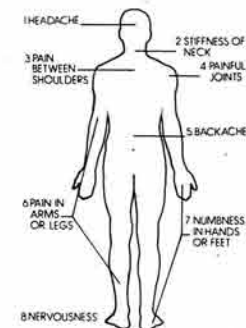
Why are we doing this? Are we not uniform enough? Is there such a vast difference between an officer wearing a long sleeve shirt or jacket or an officer wearing a short sleeve shirt?

Let's get on with more important business at hand.

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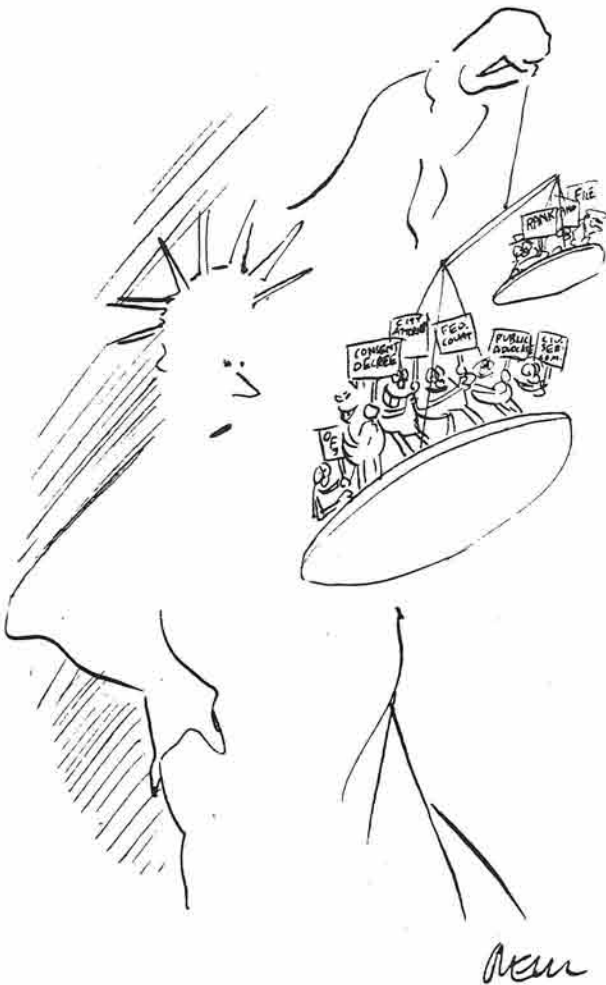
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THE SCALES OF INJUSTICE

by Bob Barry



Looking at this flow chart governing two years of hard work by hundreds of officers (studying and preparing for the examinations) and countless hours of litigation in defending what was once a fair selection and testing process, it's no wonder that the high level of frustration, demoralization and downright disgust is running rampant in ranks of the San Francisco Police Department.

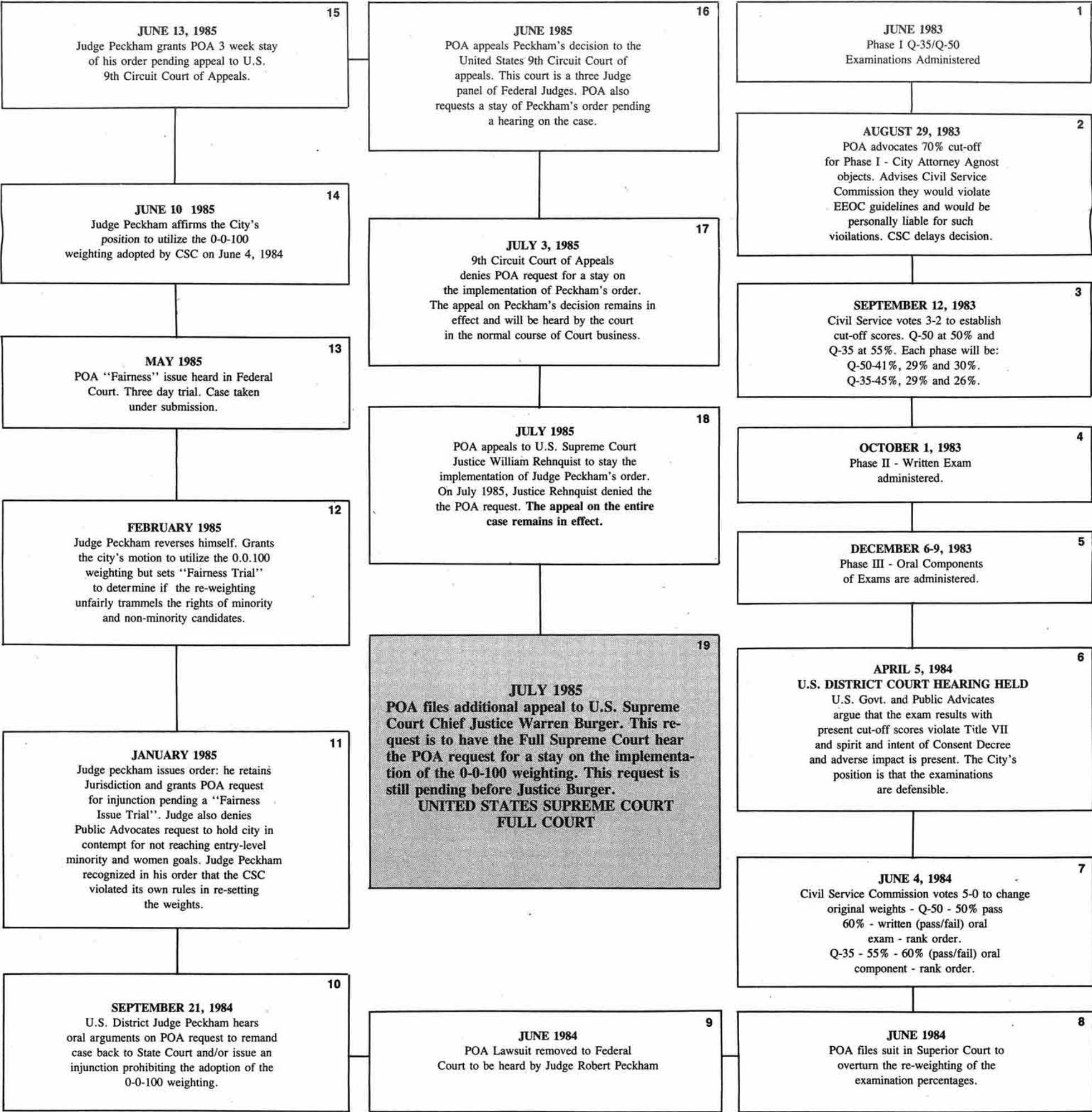
With nearly 700 candidates commencing the testing process and knowing the rules in advance, the fatal blow in this testing cycle to "fairness" and "equity" came on June 4, 1984 when the Civil Service Commission violated their own rules and ethical standards by changing the weights of the three part examination and the elimination of "goals" and opted for what is tantamount to "quotas" in the San Francisco Police Department. On a national basis, the overwhelming majority of our citizens, including minorities and women, are against quotas and that sentiment is no different in our own ranks.

It's truly unfortunate that we are forced to litigate at every turn of the corner, but it becomes necessary if we, as an organization, are to fight to maintain whatever integrity is left in the Civil Service process. "It's" easy to roll over and let the city do as they please, but if we maintain that philosophy, then we might as well close up shop.

The POA has been criticized by the Public Advocates and the OFJ for not representing minorities and women, yet we have ninety-four percent representation and defend "all people" before the chief and commission. It's the POA and that's the mainstay in defending officers — not the OFJ and that's a fact.

So, I won't apologize for our advocacy nor will we retract for the sake of appeasement or expediency so long as we have just cause to litigate.

The Public Advocates, representing the OFJ, are now suing the POA for \$1 million for "interfering" and "delaying" promotions over the last two years.



METHODS OF ADVANCEMENT DOWN THROUGH THE AGES

① IN THE BEGINNING, MEN IMPROVED THEIR LIVES BY ROUGH, BRUTAL STRUGGLES WITH OTHERS OF THEIR KIND...



② ...WITH THE ONSET OF CIVILIZATION MEN MOVED UP THROUGH THE RANKS OF THE SOCIAL STRUCTURE USING INCREASINGLY SOPHISTICATED TECHNIQUES...



③ ...THE AGE OF CHIVALRY USHERED IN A PERIOD WHEN MEN LIVED WITH THE CERTAINTY THAT GOD WOULD AID THE CAUSE OF ANY MAN WHO HAD TRUTH AND JUSTICE ON HIS SIDE...



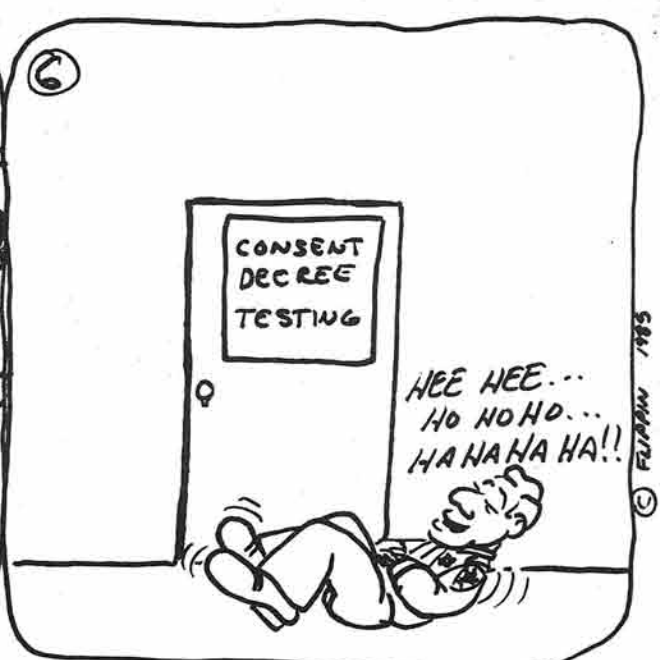
④ ...DISCOVERIES IN THE NEW WORLD ALLOWED MEN TO COMPETE WITH THE ORIGINAL INHABITANTS FOR CONTROL OF VAST TERRITORIES...



⑤ ...IN MODERN TIMES MEN CAN RISE TO THE TOP BECAUSE OF THEIR FAMILY CONNECTIONS...



⑥ ...BUT AT LAST, RIGHT HERE IN SAN FRANCISCO, EXPERTS HAVE SUCCEEDED IN PUTTING TOGETHER THE PERFECT METHOD OF ADVANCEMENT.



LEGISLATIVE REPORT CARD

by Dan Linehan, Secretary

As chair of the Legislative Committee, it is my responsibility to monitor the actions of our state and local governmental bodies. To perform my tasks, it is important to have an historical perspective, in that, it allows me to take a longer view of our elected officials. The following tabulations of all votes cast by members of the Board of Supervisors, that affected the working conditions of our police officers have been recorded. Since 1982 nine measures have been placed before the Board of Supervisors in the form of proposed Charter Amendments. The P.O.A. had taken positions on all the measures and contacted members of the Board to discuss the merits of each issue.

The chart shows each measure when it reached the Board, what the measure would do and how each member voted. This chart will be a valuable aid to the board of directors during the November 1986 Supervisorial race when we will decide deserving persons seeking our endorsements.

| BOX SCORE | | | |
|-----------|-------------|------------------------------|---------|
| | Total Votes | Supported POA Position Votes | Percent |
| Molinari | 9 | 9 | 100% |
| Britt | 9 | 9 | 100% |
| Walker | 7 | 7 | 100% |
| Ward | 7 | 7 | 100% |
| Silver | 7 | 7 | 100% |
| Nelder | 9 | 7 | 100% |
| Maher | 7 | 5 | 71% |
| Kennedy | 9 | 6 | 66% |
| Renne | 7 | 4 | 57% |
| Kopp | 9 | 5 | 55% |
| Hongisto | 9 | 3 | 33% |

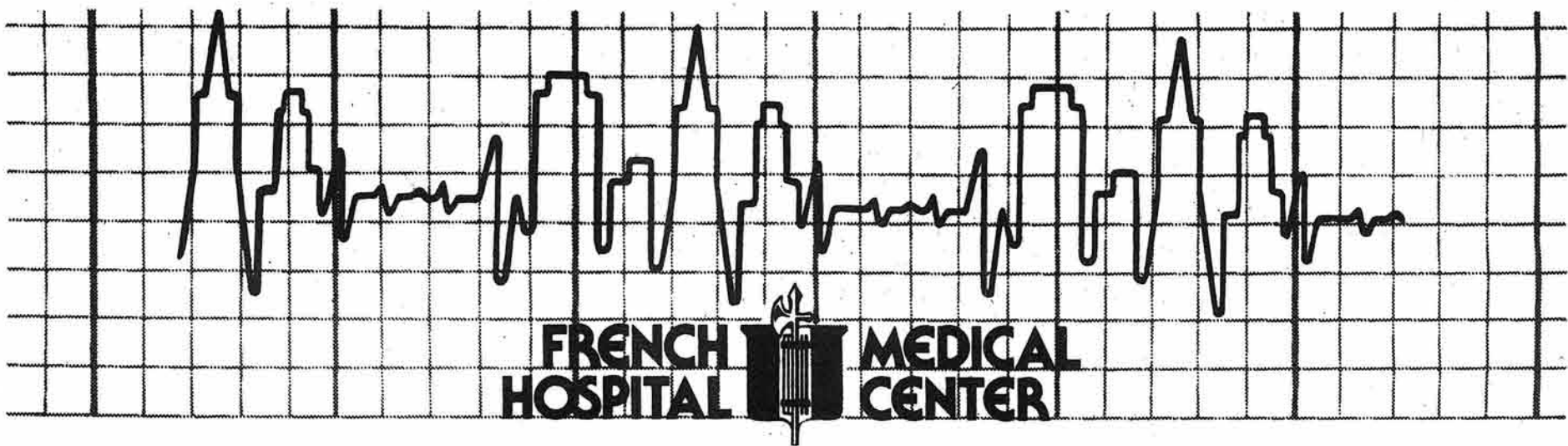
FOOTNOTES:

1. Supervisor Maher was, at that time, running for a seat on the Board of Supervisors.

2. Supervisor Kennedy originally voted not to place this measure on the ballot. When on the ballot she later switched her position and supported the measure.

3. Former Supervisor Dolson was no longer a member of the Board of Supervisors.

| | Proposition "I" November 1982 Would have corrected tier-two retirement system Rejected by the voters 46% to 54% | November 1982 Proposition "J" Allowed time and one half for holidays and overtime. Passed 60% to 40% | Proposition "I" November 1983 Would have corrected our salary formula problems Measure failed 46% to 54% | Proposition "B" June 1984 Allowed night-differential pay. Measure passed 52% to 48% | Proposition "G" November 1984 Allowed an extended probationary period for newly hired police officers with a maximum of eighty-four weeks. Passed 87% to 13% | Proposition "H" November 1984 Allowed hazard pay for Honda motorcycle unit Measure passed 58% to 42% | Proposed Charter Amendment allowing an unrestricted probationary period for newly hired police officers. On August 8, 1983 the Board of Supervisors by a vote of six to five defeated this measure. | Proposed Charter Amendment allowing an unrestricted probationary period for newly hired any race of the Police Department. On July 29, 1985 the Board of Supervisors defeated this measure by a vote of three to three. | Proposed Charter Amendment would have increased the Chief's suspension powers from ten to thirty days. On July 29, 1985 the Board of Supervisors by a vote of four to two defeated this measure. | Proposed Charter Amendment would have increased the Chief's suspension powers from ten to thirty days. On July 29, 1985 the Board of Supervisors by a vote of four to two defeated this measure. |
|---------------------------------|---|---|--|---|---|--|---|---|--|--|
| Harry Britt | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | |
| Richard Hongisto | No | No | Yes | No | Yes | Yes | Yes | Yes | Yes | |
| Willie Kennedy | Yes | Yes | No | Yes | Yes | Yes | No | Yes | No | |
| Quentin Kopp | No | No | Yes | Yes | Yes | Yes | Yes | No | Yes | |
| Bill Maher | Yes | Yes | No | Yes | Yes | Yes | Yes | Absent | Absent | |
| John Molinari | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | |
| Wendy Nelder | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | |
| Louise Renne | No | No | No | Yes | Yes | Yes | Yes | Absent | Absent | |
| Carol Ruth Silver | Yes | Yes | Yes | Yes | Yes | Yes | No | Absent | Absent | |
| Nancy Walker | Yes | Yes | Yes | Yes | Yes | Yes | No | Absent | Absent | |
| Doris Ward | Yes | Yes | Yes | Yes | Yes | Yes | No | Absent | Absent | |
| Former Supervisor Lee Dolson | Yes | Yes | Not voting | — | | | — | | | |
| P.O.A. position | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | |



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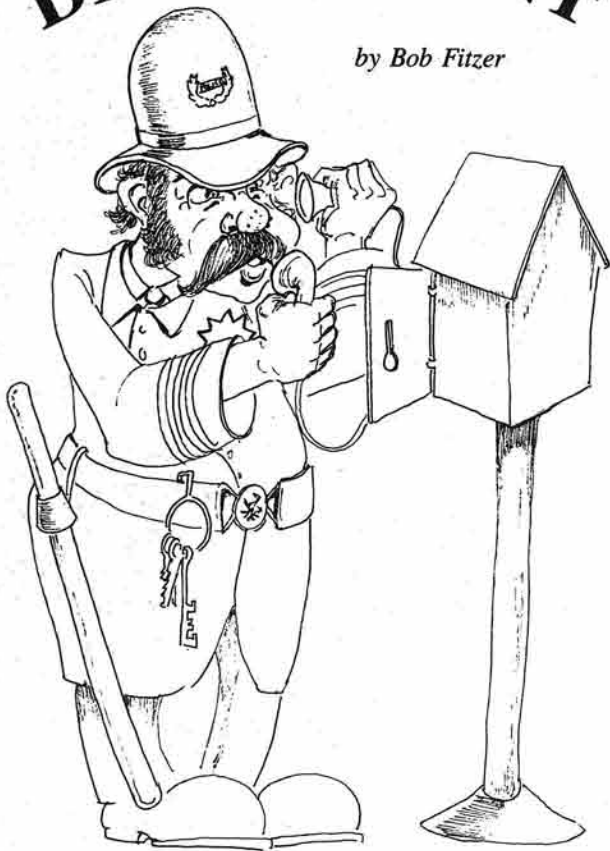
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AROUND THE DEPARTMENT

by Bob Fitzer



Plenty happening around the department lately. One of the biggest events held was the testimonial dinner for **Commander Ray Canepa**. The dinner was held at **Father Heaney's Apostleship of the Sea** and as the good Father pointed out, this event even upstaged the one held for him. Commander Canepa will be missed, I'm sure and a finer cop never was. As he pointed out himself, and much to his credit, was the fact that he knew everybody in the room and we all knew him.

New sergeants are out, (as I'm sure you all know by now.) I know there are mixed feelings about them, but they are here to stay. I only wish there was a way to test common sense and maturity in a perspective supervisor. It only makes for even more bad feelings when the newly promoted like to flaunt the fact that they never opened a book or turned a page, and that they were able to snow the oral board in 15 minutes. But these new people will be on the hot seat. The new sergeants' cars will have the word "supervisor" on them and there will be no place to hide.

On a brighter note, Officer **Jeanne McVEIGH**, (Personnel) has finally gotten through the DPW snafu and had the majority of the recruit class pictures hung on the walls on the 5th floor. If you didn't see your class represented, don't worry. Jeanne still has several more to put up but she is still getting trouble from the DPW. It's typical city red tape, but what is there is something to see. A job well done and one to be proud of Jeanne! (By the way, this project was her idea; not one thought up by P&R and assigned.)

Out in the stations....Co. D. had a program to induce weight loss that worked quite well because it hit you where most cops can relate to, your wallet. The weight-loss incentive program was called "Dieting for Dollars." It seems that everybody who joined put money in a pool and the more and faster you lost, the more you won.

Coming soon! **Joe ROSSET** (currently in Field Operations) is putting together a testimonial for several Co. K member (19 all told). The event will take place October 3rd, at the Italian-American Hall, 25 Russia St. with dinner and a hour of hosted cocktails. So give Joe a call at ext. 1411 (days).

Our highlighted member this month, while not actually a sworn member, is one whom I'm sure you all know. He is **Martin O'BRIEN**, our storekeeper with the Property Control Division. Marty is the gentleman who handles the uniform issuing. Not too many people know it but Marty spent many long years fighting through Europe during WWII, from Normandy to Germany. He was finally recognized by the US Army with a Bronze Star. Congratulations Marty, you deserve it....

Last month another police officer was added to the honor roll of honored dead in San Jose. It should be a lesson to all of us just how vulnerable we all are and not to leave anything to chance. If you think you are a wonder cop, don't let it fool you because no matter how big you are, male or female, you are still human and that star is not a shield but rather a target for a certain section of humanity.

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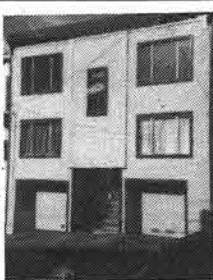
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Second annual Retirement Planning Seminar

The coordinators of the Retirement Planning Seminar are happy to announce that our second annual Retirement Planning Seminar is scheduled for Saturday, Nov. 2, 1985 at the Hall of Justice, 850 Bryant Street, room #551. The seminar will commence at 0900 hours and terminate at approximately 1630 hours. The price will be ten dollars, (\$10.00) which also includes your spouses. Monies received will be used to offset any expenses incurred such as furnishing coffee and doughnuts in the morning on your arrival and lunch that will be catered to all persons in attendance. Retirement is such an important phase of one's life. Remember that you still have one third of your life to live to be able to enjoy the so called "Golden Years."

It is a known fact that some people take more of an interest in making plans for their two weeks vacation than they do for their retirement. All experts on the subject are in agreement that people in their forties and fifties should start planning for their retirement. As coordinators of said program, we strongly urge that people in that age group or people who are contemplating retirement within the next five years that it would be most informative and beneficial to start making plans to attend the seminar.

The topics that will be covered are as follows:

- (1) RETIREMENT BENEFITS
- (2) EMOTIONAL IMPACT ON RETIREMENT
- (3) HEALTH
- (4) SOCIAL SECURITY AND MEDICARE
- (5) FINANCE INVESTMENTS AND ESTATE PLANNING
- (6) TAXES - STATE AND FEDERAL
- (7) CREDIT UNION

Watch for future information in your POA publications regarding the subject matter. We assure you that it will be money well spent and know that it will assist you in making your retirement years more enjoyable.

Make plans now to attend: Saturday, November 2, 1985 0900 hours, Hall of Justice, Room #551.

Gino Marionetti & Michael Sugrue
Retirement Planning Seminar
Coordinators

PREPARING FOR A GOOD FAMILY LIFE AFTER I RETIRE

If you are married, answer these questions:
Yes (Check things you have done)

- ☐ 1. I am keeping in touch with my children or relatives by visiting or writing letters.
- ☐ 2. I let my children or relatives run their own affairs.
- ☐ 3. We make it possible for our children or relatives to get together for special occasions.
- ☐ 4. My spouse and I have made our retirement plans together.
- ☐ 5. My spouse and I have made some friends in common.

TOTAL SCORE

If you are not married, answer these statements:

- ☐ 1. I am keeping in touch with my relatives or close friends by visiting and writing letters.
- ☐ 2. I let my relatives or close friends run their own affairs.
- ☐ 3. I make it possible for my relatives or close friends to get together for special occasions.
- ☐ 4. I've discussed my plans for retirement with my relatives or a close friend.
- ☐ 5. I've made a few friends who are close enough to me to take the place of a family of my own.

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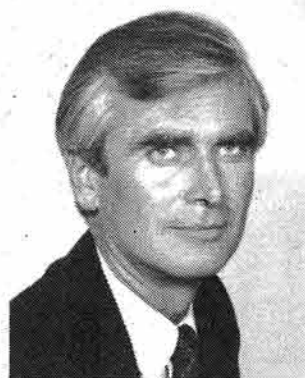
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OUR FRIEND AT THE CITY ATTORNEY'S OFFICE

by Paul Chignell
Opinion Correspondent

Below is a profile of Garrett McDonald, Deputy City Attorney, who has been a good friend of San Francisco police officers over the years. Garrett is also remembered as an outstanding police officer in San Francisco.

Garrett and his wife are raising their three children in San Mateo County where Garrett, his mother, and grandfather were all born and raised after his grandfather arrived there in 1861 from Ireland. After graduating from Holy Angels Grammar School in Colma, Garrett attended St. Ignatius High School, University of San Francisco and San Francisco Law School passing the bar in 1977.



Garrett McDonald
a journeyman to become a San Francisco police officer. In 1969 he was named Policeman of the Year by San Fran-

cisco's Greater Chamber of Commerce and the National Association of Police Chiefs. These awards were given after he had spent two years undercover primarily in the Haight/Ashbury and was responsible for over 2,000 felony arrests with a 98% conviction rate. Nicknamed "Moses" during this period for his lengthy hair and flowing full beard he is believed to be the first San Francisco policeman and first West Coast narc, to wear full hirsute adornment.

Garrett continued his education at San Francisco Law School at night while working law enforcement during the day until he graduated, and passed the bar in 1977. Shortly thereafter he joined the District Attorney's Office as a Deputy District Attorney until 1979 when he transferred to the City Attorney's Office where he began his present position as Deputy City Attorney defending medical malpractice actions from San Francisco General Hospital and police brutality suits.

Since 1979 he has defended hundreds of cases involving police force and shooting cases. Except for one case where the officers hired their own attorney as co-counsel and decided to settle out of court, not one peace officer he has defended personally lost a penny.

As a Deputy City Attorney he has made two trips to Washington, D.C. The first was with Captain H. Eidler and Inspector Ken Moses where they successfully defeated

attempts before the Federal Trade Commission to restrain the San Francisco Police Department's acquisition of the automated fingerprint system from Japan. More recently he was a guest lecturer at the National Association of Municipal Lawyers Seminar speaking on the techniques of defending peace officers accused of misconduct.

When asked about his most disappointing trial result he expressed ambivalent feelings over a Federal Court Civil Rights trial where he defended two of our officers. The plaintiff had asked the jury to award \$50,000 against each officer. The jury absolved the officers individually but awarded \$300 against the City. Garrett remarked "I'm glad the officers were absolved, and that's what I consider my primary function. But to come that close and get a verdict like that is tantamount to kissing your sister."

Remy Coiffure

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ANALYSIS OF SFPOA INSURANCE COVERAGES PROVOKES NEW INTEREST

by Gale W. Wright
Chairman, Insurance Committee

President Bob Barry recently appointed the rest of the Insurance Committee and we met on August 7th to discuss the analysis report of our present coverages.

This is the first time in several years that there has been a formal meeting of the Insurance Committee, and this is a good sign for the members.

Coopers & Lybrand is one of the leading companies in the area of compensation and benefits coverage. They made the analysis of our insurance plans and of course, they made certain recommendations.

The Committee studied each recommendation at length and then we made our recommendations. The future coverage available to our members has exciting possibilities. For several years, there have been suggestions to raise the mandatory \$2,500 term life coverage to \$5,000 or greater.

The voluntary group decreasing term life policy has been the same amount for a very long time, even though we all know the dollar has been eroded. The present amounts are \$25,000, decreasing over 44 years to either \$3,500 (if enrolled prior to October 1, 1983) or terminating at age 70.

As for all the members who retired prior to 1965 and were members in good standing of the Association and enrolled prior to October 1, 1983, they have a \$1,000 benefit.

The changes are only in the talking stage, but everybody agrees the dollar amounts have to be upgraded. Maybe the mandatory plan can be raised to \$5,000; or maybe an accidental death only benefit can be substituted with a very healthy face value.

The voluntary plan might be raised to \$50,000, decreasing to \$10,000 or, maybe a straight fixed amount without a decrease. We can get quotes from our present insurance carrier, the Life Insurance Company of North America (INA). But as Coopers & Lybrand suggests, we should also get other quotes to satisfy us that we are dealing with the best figures.

PAYROLL DEDUCTIONS

We had also hoped to identify each of the seven (7) insurance trusts for you, in order that you could compare these to the payroll deduction amounts recorded on your check stubs. Unfortunately, the comparison is not valid as the controller's office uses Volume I, II and III for their purpose for all city employees, not just us.

However, these are the typical amounts which are deducted and with a little work, perhaps you can identify the deductions on your check for insurance coverages that come through the POA.

Voluntary Group Term Life:

\$3.82 per pay period = term life policy
4.28 per pay period = term life and \$10,000 AD&D
5.32 per pay period = term life, \$5000 supplemental & \$10,000 AD&D

Professional Dental Services (PDS):

\$1.92 per pay period = individual coverage
2.76 per pay period = couple coverage
3.84 per pay period = family coverage

New York Life Disability Policy:

Ranges from \$6 to \$20 per pay period because of different coverage amounts.

New York Life Whole Life Policy:

Ranges from \$9 to \$27 per pay period because of different coverage amounts.

American Family Life (cancer insurance):

\$2.30 per pay period = individual coverage
3.06 per pay period = family coverage

CERTIFICATES

We have had unbelievable delays in getting the INA Life certificates printed correctly. However, we now have them and we expect to mail them to all members on or about September 1, 1985. The good news is that INA has handled every claim with dispatch in the past one and one-half years they have insured the POA members.

The Insurance Committee consists of Duane Collins, Ed Garcia, Alex Fagan, Jim Cole and myself. We meet again on August 28, 1985 to determine what we can do and what tasks we need to have Coopers & Lybrand do to assist us. Improvements are in progress.

E Z

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August 7, 1985

INSURANCE COMMITTEE MEETING

by Gale Wright

On August 7, 1985, the newly appointed Insurance Committee had their first meeting and discussed the proposals made by Andy Hauer of Coopers and Lybrand (C&L) on July 30, 1985.

Present were Duane Collins, Alex Fagan, Jim Cole and Gale Wright, Ed Garcia was absent.

1. C&L recommendation to file an IRS form 5500 annually because the POA provides a mandatory \$2,500 life insurance benefit to all active members. We concur.

2. C&L recommends they prepare a questionnaire for our members to determine which kinds of insurance they desire. We disagree. Without such a questionnaire, we were able to determine that our members have always expressed needs for a DP plan, a life insurance plan, auto insurance, homeowners insurance, a dental plan and boat coverage. While there may be other special insurance requirements, these types of insurances are available outside the POA.

We will solicit coverages and prices on new coverages, and ask C&L to assist us in getting this information.

3. C&L recommends a determination be made as to what the levels of coverage should be for life, AD&D (accidental death and dismemberment), and DP plans.

The Committee asked:

a. If the POA wants to increase the \$2,500 life coverage to \$5,000 or more, will the Board vote to pay the additional premium costs?

b. Should the decreasing term life coverage, which starts at \$25,000 and decreases to \$3,500 over a period of 44 years, be increased to \$50,000 down to \$7,000 or should

the coverage be a level \$50,000 over the entire period of years?

c. If the coverages are raised, will the members be willing to spend the additional costs? This could be the subject of a questionnaire to the members, and the Committee could handle it.

4. C&L recommends the selection of a property/casualty broker. Mr. Hauer says in this analytical report of 6/18/85 that we stay with our present broker (Michael Miller) for this coverage. We concur. However, Mr. Miller has been unable to get bids on liability coverage for the 22 member Board of Directors. Mr. Hauer also said in his report that C&L would solicit this coverage and we will wait for the study to be completed.

5. C&L recommends consolidation of the trusts to save time and money. The Committee disagrees because:

a. Payroll deduction (PRD) is a benefit to our members, many of whom would not subscribe to the several insurance plans if PRD was not available.

b. Yvonne and Louise, who work with the trusts almost daily, tell us that consolidation would actually cost more time and money as they would have to handle reams of PRD sheets to reconcile the correct amounts deducted. The present system works well, and they wish to keep it as it is. We concur.

However, Trust #4 can be eliminated as it covers four small accounts for just 5, 5, 16 and 3 members respectively. We believe these very few members can be billed directly for continued coverage.

Additionally, we agreed to:

a. Identify the trusts in the newspaper so our member can relate this to their payroll stub deductions.

b. Run a story in the POLICEMAN regarding the mailing of the INA life certificates.

c. Collate the INA certificates and mail to the members by 9/1/85.

One last point discussed —

As long as the POA allows retired members to belong to the POA, any redesigning of the voluntary group life plan will have to take them into consideration. We presently have 409 retirees in the INA group plan (depending on their ages, coverage is \$10,000 or \$3,500) and 38 members who have only the \$1,000 coverage (older members, but grandfathered-in).

We meet again on Wednesday, August 28, 1985 to specify what are want C&L to do for us that we cannot do ourselves.

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TAX REFORM KILLS WORKERS COMPENSATION

By Bill Hemby

As reported in an earlier column (Right Here In River City), the President's tax reform plan incorporates a provision that, if enacted, will effectively kill workers compensation disability retirements as we know it.

I have just finished reading, "The President's Tax Proposals to the Congress for Fairness, Growth and Simplicity". This is the latest tax reform plan presented to the Congress by President Reagan. In it there is a provision that simply put, taxes all workers compensation awards, temporary or permanent. That means, if you are injured on the job, and have to be off on disability (4850) time, that time will no longer be tax-exempt. The pay check you receive will be taxed as if you were still on the job.

It means, if you file and win a workers compensation award and permanent disability rating, you will be taxed on any earnings, and your monthly award will be fully taxed.

The effect of taxing workers compensation benefits for police and firefighters, will force those individuals who have retired with disability pensions to pay, depending upon their tax bracket, up to 35% of their monthly retirement award as taxable income.

For police officers and firefighters with serious heart, back or other debilitating injuries, this could mean the difference between receiving a living income, and being reduced to a poverty level. The same is true for widows and dependent children of our public safety officers.

Couple taxable disability retirement with the President's other proposal of taxing state and local taxes will totally change every disabled police officer and firefighters ability to survive in today's economy.

From time to time, I receive telephone calls and letters from police officers, retired on disability pensions, who must still seek employment to make ends meet. The effects on these people will be crushing.

Another effect of the President's plan to tax workers compensation benefits will be to dissuade many police officers with full service time from seeking a workers compensation award and pension because of accumulated injuries. Because workers compensation awards are based upon degree of disability, not number of years of service, that award may be lower than a service retirement.

The only plus would be the life time medical award to help pay future injury-related medical claims. Unfortunately, in many jurisdictions, police officers have to pay hell to receive payment of those claims from their respective local agencies.

It's Not Too Late

What really amazes me, is the lack of interest the President's Tax Reform Plan has received from both individual active and retired police officers and firemen, and their representative Police Associations and Firefighter Unions.

It's as if everyone feels it's all a bad dream and if we ignore it, the whole thing will go away. Well folks, it won't go away, and time is just about up. Starting sometime in September, Congress is expected to act on the tax reform proposal.

Now is the time to write that letter to your Congressman and U.S. Senator, and tell him you don't want your workers compensation benefits taxed under the President's Tax Reform Plan. Also, ask your Association representative if he or she is going to do anything about it?

If you would like to receive up-to-date information I may receive, please contact me through the COPS office and I will make sure you are put on my mailing list.

If we, as public safety officers fail to act quickly, we will lose what is probably the most important benefit of police and fire service. That is, knowing if in serving the public, we are injured and can no longer function in our sworn duties, we and our families will be taken care of.

And, Yes, I have a personal interest. Being retired on a disability pension, I too will lose my tax-exempt status. And to tell you the truth, I don't like it!

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Take A Chance **FATTY'S DAY IN COURT**

by Steve Johnson

By Robin Evans

Just in case you didn't notice, none of the individuals responsible for mismanaging our department's promotional examinations have ever worn the star you've earned.

Neither Peckham, Agnost, Salisbury, Solomon nor any of the illustrious members of the Civil Service Commission have ever had the "privilege" of conducting a booking search on a sloppy drunk, nor the frustration of arresting the same people for the same crimes day in and day out, nor the heartbreak of babysitting a crying infant while waiting for the coroner's arrival to tag the child's overdosed mother. They have no idea what your job entails—but they sure know what's best for you.

I think it's about time we told the people who "Know what's best for us" to take a hike.

I think it's about time that we—the lowly pawns in this promotional fiasco, who pay the price for such "enlightened" judicial rulings, stand up and demand a better deal.

I'd like to see a unified department and I think we could work out a solution for career advancement without the benefit of attorneys.

What if you were promised a promotion once you completed a course designed to improve your skills as a supervisor?

Impossible?

Not really. I've already started the groundwork for such a program and it would eliminate one-day testing, memorizing useless vehicle code sections and relieve you of the chore of having to dig up long-lost relatives to prove your minority status as a Polish-speaking Sioux warrior.

The promotional training program I have in mind will provide for a graduated measurement of your abilities as a supervisor and, for those who successfully complete the course, a guaranteed promotion to sergeant after serving an interim period as a Patrolman II.

If you're interested give me a call at extension 1551 or notify your POA representative because it's going to take a lot of work to get this program off the ground and I'm not into one man operations.

But if, on the other hand, you're gambling man and would rather take your chances on the next promotional test under the current guidelines, give me a call anyway because I've got a real good deal for you on some real estate in Florida.

A soft-spoken Calistoga home remodeler took the stand. The laughter stopped when he began to speak.

"I always remember hearing that Fatty was a very gentle, sensitive man. He helped anyone he could. I remember asking my mom (how he died). She said, 'He died of a broken heart.'"

James Watkins, 52, is the grand nephew of Roscoe "Fatty" Arbuckle, the Hollywood silent film king whose stardom was quickly snuffed by a murder charge that took three trials to settle. Watkins came to San Francisco Tuesday to testify before the Court of Historical Review and Appeals, which for the last 11 years has convened periodically for mock trials on subjects of historical interest and controversy.

With Superior Court Judge Roy Wonder presiding over a standing-room-only courtroom, Public Defender Jeff Brown and San Francisco Supervisor Louise Renne fired the questions intended to focus a sharper light on the 1921 episode that was more media than courtroom trial.

At the conclusion, Wonder ordered Officer Robert Fitzer to post a synopsis of the court proceedings and the statement of the jury that finally acquitted Arbuckle next to the mug shot that will soon be placed in the San Francisco Police Museum.

The trial was promptly by the discovery in El Dorado County of 21 books of San Francisco police mug shots, with Arbuckle's portrait among them.

To Watkins and other family members who recall growing up under the cloud of Arbuckle's tarnished reputation, the salve on Arbuckle's lepered legacy was a long time coming.

Watkins grew up in the small town of Ventura where his grand uncle was thought of as a rapist or murderer, a Hollywood libertine who spent his millions on fancy cars and threw lavish parties that sometimes turned into orgies.

"Growing up in a small town...I can't say it warped my life, but it wasn't pleasant," he said. "I had to watch what my mother went through. My mother always said, don't tell anyone. They won't understand."

Even though Arbuckle's was acquitted by a jury that stated "Acquittal is not enough. We feel a great injustice has been done him," Arbuckle's career was finished. Even his family failed to stand behind him, Watkins said. He changed his name to escape the bad publicity, but died broke in 1933 at the age of 46, just after signing a new film contract that promised to rejuvenate a career that included Mack Sennett's Keystone Cops films.

"His films are still banned in England," said Watkins, who is hoping for a resurgence of Arbuckle's films.

The 5-foot-8, 266-pound Arbuckle was accused of killing a young starlet who attended a lavish party he and some friends threw at the St. Francis Hotel.

The woman died of a ruptured bladder five days after being taken to the hospital from the party. Although Virginia Rappe never accused Arbuckle, rumors charged he had either raped her, crushed her with his weight or killed her with a coke bottle.

Although the local press apparently had a heyday with the lurid details of the lush and lustful Hollywood lifestyle elicited in trial testimony, San Francisco Police Commander Frank Jordan testified last week that "there was tremendous notoriety" attached to the case, and "tremendous pressure" to convict Arbuckle.

"Many careers were launched" in the case where "conviction was sought vigorously even though the evidence was all circumstantial, he said.

But one career was destroyed, and one life lost.

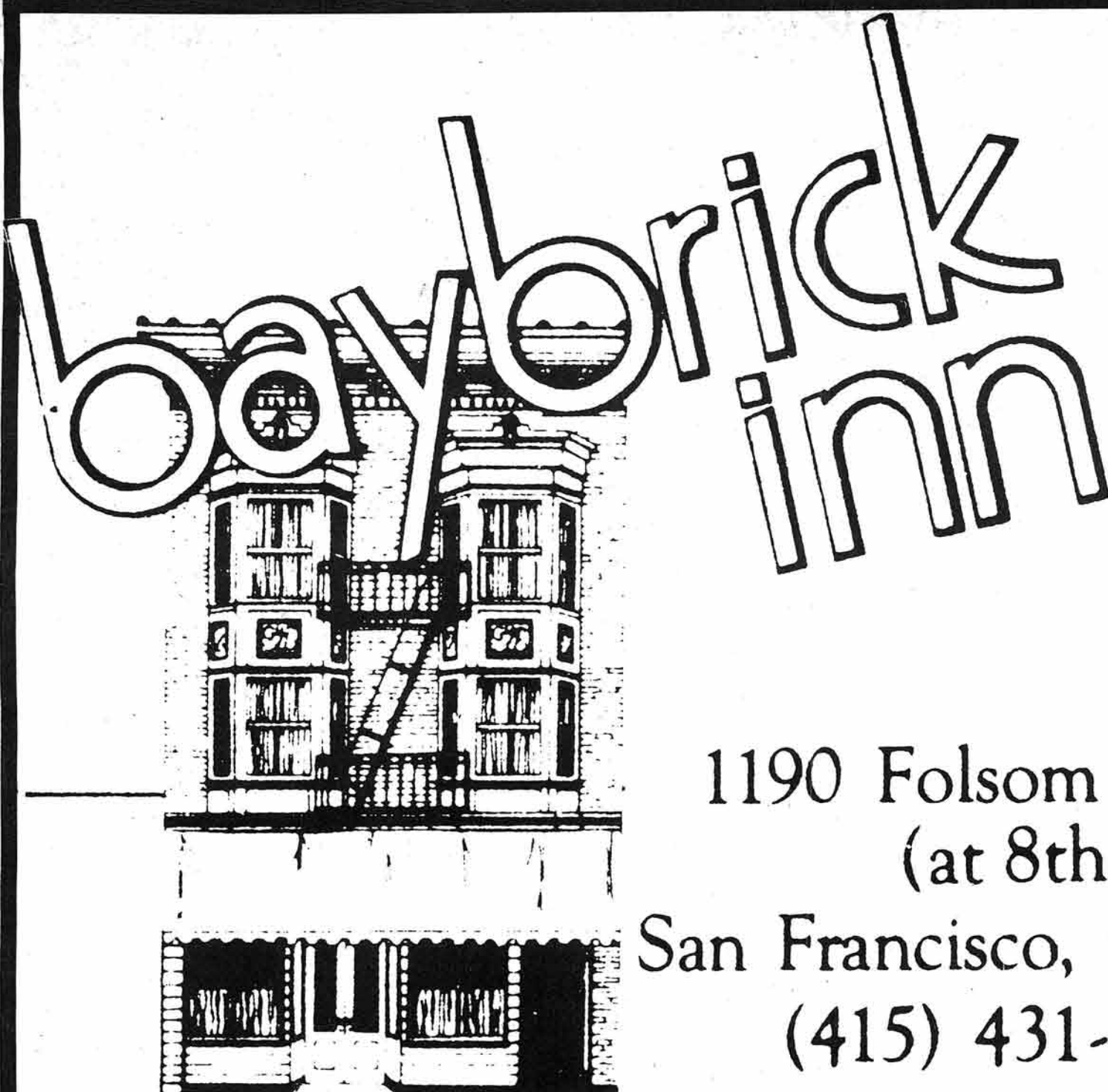
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Police Employee Now Reserve Officer

by Paul Chignell

Can you Believe It?

Bob Byrne, former police legal attorney and officer-in-charge of the legal office, is pictured here as a reserve officer in the Irvine Police Department.

Bob has sure lost a lot of weight!



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'MY FAVORITE COP' AWARD

Once again a San Francisco police officer is being honored through the "My Favorite Cop" Award Program. **Officer Jack Killough**, assigned to Richmond Station, is the award recipient for the month of July.

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 letter sent directly to the chief of police. The monthly award includes \$1,000 cash provided by major San Francisco corporations (donor: Pacific Telesis), 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 and the Chief of Police to implement and maintain this program.



**"MY FAVORITE COP" AWARD RECIPIENT FOR JULY, 1985
OFFICER JACK KILLOUGH #1297
RICHMOND STATION**

Big cities and society in general are often criticized for the way they treat one special group of people. To grow old today is to run the risk of being neglected by your family, to have your opinions dismissed as old fashioned and to be generally left alone, out of the way, with other people like yourself, . . . old. That is the case unless you are among the groups of senior citizens that have been visited by Officer Jack "Chris" Killough.

Chris has combined his natural talents of singing and guitar playing with his generous contributions of his personal time to entertain senior citizens at their hotels and homes in San Francisco.

Officer Killough's interest in police work did not blossom until 1972 when he, as a private citizen chased down and tackled a bank robber, then held him until police arrived. Still hoping to make it as an entertainer, Chris Killough struggled trying to get a break into show business, while remembering the feeling of accomplishment he had just experienced. When show business wasn't successful, he became a custodial officer at San Quentin State Prison. After three years at the prison, Chris Killough entered the San Francisco Police Department, and now works at Richmond Station.

Most people working in the depressing environment of a state prison or in the streets as a police officer would become cynical, or felt they had "done enough" not Chris.

He instead sought out community organizations to contribute his time and talent to assist others. He has selfless-



ly donated many, many hours to people all too often neglected by the rest of us. Those grateful citizens have nominated Chris Killough for "My Favorite Cop". Chris Killough is "My Favorite Cop" for July, 1985, because he cared about people, and people cared about him.

Officer Jack Killough

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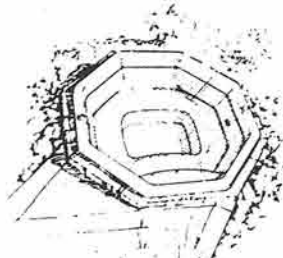
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July 16, 1985

Board of Directors Meeting

The meeting was called to order with the pledge of allegiance at 1545 hours. Roll call was taken. Present were Ackerson, Goldberg, Keys, Garcia, Novello, Dempsey, Murphy, Suslow, McAlister, Woolard, Friedlander, Sullivan, Dito, Fagan, Flippin, Cole, Linehan, Collins, Parenti and Barry. None absent. Excused were Lindno and Doherty.

Report from the President

President Barry informed the Board of the two (2) charter amendments that have been sponsored and supported by the chief. The first charter amendment would allow appointments by the chief to the ranks of commander or deputy chief from any rank within the police department. Under existing charter law, only officers holding permanent positions of captain can be considered for these positions. However, while the consent decree is in effect (until 1989), lieutenants may also be appointed to the commander or deputy chief ranks.

The second charter amendment would allow the chief to increase his powers of suspension from ten (10) to thirty (30) days. Additionally, the Police Commission would have the option of demotion in civil service rank.

The members of the Board of Supervisors are scheduled to take action on the proposed charter amendments in July. If they are approved by a majority vote, they will appear on this November's ballot.

The P.O.A. is opposed to the charter amendments and is working to defeat them.

Report of the Vice President

Vice President Parenti stated he has met with Captain Brush of Personnel regarding the amended interpretation of General Order B-1. This order sets the guidelines for standard levels of acceptable weight for police officers. The ten percent (10%) rule for additional weight will no longer be afforded to officers. If an officer is over the maximum weight for their height but under ten percent (10%), no disciplinary action will be taken provided the added pounds will be reduced and the officer's blood pressure is normal. However, if an officer is beyond ten percent (10%) of their maximum weight, departmental action would be considered.

Additionally, Vice President Parenti informed of the chief's decision to allow officers to exercise during their meal period but only within the station or detail where they work. The chief will advise all his commanding officers of this decision allowing for this practice to be afforded uniformly.

Report of the Secretary

Secretary Linehan advised that he had been contacted by the Paramedics Association of San Francisco seeking the support of the P.O.A. The current crisis situation of unacceptable levels of city ambulance service is attributed to a lack of personnel trained as paramedics and too few ambulances.

M/Linehan, S/Ackerson to support the efforts of the Paramedics Association remedy of the current situation of

a lack of trained paramedics and ambulances in San Francisco. Motion passed unanimously.

Also Secretary Linehan informed the Board that the Los Angeles Police Protective League has reopened negotiations of the contract with the City of Los Angeles due to their city's interpretations of the federally mandated Fair Labor Standards Act. Should they not sign their contract before August 25th, Los Angeles Police Department will not be included in our salary increase for next year.

M/Collins, S/Ackerson to accept the Secretary's report. Motion passed unanimously by voice vote.

Report of the Treasurer

Treasurer Collins presented the monthly financial statement for June to the Board. The P.O.A. received monies above our expenses leaving a balance on hand of \$72,108.48.

M/Linehan, S/Flippin to accept the Treasurer's report. Motion passed unanimously by voice vote.

Reports from the Committee

Insurance Committee

Mr. Andy Hauer from Coopers and Lybrand presented an offer to the Board to implement the recommendations made by his company of all insurance plans offered by the P.O.A. After discussion, Brother Gale Wright was instructed that the newly constructed Insurance Committee was to review Mr. Hauer's proposal and report back to the Board.

Screening Committee

President Barry discussed the contract of representation the P.O.A. and the firm of Solomon, Saltsman and Hart had entered into. This firm has provided several years of service to our Association in the areas of federal litigation and labor relations. However, over the years the costs to the Association for air fares and hotel accommodations have risen. It became necessary to seek equally competent legal counsel from a local firm. A local firm, Carroll, Burdick and McDonough had been selected and a retainer agreement sought. Based on the discussion, a motion was made by Linehan S/Collins to accept the retainer agreement between Carroll, Burdick and McDonough law firm and the P.O.A., minus Paragraph 9 which is to be renegotiated by the firm and the Screening Committee. Motion passed unanimously.

Publications Committee

Treasurer Collins restated the facts of our official publication which has been operating in the red for several years. The contract between our advertising solicitors and the Publication Committee was to be renegotiated. The contract was to allow for additional revenues of \$4,200.00, out of which a salary for an Assistant Editor position was to be funded. Treasurer Collins was able to extract an additional \$3,900.00 but stated this amount would allow the newspaper to operate in the black.

M/Linehan, S/Collins to rescind the prior vote regarding an Assistant Editor's position to be funded by additional revenue of an additional \$4,200.00. Motion passed unanimously, minus Keys and Dito who abstained.

M/Linehan, S/Collins to fund the salary of an Assistant Editor's position by renegotiation, raising the advertisement revenues by an amount not less than \$3,900.00. Motion passed unanimously, minus Flippin who abstained.

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New Business

President Barry passed out a proposal by Brother Jerry DeFilippo who desires to enter into an agreement with the P.O.A. providing wills and other legal services to our membership. The proposal was for information purposes and would be discussed at a future Board meeting.

President Barry informed the Board that our P.O.A. was the only non-paying member of the California Coalition of Law Enforcement. This group's goal is to unite a law enforcement voice in Sacramento to protect, maintain and increase police protections.

M/Linehan, S/Goldberg to pay a yearly sum of \$200.00 to the Coalition of Law Enforcement as a dues paying member of that Association. Motion passed, seventeen (17) yes: Ackerson, Goldberg, Keys, Garcia, Dempsey, Suslow, McAlister, Woolard, Friedlander, Sullivan, Dito, Flippin, Cole, Linehan, Collins, Parenti and Barry - one (1) no: Novello.

President Barry advised that an opening to the Retirement Board was created by the retirement of a member. Secretary Linehan has expressed an interest in seeking that position. M/Parenti, S/Woolard to support Secretary Linehan in seeking the unexpired term on the Retirement Board. Motion passed unanimously with Linehan abstaining.

O.C.C. Committee

President Barry stated that a suit seeking protections of personnel files and information gathered by O.C.C. hearings from the media would be filed. Additionally, as a result of the "media T.V. light" incident, the P.O.A. is researching the possibility of damages for willful dissemination of classified information to the media by responsible parties.

Federal Litigation

Brother Gary Elsenbroich spoke to the Board regarding the possible violations of Civil Service rules by the department and the consent decree in the area of examination test papers review. After a lengthy debate, a motion was made by Ackerson S/Cole to seek a law suit challenging the validity of the current lieutenant's examination. Motion failed, four (4) yes: Ackerson, Suslow, Woolard and Cole - twelve (12) no: Goldberg, Keys, Garcia, Dempsey, McAlister, Sullivan, Dito, Flippin, Linehan, Collins, Parenti and Barry. Two (2) abstaining: Friedlander and Novello.

Additional debate followed and a motion was made by Parenti S/Dempsey to seek a writ of mandate forcing the consent decree to provide all materials and devices used in scoring phase two of the current lieutenants' examination. Motion passed, sixteen yes: Ackerson, Goldberg, Garcia, Dempsey, Suslow, McAlister, Woolard, Friedlander, Sullivan, Dito, Flippin, Cole, Linehan, Collins, Parenti and Barry - one (1) no: Keys. Abstaining, Novello.

Political Contributions

M/Linehan, S/Collins to purchase 10 tickets, total value of \$400.00 to the Harvey Milk Democratic Club Dinner and Reception. Motion passed fifteen yes: Goldberg, Keys, Garcia, Novello, Dempsey, Suslow, McAlister, Friedlander, Sullivan, Dito, Cole, Linehan, Collins, Parenti and Barry - three no: Ackerson, Woolard, Flippin.

M/Dito, S/Dempsey to purchase one ticket to dinner held in honor of Supervisor Richard Hongisto. Motion failed unanimously by a voice vote.

Motion to adjourn at 1935 hours.

Daniel J. Linehan
Secretary

July 25, 1985

Special Board of Directors Meeting

The meeting was called by President Barry upon receipt of a petition requesting the Board of Directors of the San Francisco Police Officers' Association to further discuss areas of concern of recent federal litigation matters.

The meeting was called to order at 1225 hours with the pledge of allegiance.

Roll call was taken. Members present: Ackerson, Keys, Garcia, Novello, Dempsey, Murphy, Suslow, Doherty, Woolard, Friedlander, Dito, Flippin, Cole, Linehan, Collins, Parenti and Barry. Absent, none. Excused: Goldberg, Lindo, McAlister, Sullivan and Fagan.

A discussion of the pending appointments to the rank of Lieutenants under the terms and conditions of the consent decree, was held. Areas of discussion were the loss of seniority points for promotional examinations, the effect of the U.S. Supreme Court decision known as Scotts and other related matters.

After full discussion, a motion was made by Murphy S/Cole to seek a restraining order against the permanent appointments to the position of Q-60 Lieutenant until all protests and legal disputes are resolved.

Motion failed. Voting yes were: Murphy, Woolard and Cole. No: Ackerson, Keys, Garcia, Dempsey, Doherty, Friedlander, Dito, Flippin, Linehan, Collins, Parenti and Barry. Abstaining were Novello and Suslow.

Motion to adjourn at 1320 hours.

Daniel J. Linehan
Secretary

Correspondence...

July 29, 1985

Dr. David J. Sanchez, President
San Francisco Police Commission
850 Bryant Street
San Francisco, California 94103

Dear Commissioner Sanchez:

Thank you for the opportunity to meet and confer with you on July 25, 1985 and being able to discuss General Order B-6 in particular, the wearing of neckties in certain classes of dress.

I know I share the same opinion as the Chief and the Commission in regards to the profile and professional look that should be presented by this department and I genuinely believe, given the proper supervision and necessary attention to detail, that a high standard of dress can be maintained without the required wearing of a necktie under normal working conditions (Class "B").

As a consideration for practical comfort and relative safety, it would be greatly appreciated if the current order could be modified to allow for this simple adjustment in conditions, and with the supervisory capacity strengthened, maintenance of a modified standard can be adhered to.

In addressing the actual wearing of an open collar, I believe there could be a standard set to allow one coordinated appearance in this situation. Only one color of T-shirt would be permitted, that being a very dark navy blue to black and that standard would be enforced to insure a uniform look throughout the patrol division.

I earnestly believe we can reflect a genuine professional tone in this modified condition and I know there is a hard-working majority of patrol officers in this department that would greatly appreciate the opportunity to prove to you that these professional standards can be maintained.

Thank you again for the opportunity of addressing you on this matter.

Sincerely,

Officer David P. Herman, #1145
Safety Director of the
San Francisco Police Officers Assn.

Williams Bradford Reynolds
Assistant US Attorney General
Civil Rights Division
US Department of Justice
Main Office Room 5643
10th and Constitution Avenue
NW Washington, DC 20530

Dear Mr. Reynolds:

I apologize for the informal nature of this letter, but sometimes questions need to be asked in a simple manner.

In the August 2nd edition of the San Francisco Examiner, as the Chief Civil Rights Enforcer for the US Government, you are quoted as saying, "The bottom line is that they are discriminatory," referring to Affirmative Action Programs. I agree wholeheartedly with this statement in that I interpret it to mean that the work ethic is alive and well. You don't get something for nothing.

As a San Francisco Police Officer, I and others of my ilk (non-protected class members), have seen a testing process, which started over two years ago for the civil service rank of Sergeant, become manipulated against us. Prior to the administration of the examination, the candidates were given information that it would consist of three phases — knowledge, report writing and an oral interview.

After taking the knowledge portion, which was a dual exam for the rank of Sergeant and Assistant Inspector that lasted six hours, weights were assigned by the San Francisco Civil Service Commission. The breakdown was as follows: knowledge 41%, report writing 29% and the oral 30%. A cutoff score was also set for the knowledge portion which eliminated only 24 of the 697 candidates.

After the examination process was completed, the pool of successful candidates did not reflect the goals of our Federal Government imposed Consent Decree, based on the weights given above. The Consent Decree Unit went back to the Civil Service Commission, a group consisting solely of protected class persons, and had the weightings changed to fit their goals. The new weightings are: knowledge-pass/fail, report writing-pass/fail and the oral became 100% of the ranking device. At the same time, a cutoff score was determined for the report writing phase which eliminated, retroactively, approximately 140 candidates. These candidates, who have not been notified as of yet, have completed the entire process, including the oral, without a chance of making the list weightings are being

promoted to the temporary rank of Sergeant. Obviously, the new weighting conforms to the goals of our Consent Decree. Persons who studied long and hard, giving up many of life's luxuries, time from family and friends were ranked on the whims of a subjective oral panel, who were told in advance of the goals of our Consent Decree.

U.S. Federal Judge Robert Peckham has ruled against our claims of foul. The Ninth Circuit of Appeals has refused to issue a Stay. Supreme Court Justice Rehnquist refused to intervene. Our last hope for fairness is sitting on Chief Justice Warren Burger's desk.

It is extremely difficult to understand why this is happening when we read articles and quotes such as yours that point out the discriminatory practices under the guise of Affirmative Action Programs. Also, court decisions from across the land seem to overcome problems such as ours.

Mr. Reynolds, this is a personal plea for relief. I am asking to be treated fairly. If I was told what was necessary to qualify, prior to the results, and failed because I didn't reach those standards, so be it. But; to change the standards after the fact, that cries for relief. As Head of the Civil Rights Division of the Department of Justice, I would ask that the Federal Government re-exam our situation and, if acts of discrimination exist, then intervene.

Sincerely Yours,

Michael Dempsey
Director, SFPOA

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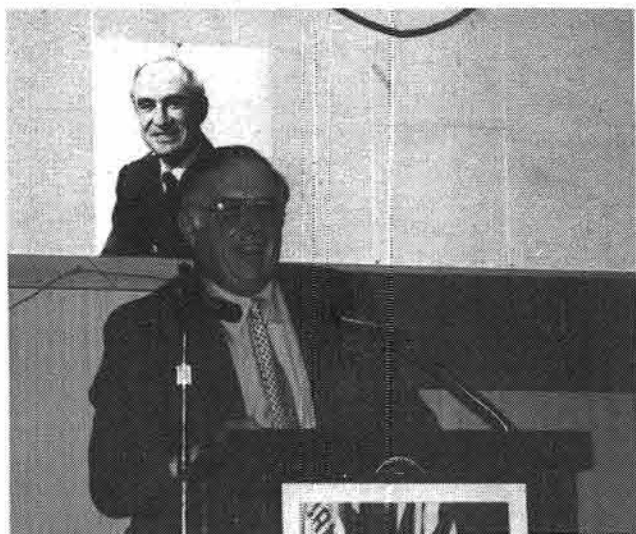
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41 Anthony Street
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896-0760

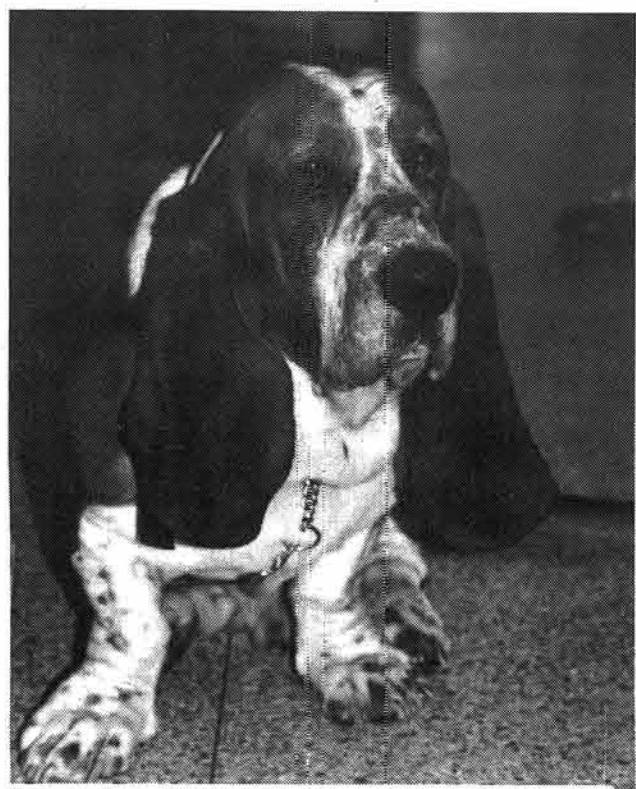


Inspector Chris Sullivan.



P.O.A. President Bob Barry issues a Certificate of Recognition to Commander Canepa.

(Photos by Don Woolard)



Warren Hinkle's Dog Was Seen Looking for Leftovers.

"I found out I like people"

by Bob Barry

In the minds and hearts of many — literally hundreds — Ray Canepa's testimonial at the Apostleship was truly a night to remember and a night for Ray to cherish forever.

The crowd of friends and loved ones was as jubilant as it could be, and the best wishes and remembrances of good times bestowed upon Ray that evening brought tears and laughter throughout the night.

One unit and station after another was represented and paid tribute to Ray by presenting plaques, certificates and yes, even a signed baseball bat commemorating Ray's stint in the minor league club of the New York Yankees.

He soon entered the Army and in 1954 he donned a police uniform and found his true niche in life. He realized then — and proclaimed the other evening — that "I am thankful for a real blessing. I found out I like people... I am the luckiest person possible and I had the great honor to work with you people." With that statement, ending a 15 minute emotional heartfelt thanks to his friends, the crowd roared with thunderous applause befitting a giant of a man who wore his heart on his sleeve.

It's only the top of the fifth, Ray, with many runs scored

— no strikes, no errors and no outs. See you in the stands and on the block, neighbor. We love ya!

A DISTINGUISHED CAREER

Born in North Beach, June 2, 1929, Ray attended Galileo High School and became an All City ball player, eventually joining the New York Yankee minors with a two year stint in Canada.

After serving in the Army, Ray joined the police force in 1954 and was assigned to Richmond Station. He then served at Central, then Ingleside, where he was promoted to sergeant in 1964 and eventually to the Bureau of Inspection where he was promoted to Lieutenant in 1970. In 1978 Ray was promoted to non-civil service Captain and elevated to Commander in 1980.

The recipient of numerous commendations, meritorious conduct awards and a bronze medal of Valor, Ray also attended the FBI Academy in Quantico, Virginia. He is also a real gentleman with a moment for everyone.



Nearly 400 friends turned out to honor Ray Canepa.



Another standing ovation for Ray Canepa



San Francisco District Attorney Arlo Smith was also in attendance.



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Police Chaplin, Father John Heaney and Commander Ray Canepa.



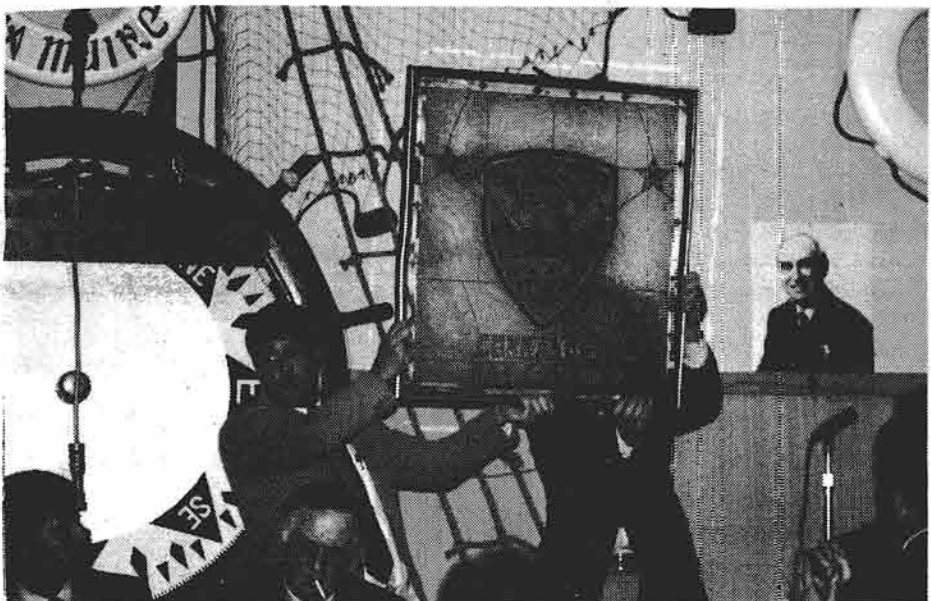
Sgt. John Currie, Rev. John Heaney, and Sgt. Bruce Marovich compare who has the best looking beard.



Marty Trestor and Bob Barbero representing Potrero Station.



Sgt/Insp. Alex Fagan and Off. Bob Putts



Off. Tom Del Torre presented a stained glass gift to Commander Canepa on behalf of the members of Central Station.



Retired Chief of Inspectors Charles Barca chats with Examiner columnist Warren Hinkle.



Captain Tom O'Donnell and Retired Chief of Inspectors Charlie Barca.



Commander Richard Klapp and Retired Deputy Chief Mario Amaroso.

Dr. Raymond Fay

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The DA's 'Last Word'

July 26, 1985

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

Dear Pete:

I sincerely appreciate your "Last Word" about child abuse in August's issue and I would like to thank Inspector Jim Hampton for making clear that his quotes in the Chronicle were taken out of context.

I heartily agree that more fiscal resources need to be devoted to the issue of child abuse and am enclosing my letter to the Chronicle which states the same and also corrects the record on the statistics quoted.

Very truly yours,
Arlo Smith
District Attorney

July 15, 1985

Jerry Burns
Editorial Page Editor
San Francisco Chronicle
901 Mission Street
San Francisco, California
94103

Dear Mr. Burns:

I would like to set the record straight and clear up some misinformation contained in an article on child abuse cases (Wednesday, July 3) and an ensuing editorial in the San Francisco Chronicle (Monday, July 8, 1985).

First of all, the statistics which were used in the Chronicle article and in the subsequent editorial were totally misleading. The article stated that my staff only won convictions of 15 child molesters in 1983. This is total-

ly untrue. According to records from the San Francisco Police Department, the Court Management System, and the District Attorney's Office, in 1983 this office won 56 court convictions—40 for sexual molestation and 16 for physical abuse against children. The article also states that in 1983, the San Francisco Police Department received more than 389 molestation complaints. In 1983, the San Francisco Police Department's Juvenile Detail did not distinguish between reports of physical abuse and sexual abuse and the reliability of this figure is questionable. Furthermore every report involving sexual abuse is not necessarily presented to this office for review. Therefore the number of cases reported to the San Francisco Police Department is an unreliable figure for comparison with the number of cases filed.

The article further states that more prosecutors are needed within the Sexual Assault/Child Abuse Unit. This statement is true, and we are currently seeking state funding to handle the increasing caseload of child abuse cases. We are now giving the problem as much manpower as we are able to spare. All sections within the District Attorney's office are overloaded with cases, the Homicide Prosecution Unit functions with only four attorneys, the Special Prosecution Unit, which is handling a number of complex white collar crime cases, needs an accounting-fraud auditor po-

sition, a separate unit to handle toxic waste prosecution is needed and the problem of domestic violence is presenting an increasing caseload in that area. Our attorney work incredibly long hours to ensure that we not only file every prosecutable case but also that we do the most professional job humanly possible on each case.

The problem of child abuse is one of the most serious problems facing society today and the San Francisco District Attorney's Office prosecutes every case wherein there is enough evidence to take the case to trial. Traditionally all of these cases are difficult cases because the testimony is that of a child and often the child is from a broken family unit with allegations going back and forth between the parents. And, victims of physical or sexual assault—because of the personal nature of the attack—need more time in preparation for hearings and court proceedings.

In some cases there is insufficient evidence to prosecute the case. One such instance cited in the Chronicle was totally unprosecutable. It involved a police report which had been made when the case was more than a year old and it also involved a child witness who could not testify as to even when the alleged incident occurred. Other problems in that case notwithstanding, the law requires that the date of the offense be alleged within a certain degree of specificity. The inability to do so in that case made it legally impossible, not merely factually difficult, to prosecute.

The District Attorney's Office prosecutes every case

that is prosecutable regardless of whether it's the Tara Burke case with its ensuing 527 and 208 year prison sentences for the child molesters or the myriad of cases which require the same diligence but do not garner the banner headlines.

We in the District Attorney's office try to accept criticism with good grace even though we do not always agree. We know it is impossible to please everyone. However we do deplore the reporting of incorrect statistics to the public when we have no opportunity of rebuttal before the figures are printed. We appreciate the San Francisco Chronicle's hard work in keeping the public informed and have and will give all the media any facts that are asked for if it is within our power to do so.

Very truly yours,
Arlo Smith
District Attorney

Thanks

San Francisco Police
Officers
Association

The family of Rita Grove would like to thank you for sending the lovely fresh flower bouquet of mums, carnations and gladioluses. It was a most beautiful arrangement that brought some sunshine into our cloudy day.

Thank you for your thoughtfulness during our loss.

Sincerely

Bill & Lillian Hill
Cindy & Jack Osterlund
Marc & Julie Pryor
Vince & Kellie Hill

"...This Weary Race."

To Whom it may concern:

This is an attempt to express some appreciation of the talent and character of Thomas Warren Powers, San Francisco poet and man of scholarly interests.

For nearly twenty years I have known Thomas Powers, have admired and enjoyed his poems, and have particularly found pleasure in his imagery and the "voice" of his work. In this speed-crazed, homogenized, high technology age it is wonderfully refreshing to share the coming to life of a rich,

romantic version of daily living yesterday and dreams of present realities that speak with human warmth, immediacy, and concern.

Some years ago Mr. Powers gave a reading of his work in the Golden Gate Valley branch library, which I had the pleasure of attending. He has given many other readings locally, one very recent, and many of his poems have been published.

Presently, Thomas Powers and I lunch together about once a month, and he inevitably has a new poem or two with which to charm and enrich the occasion. We would be much poorer without his work, and I wish him long life.

Very sincerely,

Joe Sugg
Principal Librarian

IN THAT HUMBLE FLAT ON LINCOLN WAY

YES GOD ENTERS INTO EVEN THE MEAN
AFFAIRS OF LIFE — INTO THE NOISE AND
DIN OF THE MARKETPLACE, INTO THE
WEARY STRIFE OF THIS SORRY RACE.
YES INTO THE SWEAT OF A BUCK WELL
EARNED — OR THE TREASURED ASHES IN A
SILVER URN.

HIS PRESENCE IS ALSO FELT IN THE
COAL MINER'S BLACKENED SHIRT, IN THE
WIDOW'S FADED GOWN OF LACE, IN
THE LITTLE CHILD'S DIRTY FACE — YES
GOD ENTERS INTO THE MEAN AFFAIRS
OF LIFE.

AS THE OFFICER MAKES HIS TIRED WAY
DOWN THAT DARKENED STREET OR
PATROLS THE BACK ALLEYWAYS OF
SIN AND CRIME, GOD IS THERE TO
LEAD AND GUIDE — EVER BY THAT
POLICEMAN'S SIDE

IN THE SIMPLE COTTAGE ACROSS THE BAY
OR THAT HUMBLE FLAT ON LINCOLN WAY
WHERE HAPPY CHILDREN ROMP AND PLAY
(FOR THAT'S ALL ONE CAN AFFORD ON TODAY'S POLICE
PAY)
GOD'S LOVING PRESENCE YET HOLDS SWAY, 'TIL
DADDY RETURNS FROM THE GRIME OF THE STREET AND
THE LITTLE ONES CLUSTER ABOUT HIS FEET.

YES GOD ENTERS INTO EVEN THE MEAN
AFFAIRS OF LIFE — INTO THE NOISE AND
DIN OF THE MARKETPLACE, INTO THE
BROKEN ARMS IN THAT CLOCK'S FACE.
INTO THE MANY CARES OF
THIS WEARY RACE.

Thomas Warren Powers

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The No Merit System

The Editor
San Francisco Chronicle
901 Mission Street
San Francisco, CA. 94103

Who says hard work, diligence and perseverance leads to success and promotion within the San Francisco Civil Service System. I certainly don't, and I have proof of this with the release of the promotional list for Sergeant in the SFPD.

Numerous vacations, days off, and, in some cases, marriages were sacrificed at a chance to move up the ladder of success in this wonderful department. What a waste all this time and effort proved to be. A 4 hour test on job knowledge was administered that meant nothing. Another 4 hour test on writing communication skills was given in what turned out to be an apparent attempt to rid a surplus of City paper and ink. Finally, a 20 minute oral interview was given, 10 minutes of which were spent dazzling Lieutenants and above from outside police departments with how well you can read a Department General Order held in your hand. This oral, coupled with ethnic origin and sex, was the sole criteria used to determine our future Sergeants. That's merit?

In essence, pre-determined passing percentiles and phase weightings established before the exam soon fell to post test social engineering. In other words, certain protected classes of individuals were given Carte Blanche, although unqualified. To add insult to injury, the ultimate ruling of fairness was cast into the handicapped mind of Federal Judge Peckham and the score juggling assigned to Consent Decree Monitor Ray Wong. Against all odds, the Police Officer's Association fought relentlessly only to find the Federal Government believes in the childhood tradition. "It's my ball and I get to make all the rules of the game, before, during and after."

I understand that there are plans in the making for another Sergeant's Promotional Exam. I suggest that this test be administered at the Reno MGM Grand's Wheel of Fortune. This way I'll improve my chances of becoming a Sergeant, and with a little more luck I might see Federal Judge Peckham and Ray Wong eaten by the MGM Lion.

Patrolman for Life,
Off. Stephen Mroz
Mission Police Station,
1240 Valencia St.
San Francisco, CA. 94110

July 22, 1985

Chief Justice Warren Burger
United States Supreme Court
Washington, D.C. 20543

Sir:

I hope you have time to read this letter.

A little more than two years ago, I, along with 670 San Francisco Police Officers, was afforded the opportunity to participate in a

promotional exam for Sergeant/Inspector of Police. At that time, we were all given the same list of materials to review and study, and in addition, a set date for the exam to be given. It was now our choice; study, or don't study. It was the choice of many to study at every possible opportunity, and for some, to even sacrifice months of vacation and compensation time, in preparation. Yet, others chose not to study and continued with their every day lives.

When the test day for the job knowledge portion arrived, some of us were prepared and some of us weren't. Nevertheless, we entered with equal opportunity, sat at the same tables, and took the same test. In addition, we all knew that a passing score of 70% was the minimum passing grade to be eligible to go on to the next test phase. This was deemed to be fair at that time by the Federal Government's Consent Decree Unit and a Federal Judge. As it turned out, those who studied, passed at 70% or better, and those that didn't study failed.

Suddenly, due to the lack of the protected class of people's ability to pass at the 70% level, a foul was cried. This test which was scrutinized by all concerned parties, and certified to be fair, impartial, and job related, was suddenly none of these. Research was completed by the Consent Decree Unit, and the only way to obtain their idea of a reasonable applicant pool of protected class people was to lower the passing score to 50%. It was done, and all but 15 officers were allowed to participate in the second phase of the exam.

Well Sir, the second phase was similarly conducted and encompassed an important part of a supervisor's duties. It was written communication skills. In this phase, spelling, grammar, punctuation, and sentence structure were not to be factors in the grading of this phase. All that was deemed necessary was that the applicant be able to convey an idea from mind to paper. This phase was also administered, and again, due to an insufficient number of protected class members, it was deemed unfair. This resulted in a 70% passing score to be dropped to 0% or, most basically stated, thrown out. No one failed this phase now.

Finally, the final phase, the oral interview was given. This interview consisted of a 10 minute presentation read from a Police Department General Order, which you held directly in front of you. After the presentation, two questions were asked regarding the content of the Order just read. Next, two hypothetical situations regarding management problems were asked to be resolved. This possibly took another 10 minutes. Thus, 20 minutes total time was spent for the oral interview portion

of the test. It was this phase in which the members of the protected classes performed to the satisfaction of the Consent Decree. The Consent Decree then compiled the scores of all three phases and again found numbers insufficient to their satisfaction. The Consent Decree's answer to this was to base the entire promotional process on the oral interview alone.

Hearing after hearing was scheduled and days, months, and eventually two years passed. During this time, the Consent Decree, Officers for Justice and the Public Advocate fought to uphold their belief that a 100% Oral was qualifications enough for the position of Sergeant or Inspector. Opposing this was the Police Officer's Association and its members who felt that job knowledge, writing ability and oral skills were equally important. The courts hearing these arguments have all felt that the Oral Interview was sufficient to judge who was to be a Sergeant or Inspector.

Sir, I think that these decisions are ludicrous and ridiculous. I can see no possible way that a 20 minute interview can qualify one to be a Police Officer, let alone a Sergeant or Inspector. Sergeants are first line supervisors and most often the ones to be called upon to make a decision, sometimes one of life or death. Without this knowledge, skill, and expertise, the people's lives, whom we serve, could very well be jeopardized unnecessarily.

Sir, your Court is the last hope, and the only chance for a realistic and fair resolution to this problem. My faith in the American Belief of hard work, diligence and perseverance being the key to success is rapidly dwindling. Spirit and fair competition have always been factors in making our great country one that is strong and proud, and without this fair competition, that spirit cannot live. When one is given something, they often take it for granted, but when that something is earned, it takes on a meaning of pride and accomplishment. I'm not asking for anything more than something my co-workers and I deserve, a fair and equal chance to advance in our chosen profession, judged by our abilities and not by our sex or racial origin. I do have faith in our system, and this is why I am writing to you.

As the ultimate judge of what is fair or not in our country, I would hope that you and your associates will see fit to review this entire situation and attempt to sense the feeling of hopelessness which I, and my fellow workers, have been saddled with.

Sincerely yours,

Stephen P. Mroz
1240 Valencia Street
San Francisco, CA. 94110

LETTERS

Only With Pride

Editor:

How about a boycott of the awards ceremony accompanied with a brief statement somewhere along the lines of... "Citations for valor and meritorious conduct are awarded without regard for sex, race, color, or creed but are based solely upon the actions and merits of those to be honored. When the City & County of San Francisco and the Civil Service Commission revert back to an identical policy in dealing with promotions within the department, only then will we be able to again accept such awards with pride."

Rich Moses
Gang Task Force

Thanks

San Francisco Police
Officers Association:

Your Spiritual Bouquet and kind expression of sympathy will always be held in grateful remembrance.

Sincerely,

Rita Donny &
The Cortes Family

Thanks

July 22, 1985

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

Dear Peter Maloney:

Peace and Every Blessing! Thank you for your generous part in making our First Annual St. Anthony's People's Picnic a big success. Over two thousand men, women

and children from St. Anthony Dining Room enjoyed a day in the park with hot dogs, cole slaw, potato salad, carrot cakes, ice cream, coffee and soft drinks, a rare treat for all.

Some told me it was their first picnic in 20 or 30 years. For many children it was their first picnic ever. I saw so much joy and excitement, being able to run around freely, relax happily on the grass, meet and talk with old friends. We were of all ages, all colors, yet we were one family.

Some played football, baseball or volleyball. Youngsters ran in races and won prizes. Many picnickers listened and danced at the Gary Mora KYA show with disc jockey Eddie Bear.

"WE ARE FAMILY" was our theme and we really felt that way. And I want to assure you that you are a Member of the greater St. Anthony Family. Again I thank you.

Fraternally,
Fr. Floyd A. Lotito, O.F.M.
Director of
St. Anthony Dining Room
Chaplain of
St. Anthony Foundation

Bob Barry
President
San Francisco Police
Officers' Association

Dear Bob:

Thank you on behalf of the San Francisco Police Officers' Association for taking the time and making the effort to remember me on my recent appointment to the San Francisco Municipal Court.

Your comments and congratulations added luster to the appointment and I appreciate them.

Very truly yours,
Douglas C. Munson

Car Troubles?

Dear Inspector Chignell,

Thank you for your letter, copy attached, to establish a working relationship in servicing your membership vehicles.

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Thank you for your consideration.

Very truly yours,
Sam Lazar

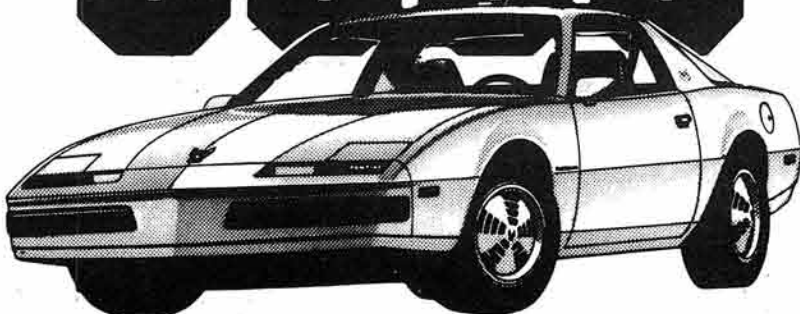
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SAN FRANCISCO POLICE OFFICERS' ASSN.

BULLETIN

TO: ALL ASSOCIATION MEMBERS

FROM: DAN LINEHAN, LEGISLATIVE CHAIR

#85-59

SPECIAL THANKS TO PAUL CHIGNELL AND PETE MALONEY FOR THEIR EFFORTS

IN DEFEATING THIS LEGISLATION

Mayor's Aide 'Outfoxed'

AUGUST 6, 1985 CHRONICLE

Police Measures Won't Be on Ballot

By Evelyn Hsu

A top member of Mayor Dianne Feinstein's administration said two police reform measures failed to make it onto the November ballot because he was 'outfoxed' by opponents.

The measures, designed to give the chief of police more authority, were strongly backed by the mayor as her response to several scandals that rocked the department earlier this year.

But during two Board of Supervisors' meetings, last week and yesterday, Feinstein forces discovered that a number of allies on the board were on vacation, leaving the measure short of majority support needed to place them on the November ballot.

"The truth of the matter is, I was outfoxed," said Rotea Gilford, the aide given the task of lobbying the supervisors. "I was astonished" to discover that several supervisors were out of town, he said.

The meeting yesterday was a deadline for board-submitted ballot measures, meaning that the mayor will have to wait until June of next year.

One measure would have given the police chief the power to suspend an officer for up to 30 days instead of the present 10 days. The second proposal would have diluted the seniority system by allowing the chief to select his top deputies from a larger pool of applicants.

Both measures were opposed by the Police Officers Association, which claimed the proposals put too much power into the hands of the police chief and might lead to the return of "cronyism" in the department, according to association president Bob Barry.

Feinstein advisers believed they had commitments from at least six members of the board for each proposal.

But last week and again

yesterday, the mayor's staff realized there were only two members on had to support the disciplinary measure and three for the seniority changes. The other supporters were on vacation.

Gilford, head of the mayor's Criminal Justice Council, blames some of the bad timing on board president John Molinari, who opposed the measures.

When the proposals first came before the supervisors, Molinari insisted that they be sent to the Police Commission for its approval, postponing a board hearing for several weeks.

The Police Commission approved the measures. But by the time the legislation came back to the board, Gilford discovered that the necessary majority of supervisors would not be in town for the vote.

Molinari scoffed at Gilford's suggestion that he was respon-

sible for torpedoing the police reform measures.

"What does he think I did? Send them all on vacation?" said Molinari. "When I want to get something passed, I make sure I have six votes on the floor that day."

Molinari added that he wanted a Police Commission ruling on the measures, because the proposals were a "major policy change."

Other supervisors say strong lobbying by the P.O.A. contributed to the measures' defeat.

"The Police Officers Association give contributions and endorsements. They work at campaign time," said Supervisor Richard Hongisto, who supported the reform measures. "The P.O.A. is one of the most powerful lobbying unions in the city in terms of their own self-interest."

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BULLETIN

#85-57

AUGUST 5, 1985

TO: ALL ASSOCIATION MEMBERS

FROM: BOB BARRY, PRESIDENT

MAYOR'S CHARTER AMENDMENTS DEFEATED AT BOARD OF SUPERVISORS

On July 29th, the Board of Supervisors rejected the Mayor's request to submit to the voters, two (2) very devisive and detrimental Charter Amendments directly impacting the San Francisco Police Department.

The first amendment, defeated on a vote of 4-2, would have given the Chief of Police the ability to suspend officers up to Thirty (30) days and would have empowered the Police Commission to demote officers. The Chief is now permitted to suspend up to ten (10) days and no other city agency has any demotion provision in their rules or within the Charter. Voting in favor of the amendment: Kopp, Hongisto. Voting against: Molinari, Nelder, Britt, Kennedy.

The second amendment would have allowed the Police Commission to appoint, from any rank, to any existing or created "exempt" position, i.e., Commander and Deputy Chief. The adoption of this amendment would have completely dismantled the protections we gained through charter reform in the early 1970's. The amendment was defeated on a vote of 3-3. Voting in favor of the amendment: Supervisors Kennedy, Hongisto, Nelder. Voting against the amendment: Molinari, Britt, Kopp

AUGUAT 5, 1985

#85-58

TO: ALL ASSOCIATION MEMBERS

FROM: BOB BARRY, PRESIDENT

SALARY PROJECTION

FISCAL YEAR 1985-86

As of last week, the salary survey figures for this fiscal year are not very encouraging.

Unless there is a dramatic change in Los Angeles within the next three weeks, it appears that L.A. will not settle their salary negotiations for this fiscal year. As a result, we will be forced to utilize their current (84-85) salary in our wage formula.

Based on this situation, the following figures will be adopted by the Board at its meeting of August 19th.

| | |
|---------------------------------------|-------------------|
| Long Beach | \$2,620.00 per mo |
| San Diego | 2,421.00 |
| Los Angeles P-II | 2,894.00 |
| P-III | 3,055.00 |
| San Jose | 2,958.00 |
| San Francisco Average | 2,790.00 |
| (Based on 4th year officer) | |
| Cost of Living Adjustment (COLA) 1.6% | 45.00 |
| Adjusted Average | 2,835.00 |

This average represents an \$81.00 (2.94%) per month increase.

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POLICE MUSEUM TO ATTEND SF FAIR

by Bernard Averbuch

The Police Museum will have a display at the San Francisco Fair at Fort Mason from September 6 to 9, it was announced by **Officer Robert Fitzer**.

Fitzer, who is curator of the Police Museum, was assigned by **Chief Cornelius P. Murphy Jr.** to place an exhibit in the history section of the annual fair.

The exhibit will consist of old police uniforms and photos, with a sign advising interested parties of the complete exhibit located in the Police Academy. The cost of putting the exhibit together was donated by the Friends of the Police Department committee.

In other museum activity, Fitzer also reported he has been assigned by Chief Murphy to begin negotiations in an attempt to purchase the one time department's police boat, the **David A. White**. The boat is now in private ownership in Petaluma Creek.

The department began using a police boat in 1908 to patrol the waterfront, search for lost boats and, at times, to help enforce navigation laws.

The **David A. White** was commissioned in December of 1931 and named after a former chief who served from 1911 to 1920. The boat is 60 feet long, with a 14 foot beam and was powered by two 175 horsepower gasoline motors. It was capable of 16 knots per hour, had a small bore machine gun, gas and tear bombs and a supply of shotguns and rifles. The boat was docked at Yacht Harbor in the Marina.

Officer Fitzer said the police boat service was ended sometime around World War II and apparently auctioned off and put into use as a fishing boat. It then came into other ownership, and it is this party with whom Officer Fitzer will begin negotiations.

Fitzer said if the sale is completed it is then hoped that renovation can be started and perhaps put the boat on display at the Maritime Museum. The boat could also have a number of police museum exhibits, he said.

The Friends of the Police committee will be asked to raise the funds for purchase of the boat.

For old timers, and historians, it should be noted that this is not the same police boat involved in the mystery death of Police Chief William J. Biggy.

In 1908, then Chief Biggy crossed the bay to the Belvedere home of then Police Commissioner Hugo D. Keil to discuss his possible resignation as the result of a furor over gambling and reported payoffs. On his return, Chief Biggy fell overboard and drowned in a mystery never fully explained.

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COMMUNITY SERVICES:

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GRIEVANCE:

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HEALTH SERVICES:

Vic Wode, Range; Mike Keys, Co. C; Don Woolard, Tac.

LEGISLATIVE:

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PUBLICATION:

Pete Maloney, Co. H; Tom Flippin, Muni; Paul Chignell, Co. B; Duane Collins, Tac; Don Woolard, Tac.

INSURANCE:

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1975 Police/Fire Strike

continued from page 1

| Occupation | Monthly Wage |
|--------------------|--------------|
| Police-fire | \$1,387 |
| Painter | 1,600 |
| Brick layer | 1,626 |
| Electrician | 1,667 |
| Carpenter | 1,669 |
| Sheet metal worker | 1,870 |
| Plumber | 1,822 |

In San Francisco in 1975 police officers/fireworkers received less pay than gardeners, truck drivers and street sweepers.

Police officers and firefighters had always considered their wage formula as compensating for the lack of fringe benefits (longevity pay, educational incentives, dental plans, health care, overtime) enjoyed by many officers employed by the major cities in California.

The Board of Supervisors expressed concern about the City's fiscal plight.

Police officers and firefighters questioned why they were being singled out for salary moderation. They wondered why the Board of Supervisors would isolate them as scapegoats in order to present taxpayers with a dramatic instance of fiscal restraint while granting record raises to other groups of public employees.

No established collective bargaining structure existed to mediate the impending impasse.

BOARD OF SUPERVISORS

In early August 1975, the Board's Legislative and Personnel Committee held its regular meeting to consider the Civil Service certification on police and fire pay. The certification of the 19 California cities showed a 13.05 percent raise if tradition was controlling. That year, for the first time, the committee made no recommendations but passed the issue to the full board.

At its Monday, August 18th meeting, by unanimous vote, the board granted a 6.5 percent raise. The board entertained no comment from the audience, specifically refusing to recognize the presidents of the POA and firefighters union. Police officers began their walkout immediately after this meeting. The firefighters scheduled a strike vote. (Ironically, earlier at this same meeting the city controller had given the board the good news that the 1974-75 surplus was \$33 million, ten million over the unexpected surplus.)

THE STRIKE CHRONOLOGY

Tuesday, August 19th — Sixty percent of available for duty officers were off the job (870 of 1450); — The San Francisco Superior Court issued a temporary restraining order against the strike; — Incidents of violence against picketing police officers reported; — Mayor Alioto accepts role as mediator at the request of the Board of Supervisors; — Muni drivers threaten strike if their wage demands are not met; — Mayor Alioto meets with San Francisco Labor Council officials expressing his concern about sympathy walkouts and pickets at the airport; — Sporadic instances of shoplifting by juveniles reported in many city areas.

Wednesday, August 20th — Board of Supervisors passes an ordinance declaring a state of emergency and requests Governor Jerry Brown to supply 200 highway patrol officers; — American Civil Liberties Union obtains court order to disarm police officers; — Mayor Alioto meets with

Board of Supervisors and urges them to raise the 6.5 percent (Board may have empowered a 9 percent offer); — Mayor's meeting with POA officials at Jack Tar Hotel stops when mayor is informed that his Pacific Heights home was bombed (a pipe bomb did explode in front of the mayor's house causing minor damage); — Rise in burglaries, robberies, and vandalism but no crime wave; — 300 supervisory, investigatory and non-striking officers respond to critical calls; — 32 non-striking officers issue a public statement on why they will not strike, but state they understand why police militancy is rising; — Muni drivers reach settlement with city prior to their strike deadline (settlement calls for the hourly wage raise certified by the Civil Service Commission as well as a mid-year cost-of-living raise); — Firefighters commence walkout after its membership overwhelmingly voted to strike (90 percent participated); — Firefighters join POA in mediation/negotiation sessions with Mayor Alioto; — State Division of Forestry requested to send men and equipment; — Labor Council urges mayor to resolve strike; — Discussions between mayor and Board of Supervisors going badly; — Heavy drinking by some supervisors reported; — Police/fire strikers accused of vandalism and wanton destruction of city property, as well as harassment of working police officers.

Thursday, August 21st — At 2:40 a.m. mayor announces a settlement has been reached; he is unable to reach supervisors who have retired for the evening; — At 10 a.m. meetings of POA and Firefighters Local 798 accept settlement terms; — At noon, Board of Supervisors reject settlement; — Late afternoon, mayor invokes his emergency powers; — 6 p.m., police and firefighters return to work; the strike is over.

THE SETTLEMENT

Police officers and firefighters were granted a 13.05 percent raise effective October 1, 1975 (making it an effective annual increase of 9.5 percent). A one day, 13.05 percent raise for July 1 was included to protect pensions of officers who had already retired.

The settlement cost was estimated at 9.6 million; supervisors' 6.5 percent would have cost 6.8 million.

A guarantee of amnesty for strikers was also provided.

THE BOARD RESPONDS

The supervisors reacted promptly to the settlement in an attempt to reduce the 2.8 million by which the board estimated that the settlement exceeded the cost of the 6.5 percent increase it had initiated. Budget allocations were cut in both the police and fire department and 53 unfilled positions were eliminated.

The supervisors, on September 2, 1975, placed four items on the November 1975 ballot as a direct result of the strike. 1) Prop. N-To limit the mayor's emergency powers; 2) Prop. O-To prohibit police officers/firefighter strikes; 3) Prop. P-To establish a new, rigid pay formula (the current 350,000 population city survey); and 4) Prop. Q-Changing firefighter work hours.

COURT/COMMISSIONS ACT

The police and fire commissions returned to active duty the president of the POA and two officers of Local 798 who had previously been granted fully paid release time to serve their organizations.

The Police Commission rescinded the existing Memorandum of Understanding.

The Superior Court fined the POA, as an organization,

\$1,000.00 for contempt of court. The POA president was similarly fined \$1,000.00

PUBLIC REACTS

Public opinion throughout the strike found daily expression in the newspapers. The sentiment aligned itself squarely against the strikers.

All four propositions which the board had placed on the ballot passed by a wide margin; 1) Prop. N: passed 125,347 to 60,272; 2) Prop. O: passed 135,472 to 55,332; 3) Prop. P: passed 128,079 to 63,523; and 4) Prop. Q: passed 119,079 to 63,523.

POA LOSES MEMBERS/CHIEF CALLS FOR UNITY

Immediately following the strike, approximately 175 members resigned from the POA.

In order to help the department through a difficult adjustment period, Police Chief Donald Scott called for a "time for unity" and created a select committee to prevent misunderstandings and present a positive public image.

A REFLECTION

It seems appropriate, and perhaps necessary, to reflect upon a painful part of San Francisco's police department's recent past. Ten years time has given the requisite perspective.

The strike's "victory" settlement, was soundly defeated by the reactions that followed—especially by the rigid pay formula. The San Francisco voters' reaction to the strike was to back away from collective bargaining for safety service employees.

The key question: "Could it have been avoided?" remains as elusive now as it was then. Could police officers/firefighters have been convinced in 1975 of the fairness of the unprecedented deviance from the pay formula? What about the right of the citizens to uninterrupted law enforcement protection and firefighter services? Were the supervisors more concerned about their political futures than pay fairness to public safety officers? Why had the city administrators allowed police/fire wages to dwarf when compared to other comparable city salaries? Police officer misbehavior during the strike was especially troublesome to the public!

The California Supreme Court did, on May 13, 1985, settle the issue of legality of strikes in the public sector. "We conclude that it is not unlawful for public employees to engage in concerted work stoppage for the purpose of improving their wages or conditions of employment, unless it has been determined that the work stoppage imposes an imminent threat to public health and safety." The court specifically stated that lower courts can grant injunctions prohibiting firefighters (who are by statute specifically prohibited) and law enforcement personnel from striking because of the critical and essential nature of these services.

Recent victories at the polls (night differential and time and one half for overtime) clearly demonstrates that the public has returned its support on selected traditional labor issues.

The biggest lesson of the strike was the necessity of having and maintaining community support. Civic trust is a necessary but delicate commodity to be respectfully treated.

As George Santayana has so eloquently stated: "Progress, far from consisting in change, depends on retentiveness . . . those who cannot remember the past are condemned to fulfill it."

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Gann Takes Aim at Police/Fire Pensions

continued from page 3

—employees may transfer to the new plan, if, in so doing, it doesn't actuarially affect his existing plan.
 —your pension can never be more than 75% of your salary level. If it ever exceeds 75%, your retirement allowance will be reduced to that percentage.
 —normal death benefit is 60% of your pension value at time of death.
 There is no widow carryover. Any new surviving dependent benefit provisions would actuarially lower the benefits paid to the pension. Surviving dependents would receive a 60% lump sum payment, or periodic payments based upon that percentage.

Disability Provisions

The Gann Initiative is most unfavorable in the area of workers compensation disability pensions, both temporary (4850 time) and permanent awards.

—the employee must prove, at his own expense, that he has a work related injury or illness.

—to be considered a work related injury/illness, your employment must be proved to be the Primary cause of your injury.

—no stress or psychological condition will be allowed which results from potential or actual disciplinary action.

—any payment a public jurisdiction makes to any disability program shall reduce the amount payable to the disabled employee by the retirement system. That means if your employer makes any payment into a private disability insurance plan, that amount will be reduced from your workers compensation award.

—your employer may (or may not) provide a non-vested temporary of partial disability benefit for employees. Any system must be fully funded.

—short term disability (4850 time) may not last more than 52 weeks.

—short term disability would not be tax-exempt.

—any disability claim, in order to be valid, must be certified, under penalty or perjury, by medical authorities.

—employees who are temporarily disabled have a right to rehabilitation/reemployment for a position to which they are reasonably fitted by training, education, or experience. This "rehabilitation" takes priority over civil service or seniority rules. This means, if you can be retrained to push a broom, your employer can re-employ you in any position at that salary level. You have the right to refuse, however, if you do, you lose your disability status.

—Permanent Disability: fashioned after Federal Social Security System, you must be certified under penalty of perjury by competent medical authorities as physically or mentally incapable of being gainfully employed. That means you have to be a total basket case.

—permanent disability compensation shall not exceed 2/3 of your last years salary.

—any new disability presumptions must be based upon substantial evidence that are based on statistically reliable and comprehensive medical and epidemiological studies establishing a high risk of such illness or injury among a specified category of employers or in a specified work environment. This means, there will be no police/fire presumptions allowed.

—pre-existing conditions, the aging process, individual heritage, and life style shall be considered in determining whether an injury or illness is work-related. Now if any employer can't get out of a workers comp claim with that disclaimer, he better get a new attorney!

Safety Membership

As if all of the previous isn't bad enough, Gann has decided there are too many public safety officers receiving the benefits of safety membership. So, the Gann Initiative more narrowly defines who can be a safety member by limiting it to only those officers who "actively and continuously protect people and property from physical harm and destruction, and anyone in that direct chain of command."

It is felt this provision will eliminate anyone working for the California Youth Authority, California Department of Corrections, California Department of Justice, Attorney General's Office and a host of other state law enforcement agencies. Locally, it would probably eliminate any county sheriffs working in the court system or jail system; police officers working in communications, records, identification, investigation, traffic and any other administrative position. It would also eliminate most commanders, captains, and the Chief of Police.

For the rest of you, Gann has put in a catch-all provision that requires your employer to establish a periodic examination of physical ability to perform "demanding physical tasks." Now this could be a yearly, or whenever the whim takes your employer, physical agility, ability and health examination, that, if you can't pass, will result in your losing your safety retirement.

Gann also affects current employees

Any new benefits to existing retirement systems cannot take effect unless an appropriation of 1/20th of the actuarially-calculated cost is appropriated annually until the provisions of the new benefits are paid.

If you leave your department (lateral transfer) for another, your current retirement stays, and you come under the Gann Plan.

Employer payment of any portion of an employee contribution for a retirement plan now in existence is prohibited.

Can this Initiative be successful, and actually put into effect?

fect? The answer to that is a resounding — Yes! Gann has been successful in the past with his Initiative Petitions. He supposedly has a conservative following of over 400,000. Probably many of whom are police officers and firefighters!

What can you do about it? Well, if you are concerned, contact your Association representative and make sure he or she is concerned also. If you, or your Association is interested, I can give you more information about the Gann Initiative and what must be done to fight this threat. I can be reached through the COPS office.

Charter Amendments

continued from page 1

a smirk after casting his votes. Hongisto is in danger of running for re-election in 1986 and attempting to become President of the Board of Supervisors with active and consistent opposition by the Police Officers' Association.

Police Naysayers Foiled Again

In the glow of a successful political operation such as defeating Madame Mayor, it is important to reflect upon some of our own membership who constantly state, "we shouldn't be in politics" or "the POA is too political." Thank God that the leadership of the POA and the POA Board of Directors is willing and able to exercise political muscle, make sophisticated arguments on behalf of San Francisco police officers and meet with elected officials when necessary. I do not know how much havoc the Feinstein's of this world could reek if the POA "stayed out of politics". Staying out of politics in a City like San Francisco seals a death warrant on labor organization.

The Next Fight Is Soon

If there is one maxim in politics, it is that lame duck Mayors can be awfully dangerous. Madame Mayor has twenty-eight months left on her final term, and the odds are good that she will attempt to place Charter amendments on the ballot in June of 1986 that are similar to the ones most recently defeated. We must continue to persuade our allies at the Board of Supervisors that the present Charter provisions are adequate in running the Police Department, and that the machinations of the lame duck Mayor must again be defeated.

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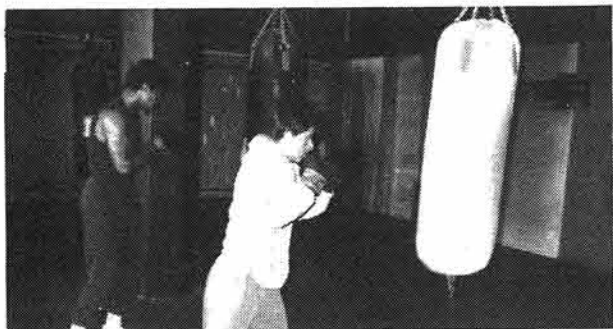
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



Punching the bodybags is a never ending regimen.

PAL BOXING

San Francisco PAL Boxer Henry Martinez lost a split decision in the finals of the recently concluded National Junior Olympics Tournament to Rogelo Cabral, according to PAL Head Boxing Coach Erwin Bunge. Most ringside observers thought Henry won. Two judges voted for Martinez, two for Cabral, and the fifth judge gave the fight to



PAL Boxers in a sparring session. The Program is offered at no cost to youths 10 thru 18 at the PAL Armory Facility, 14th and Mission Sts. under the direction of Head Coach Erwin Bunge and Armory Director Off. Joe Mollo. The program is popular with the youths especially from the Mission District, and provides an unique opportunity to learn the art of self defense.

Cabral apparently for effective aggressiveness. Martinez was awarded the Silver Medal. Martinez, a product of PAL Boxing Program, began boxing at age 8. He is now 12. Another PAL Boxer Tuese Ahkiong went to the semifinals and brought home the bronze medal. He defeated last year's winner to reach the semifinals.

PAL JUDO

PAL JUDO, under the tutelage of Sensei George York



PAL Instructor Sensei George York (l) carefully watching a defensive move by PAL Students. Also in the photo is black belt PAL instructor Bill Wong.

and his staff, continue to sign up beginners for lessons at the old National Guard Armory located at 14th and Mission Streets. Boys and girls 10 through 18 interested are to call Officer Joe Mollo 552-7495 for signups.



PAL Judo class in session at the old National Guard Armory, 14th and Mission Street, now known as the PAL Armory Facility. Besides Judo, the Armory Facility also hosts the PAL Boxing Program and the PAL Hunter Safety Classes.

PAL BEGINNERS DEEP SEA FISHING

PAL Beginners Deep Sea Fishing Trips continue to be offered for boys and girls 8 through 18. There are limited number of fishing trips planned for beginners. Call PAL Headquarters (567-3215) for signups. Remember, fishing

licenses needed for anyone 16 or over. The program consists of learning the fundamentals of tackle, bait, hook-up, and conservation. Short cruises inside San Francisco Bay are planned with emphasis on rockfish and striped bass. The program encourages youths to participate in an exciting sport while at the same time enjoy cruising in San Francisco Bay aboard the 30 foot twin engine PAL II Fishing Vessel all at no cost. Program ends at the end of September.



Assisting young Enrique Estrada in landing his striped bass. The 12 year old caught his first striped bass of his life recently while wireline trolling aboard the PAL II boat.



Another successful Striped Bass Fishing outing by PAL kids. This group was from one of PAL's baseball teams.



Enrique Estrada, 12, with his prize.

PAL BASKETBALL

Team signups for PAL Basketball will begin shortly. All

teams with players in the 6th, 7th, and 8th grader boys and girls are asked to call PAL Headquarters for signups. Sorry, no individual players. Season begins in October through November. PAL Basketball Commissioner Lt. Tom Bruton (Co E), needs a volunteer Assistant Commissioner to help run the league. Any police officer or responsible adult interested are to call PAL Headquarters (567-3215). If you are interested in basketball and interested in helping the kids of San Francisco, please call us. We need help.



PAL President Off. Ed Collins (Taraval) with PAL youths representing sports sponsored by the PAL. (photo by Leo Callagy).

PAL LAW ENFORCEMENT CADETS

Signups for PAL Law Enforcement Cadet Program are currently being taken. Any boy or girl either attending high school or residing in San Francisco are eligible. Meeting nights are each Tuesday from 6:45 p.m. to 9:00 p.m. at the Hall of Justice from October through May, 1985. Guest speakers, films, slides, and tours of local police facilities are part of the program. In addition, volunteer participation in civic, PAL, and SFPD related crime prevention programs are offered. Other activities include ridealongs (with police officers), volunteer duties at various bureaus and details of the San Francisco Police Department, outings, picnics, ski trips, overnight hiking, dances, socials, etc. are planned. Eligibility to include an oral exam, maintain good grades, parental consent, and active participation. Each Cadet must provide their own uniforms (approximately \$80.00). The PAL will issue badges and ID Cards. Law Enforcement Cadet Director Ernie Galaviz will be actively recruiting in high schools over the next two months. Should your high school be interested in a visit by Mr. Galaviz, call PAL Headquarters (567-3215) for sign ups.

PAL LAW ENFORCEMENT SENIOR CADETS

Applications are being taken for the PAL Law Enforcement Senior Cadets. Eligibility include: An oral interview, high school diploma (or equivalent), a resident (or attending school) in San Francisco, and successfully passing an 832 p.c. course (150 hours), and between the ages of 18 and 20. You will automatically graduate out of the program upon reaching your 21st birthday. Each Senior Cadet must provide their own uniform (approx. \$80.00). First meeting in October. Call PAL Headquarters for date. Meetings are held twice a month.

TRIVIA BUFF'S SPECIAL PARTY FOR 678 KIDS (REPRINTED FROM THE NEW YORK TIMES BY CHARLIE ZENO)

Trivia buff Brad Curtis and 678 disadvantaged kids in San Francisco will have their baseball party Saturday in Candlestick Park after all. That's because the latest strike was a quick one and the ballplayers will be going back to work today. "That's wonderful—just great" said Curtis, when he learned early Wednesday that the major league owners and players finally came to an agreement on major issues.

Curtis, director of Buck Consulting Co. in San Francisco, and a resident of Moraga, won the tickets the hard way — two a day since April in the Dial Giants Baseball game.



PAL Cadets were on hand to assist in the PAL Giants Trivia Day. NBC network covered the event along with local news and television reporters.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



The more he won, the more ambitious his plans. When it became evident that he was winning big, Curtis contacted the San Francisco Police Athletic League directors with an offer to sponsor a special day for club members. "It was decided that we'd throw the party for the youngest group of kids from 7 to 11 years old" Curtis said. "My original



PAL Director of Public Relations for the Giants PAL Trivia Day Gary Purece at the podium. Gary and his staff from Diener Hauser Bates Co. volunteered their services to put on the event. PAL gratefully acknowledges their time and effort.

goal was 526 kids but when I surpassed that number, we upgraded our program to take in some of the older boys". PAL directors got busy with details for the party. They arranged the donation of hot dogs and soda the kids will enjoy while cheering for the hometown Giants against the Atlanta Braves in Candlestick.

"It's something I've wanted to do ever since I was a little guy" said Curtis, a native of Fairfield, Conn. and East



"Get your redhots". In all, over 600 PAL kids and their coaches participated in the PAL Giants Trivia Day held at Candlestick Park.

Coast resident before he moved to the Bay Area 13 years ago. Curtis recalls that he was 11 years old and living in New York when he attended a game in Ebbets Field, home of the old Brooklyn Dodgers, with the neighborhood Cub Scouts who were guests of the home club. "The biggest thrill then was going into the locker room and shaking hands with all my boyhood heroes and idols," he said. Then he reeled off the names of ex-Dodger idols: Duke Snider,



Successful businessman Bradley Curtis at work handing out Giants baseball tickets he won and donated to PAL kids. More than 600 kids, coaches, and parents participated. Our thanks go also to the President of Brad's actuary firm (Buck Consultants), Mr. Bill Giegerich, who gave his blessing to this worthy cause. Also our thanks to Brad's co-workers and his family for all their help and support.

Preacher Rope, Jackie Robinson, Pee Wee Reese, Billy Cox, Carl Furillo, Gil Hodges, Roy Campanella, Don Newcomer and Bruce Edwards. "That was 38 years ago, but I'll never forget it and neither will other Cub Pack boys who made the trip", Curtis said. "Somehow, it leaves you with a feeling that you'd like to get involved in the same kind of a program as an adult if the opportunity presented itself."

It did in the Dial Giants Baseball Game sponsored by the San Francisco baseball club. Pat Gallagher, a Giants team official, said "He (Curtis) was in a league of his own from start to finish in the trivia contest". The Moraga man

estimated that he took 2,400 questions from the beginning and answered 2,000 of them correctly. His success rate was about 80 percent. In so doing, he also ran up a telephone bill of \$300 which he considers "a great investment for a worthy cause". Just to give you a clue, only four percent of a million callers answered three questions to win tickets to Giants games, according to Gallagher. Curtis said he made full use of sports knowledge he had gathered for 40 years or more in the contest. With the strike deadline approaching zero hour early this week, he arrived at two alternate plans depending on the outcome of negotiations.

In the event of a short strike, the PAL party would have been Aug. 31, the last Saturday on the Giants' home schedule before kids return to school. Instead of the Braves, the guests would have seen the first-place New York Mets. It was decided that in the event of a lengthy strike the PAL day would be re-scheduled next season, Curtis revealed. "The kids were forewarned about the possibilities, and we were hoping they wouldn't be disappointed" said Curtis.



PAL President Officer Ed Collins (Taraval) shown accepting 650 Giants Baseball Tickets from Giants Vice President Pat Gallagher. The tickets was a gift from Mr. Brad Curtis (2nd from left), a businessman who won them playing the Dial Giants Trivia Game. Others in the picture are (l to r) PAL Boosters Executive Director Jack Immendorf, Mila Etzler, Cadet Lt. John Swan, Jim Herel, and Officer Dirk Beijan, PAL Board of Directors member. (photo by Herb Lee).

"The quick settlement is sweet music to my ears".

Before the breakthrough in negotiations was announced, Curtis and PAL officials had set 9 a.m. Thursday as their first deadline before moving on to plan one for the Aug. 31 date.

But the settlement changed all that, and now all systems are go for the PAL kids party Saturday at Candlestick. How does Curtis feel about the latest development?

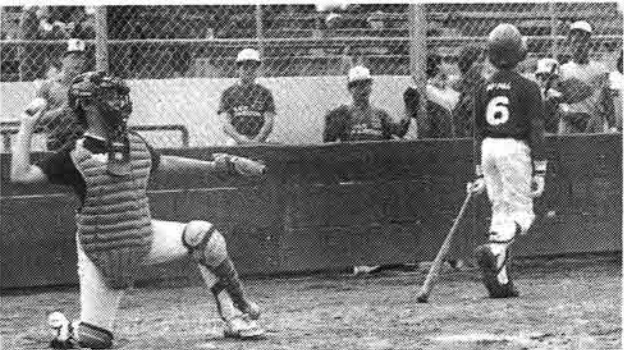
"If I were doing the commercial "how do you spell relief," my answer would be NO STRIKE in great big capital letters", he answered. And 700 PAL kids and coaches would be the first to agree.

NOTE: Since this story, the strike was settled and the PAL San Francisco Giants Trivia Day Party was held. Besides free hot dogs, coke, potatoe salad, the kids were treated to a free Major League baseball JUST IN TIME to aske Giant Ace pitcher Atlee Hammaker and premier 3rd baseman Chris Brown for autographs, courtesy of San Francisco Giants Vice President Pat Gallagher. The San Francisco Police Activities League is grateful for the cooperation and assistance to make this an unforgettable day for San Francisco kids. (Note: The Giants won 6 to 5).

PAL BASEBALL by: Leo Guillory

The recent PAL-sponsored Pete Franceschi All Star Game at Silver Terrace Playground brought together 36 of the best and most spirited players from the approximately 225 competing in PAL BANTAM LEAGUE.

The West squad, led by the excellent control pitching of JOEY HAYDEN of the City Champion SEAHAWKS, and



Another strikeout victim. "I wuz robbed".

the 4 RBI games of MACEO HOUSTON and JESSE TACLAS, defeated the East squad, 17-9. BRETT GRANT and MARIO ROMERO, also of the SEAHAWKS, each contributed 3 RBIs. Other players making significant contributions included TAE WOO, KYLE KEEGAN, JOJO WHITE, and DENNIS HOLTZ.

The East squad, although victimized by early inning jitters, hung in there and made an exciting game of the contest. Behind the hitting of ARMANDO BALDERRAMO (3RBI), CARLOS REYNOSO, IDE PETERSON, and RICHARD PORTILLO (2 RBIs each), the East team was



PAL Baseball action.

always a threat. Other players making significant contributions included JULIO JEREZ, DONALD BRUMFIELD, DAVID NUNO, JOSE ORTIZ, and GABRIEL GUILLORY.

After the game, Pete Franceschi, PAL Baseball Director, was presented with an award for his many contributions to PAL Youth Baseball in San Francisco by BANTAM LEAGUE Directors, Leo Guillory and Stan Chiarucci. Directors Guillory and Chiarucci also presented each All Star team member with an All Star Jacket.

Raffle winners were: Chris Torres (McCovey ball, A's tickets), Dom Galu (A's tickets), Mike Cooper (fishing reel), Nicolas Baltazar & Family (A's equipment bag), Steve McAdams, James Shell, Tony Eugenio, Barbara Swayzer, Criss Ard, Terry Masters, and the John Tagle Family, all winners of Giants tickets.

Directors Guillory and Chiarucci wish to thank everyone who helped make this All Star Game the success it was. They are working on, and looking forward, to next year's game.



Gabe Guillory (12), between innings in the recent PAL Bantam Allstar Game. The 12 year old catcher attends St. Philip, and has been playing PAL baseball for years. (Photos by Jann Gennerich)



PAL Baseball Director Leo Guillory looking over his Allstar lineup.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL JOSE DIMAGGIO BASEBALL

San Francisco PAL Sponsored team, Sapunar Realty, won the city Joe DiMaggio championship, and became eligible to play in the State tournament at Yountville, Veterans Field. Arnie Sambol, was named Co-Most Valuable Player; he hit three homeruns over the 335 ft. left field fence. Sapunar Realty took second place in the tournament, coached by Tom King, Jim Bjorkvist, and Gerry Mulligan.

Joe DiMaggio All Star teams played in an All-Star tournament at San Bruno Park, and the San Francisco team, coached by Tom King and John Donahue, after losing the first game, rallied through 5 games to take 2nd place. Outstanding pitchers were Greg Wall, Joe Dalessio and Dan Bright. Frank Fulgham, 3rd baseman, went 3 for 4 in the first game, as well as scoring twice. Myron Bell, Mike Palmer and Ken Riordan were other outstanding players.



PAL Kiddy Kar Ride Program. Children as young as two are treated to electric motorized tricycle rides. The highly successful program continues through the summer with nursery schools calling in for signups. PAL Cadets are in charge of the program.

PAL LETTERS OF APPRECIATION

Dear Sergeant Lee:

On behalf of KRON-TV and the parents who had their children fingerprinted during the San Francisco Marathon, thank you. (PAL Cadet) John Swan and the other cadets are to be commended for the professional manner in which they organized the operation. It's refreshing to see these young men and women working so unselfishly for the good of the community. As a small token of our appreciation, I've enclosed some tickets to Marine World Africa USA. Please convey our sincere thanks to the cadets. Best wishes, Javier Valencia, Public Affairs Coordinator, KRON-TV.

(Sgt) Dennis Gustafson:

I am writing to thank you for arranging for the (PAL) Cadets to work at the May Day Run on Sunday, May 12. For the past three years the members of the Cadet Program

of the San Francisco Police Department's Community Services Program (PAL) have provided a vital service to the American Heart Association Run. It is such a relief to know that because of the presence of the cadets, our traffic control situation is taken care of so expertly. The cadets' efforts make the race much safer for the participants, and adds to their enjoyment of the event. We have heard nothing but positive comments about the course control at the May Day Run. Please convey our thanks to the cadets and to their supervisor. The American Heart Association, San Francisco Chapter appreciates your continued support. Sincerely, Linda Bine, Director of Public Information/Special Events, American Heart Association, San Francisco Chapter.

Captain John J. Jordan, Commanding, Vice Crimes, Narcotics: Commendation for Cadet Sgt Carlos Cordova and PAL Senior Cadet Raymond Luk.

Sir: On departing Vice Crimes for my new assignment I would like to direct your attention to our two PAL Law Enforcement Cadets, (Raymond) Luk and (Carlos) Cordova. Both of these young men have attacked their assignments with both enthusiasm and diligence. Each has accepted guidance and criticism with open understanding and are now daily performing important tasks relieving at least one sworn member for proactive investigation. You can trust their judgement and handling of sensitive recorded evidence, a task explained of Officer David Ambrose at the direction of Lt. Marte. Respectfully submitted. Lt. Christopher W. Weld #1119 (Received by Sgt. Arthur W. Gerrans #624).

Sergeant Herbert P. Lee, Executive Director:

Dear Segeant Lee:

I'm writing on behalf of the George S. Ladd Chapter to thank you and the Police Cadets for your participation in our Lost/Mission Child Awareness Program on June 29, 1985. Please accept this check for \$200.00 as a token of our appreciation. I'm sure you can put it to good use. Mr. Bob Rosenhahn has been appointed project chairman for this very worthwhile program and would like to call upon you for assistance, if possible. He can be reached at 415-563-6080. Again, thanks to you and the cadets for an outstanding contribution. Sincerely, Elinor Sheets, President Telephone Pioneers of American, George S. Ladd Chapter No. 27, 370 Third Street, Room 142B, San Francisco, CA.

Dear Sgt. Lee:

San Francisco SAFE (Safety Awareness for Everyone) would like to commend Cadet David Lazar for his participation in SAFE's Personal Safety Program for Children. Cadet Lazar was instrumental in assisting us in encouraging children to problem-solve, think critically and value their own intuition to keep themselves safe. Most importantly, Cadet Lazar role-modeled how civilians and police can effectively work together. We greatly appreciate PAL support and cooperation and look forward to working with cadets in future presentations. Sincerely, Patricia Bell and Pamela Matsuda, SAFE (Safety Awareness for Everyone), 850 Bryant Street Suite 553, San Francisco, CA.

ANONYMOUS DONOR DONATES BASKETBALLS TO CHILDREN

A businessman who wishes to remain anonymous, has donated \$400.00 to the PAL for the purchase and distribution of basketballs for underprivileged children in San Francisco. The donor stated that, although rather successful at this juncture of his life, he recalls when growing up, he couldn't afford a basketball as a youngster, and knows how it feels. There are some basketballs still available. Should you know of an underprivileged boy or girl who would benefit from this gift, call Sgr. Lee at PAL Headquarters (567-3215). Quantities limited. Thank you letter received from thankful children.

Dear Sgt. Lee:

I wish to thank you very much for the basketball gift. On behalf of my coach, team members, and myself, thanks again. /s/Hezron.

Dear Sgt. Lee:

Thank you for the nice basketball. I love it. Love, Angelo (Age 8)

Dear Sgt. Lee:

We appreciate the gift that you've given to us. We are also happy to see that PAL and you are helping the youth to do something more creative with their time, rather than spend it doing something wrongly in the streets. Again we thank you for the gift. We really appreciate it. Sincerely, O.P. P.S. Keep up the good work. (Age 13).

Dear Pal:

My husband, Mike Gallagher, and some of his soccer team went fishing last Friday July 19, 1985. Sgt. Herbert Lee and Mr. O'Brien and others were on board the boat to help with the day's outing. The children and Mike had a great time. They all caught fish, but better yet, they enjoyed the boating and the fun onboard. We hope PAL can keep up the fishing program and the soccer league. The children really look forward to participating in your programs. s/s Kathy Gallagher, San Francisco.



PAL Chinatown YMCA Soccer Team members (l to r) Michael Cheung, Kim Truong, and Ricky Tam shown with PAL Executive Director Sgt. Herb Lee. The occasion was an after season dinner in which Sgt. Lee was the invited guest. This team made history in that they represented the first all Chinese team from Chinatown to play in PAL Soccer League. The team didn't win a single game. But wait until next year. Coaches were Sylvester Yu, Ming Yee, and Lock Lui.



The PAL Chinatown YMCA Soccer Team with Chinatown YMCA Youth Director Lucia Chen (3rd from left). The tireless worker helped organize the first PAL Soccer Team from Chinatown.

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by Bill Leet

... and, at last, we beat L.A. Glen Pennebaker (Co.H), Tom Morris (Ret.), Bill Leet, (Co. D), Paul Swiatko (Muni), Cliff Java (Co. H), Rod Nakanishi (Co. C), Ken Nieman (Co. D), and Jamie Ongpin (Housing) made up the two teams at the games this year. Both teams competed in the High Power and Small Bore Events.

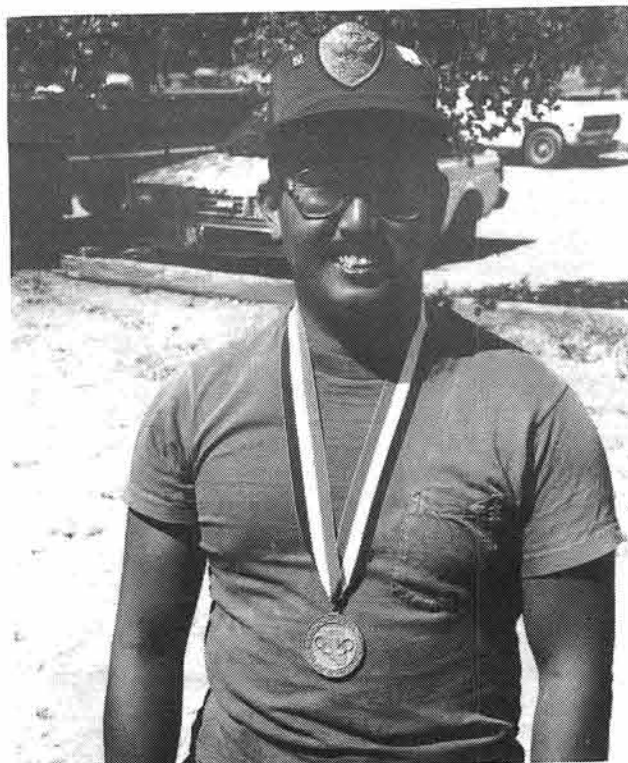
Despite a memorable cross current-down range-up range wind in the High Power event, Nakanishi took a gold in the Sharpshooter individual event—and at his first olympics too! Pennebaker took a silver in the individual Expert event—just five points short of the gold. Swiatko held together for the third place bronze in Sharpshooter. Their Blue team, with Ongpin, took the bronze in the team event. The Gold team took a fifth in the team event but finished out of the running for individual medals.

The Small Bore event went much better as the wind had died. Pennebaker and Leet each took an individual silver in their respective classifications. The Blue team took third again and were beaten out by Petaluma P.D. by only two points. The gold team bettered their high power score and took the fourth place medal.

This is the first time that two teams participated for San Francisco and both were pleased with their performances since all members went home with medals. All eight are enthusiastic about participating at Newport Beach in '86.



Bill Leet (Co. D) Silver, Marksman Individual Small bore '85.



Rod Nakanishi (Co. C) Gold. Sharp Shooter - Individual High Power '85.



Glen Pennebaker (Co. H) 2 Silvers. Expert - Individual High Power '85 and Small bore - Individual.

San Francisco "Kickers" Take Gold in Oxnard

by Marcel Bruton

SFPD's "White" soccer team avenged last year's loss to LAPD and regained the gold medal at this year's Police Olympics at Oxnard. Although going undefeated in four games, the title didn't come easy as the final two victories came in sudden death overtime. SF played its first game against the LAPD Vets who were determined to play only defense in hopes of getting a 0-0 tie. The strategy worked for thirty frustrating minutes until Brian Delahunty broke through with a header off a corner kick, his first of 9 goals for the tournament, and SF went on to a 5-0 win.

The next game was against the San Diego S.O. who had been training in Tijuana and had high hopes of capturing a medal. San Diego struck first scoring off a controversial penalty call, but the 1-0 lead quickly vanished after goals by Delahunty, John Connefry, Liam Frost, and a 25 yard "blast" by Steve Roche. Final score SF 6, SDSO 1.

The Kicker's semi-final foe was a vastly improved LASO team which was anxious to improve on their 5 previous third place finishes. An early penalty kick by Roche gave SF a 1-0 lead but LASO came right back to tie the game. Each team scored again and after regulation time ended it was a 2-2 tie. The game went into sudden death overtime and with only minutes remaining Delahunty headed in a Jim O'Shea cross from 12 yards out to put SF in the championship game.

In that Gold Medal game SF faced their old nemesis LAPD who had lost their opening game but had fought all the way back through the loser's bracket. LA opened the scoring in the first few minutes and then fell back and played defense to protect the 1-0 lead. Down to 10 men after having their best player ejected, LA proved stubborn as for over an hour SF attacked their goal but came up empty. Finally with only minutes left in regulation time, Tim Dempsey rifled a left foot shot into the net off a Connefry corner kick and the game went into sudden-death OT.

In overtime it was again Brian Delahunty, playing in his last tournament as a bachelor and probably his best,

who ended the contest with another header off a Connefry corner.

The gold medal was well earned this year considering the final two games were played without the services of the injured Eric Hipp, Roli Canales, Brian Olcemyndy and Mike O'Brian. But the remaining 13 players picked

up the slack and outplayed the strongest field of police teams ever to enter the Olympics.

Hopefully the kickers can keep the momentum going in to the World Police and Fire games in San Jose in August. Congratulations to the SF "Killer B's" for winning the 5th place Bronze Medal and putting SFPD soccer in the history books.



SAN FRANCISCO POLICE PISTOL TEAM
PRESENT THEIR

3rd Annual PPC combat
pistol match

SEPTEMBER 13, 14, & 15

This years location has been changed to the CONCORD POLICE ACADEMY Training Range, located on Avilla Rd. off Willow Pass Road in Concord. (see map)

Course: N.R.A. 1500 (CCA rules and classifications will be used)

Scoring: Competitor scoring

Entry Fee: \$24.00 for CCA members, \$27.00 non-CCA members, \$3.00 CCA Distinguished Match

Information & Registration: Call Armond Pelissetti (415) 584-1113 (10am to 5 pm)

mailing address S.F. Police Pistol Team c/o Robbery Detail Insp.Otis
850 Bryant St.
San Francisco, CA 94103

Awards: In accordance with CCA regulations; patches, pins, trophies and merchandise in all classifications.

*Note- 1st relay of the day fired at 0800, last relay fires at 1500.

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SPORTS

"TRI" A TRIATHLON Part II in a Series

by Lucio Perez Co. D

TYPE OF TRAINING: Bicycling

EQUIPMENT AND COST: 10 or 12 Speed Bicycle (\$500-\$1,000), Helmet (\$40), Cycling cleats (\$30-\$60), Gloves (\$10-\$30)

TRAINING AIDS AND ACCESSORIES: Bike Computer (\$50), Stationary Trainer (\$60-\$80), Bicycle Jersey (\$25-\$65), Bicycle Shorts or Tri-Shorts (\$20-\$60), Bio-pce chainrings (\$50)

TRAINING AREA: Preferably lightly travelled hills and open roads

The Ironman who rides the fastest Ironhorse will either win the whole enchilada or place among the top competitors. Your cycling performance will make or break you if you don't pay much training attention to this crucial leg of the triathlon. The bicycling event is usually the longest segment of the triathlon and the one that requires the most concentration. You can not make up the time you lost on the bike during the run phase unless you are an exceptionally gifted triathlete. For the rest of us, our legs feel like mush due to the quadricep shortening effect of pedaling a bicycle. Top pro triathlete Scott Molina usually hammers out a devastating lead on the bike and waltzes to the finish line on the run.

Biking also requires your attention because of the potential injuries you can inflict on yourself if you let your mind wander during the training. You are normally competing for training space with 2-3 tons of Detroit's finest. Crash inducing hazards such as gravel patches, vertically barred sewer gratings, errant joggers and potholes are on the menu. With speeds ranging from 25 mph to 60 mph on a descent, you need to think of keeping your body intact.

Why bike if it's so hazardous, you may ask? Because it can be so pleasurable that you may fall in love with your bike. Whether it be an iron maiden imported from Japan or Italy, bicycling is usually the time to gaze at the scenery and add enjoyment to your training. The bicycle bears the weight of the rider and lessens the pounding to the joints that normally accompanies running. Bicycle strengthens the quadriceps, and therefore helps prevent the common knee injuries or "runners knee" that runners suffer. This sport also burns those calories if you maintain a smooth pedaling cadence at all times and avoid coasting. You can pack your bike in the car and take off for an aerobic adventure at any time if the weather permits. Better yet, you can save some shekels by commuting to work on your bike. As a police officer, you can travel light because most of your gear is stored at work in your locker. Your police identification and firearm can be conveniently carried in the back of your bicycle jersey's pockets, backpack or bicycle bag. Biking is an activity that your family can participate in. You can bike with family members at the next picnic held in a well-paved park.

To get started you need the bike. Confusion may result when you are greeted at the local bicycle shop by a multitude of bicycles. Bicycling is one of the most expensive triathletic sports. You literally get what you pay for and your performance in a triathlon may suffer if you plan to compete in the 30 pound, \$100 department store ten speed. Bicycles range from \$100-\$1,000. A viable triathlon bicycle should run around \$500. The bicycle should have the following features for this amount of money:

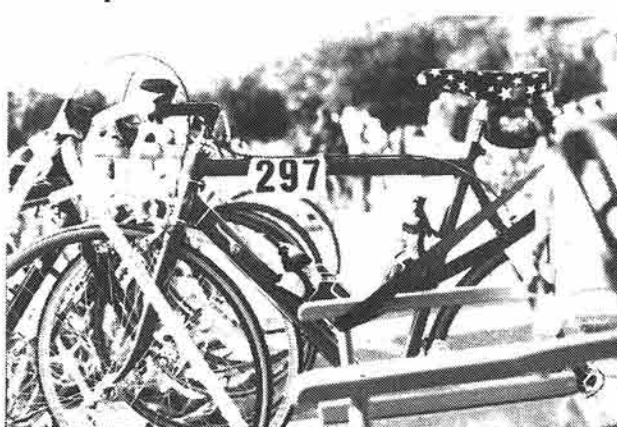
1. Front and rear quick-release hubs to facilitate tire changes during flats.
2. A weight ratio of 20-23 lbs.
3. Toeclips and pedals.
4. Sidepull brakes which perform better and are easier to maintain than centerpull brakes.
5. Fittings for two water bottles and cages for those long training rides. A good rule of thumb is to have one water bottle for every 25 miles you plan to ride in order to avoid dehydration.
6. 700x25c high pressure, narrow profile clincher tires and wheels that can be interchanged with sew-up tires and wheels. (More on this later.)
7. A durable high quality group that includes brakes, shift levers, chainrings, freewheel and other components that combine to make a smooth shifting iron steed.
8. A peg on the frame for your bicycle pump.

Two recommended bicycles that meet the above criteria are the Cannondale SR-500 and Centurion's Dave Scott Ironman bike. A reliable bike shop should steer you towards the right model with the above mentioned criteria. After you buy the bike, the bike shop should make the proper adjustments to the bicycle so the bicycle will fit you. Proper adjustment and size determines your maximum riding performance and power efficiency. If your bike doesn't fit you, this can lead to a multitude of injuries. Saddle height, handlebar width, stem length and frame size are all factors that are considered by a reliable bicycle salesman. Some recommended bicycle shops are Talbot's Cyclery in San Mateo and The Bicycle Outfitter in Los Altos. These bicy-

cle shops offer sizing, tune-ups and warranties as part of the purchase.

Sew-up tires and wheels vs. clincher tires and wheels, what is the controversy all about? Clincher tires are tires that have the tube and tire separated from each other and both clamp on to the wheel. Sew-ups are tires that have the tube sewn into the tire itself as one complete unit. The sew-up tire is glued onto the wheel whereas the clincher tire is held onto the wheel with air pressure. Sew-up tires offer less rolling resistance but are more prone to flats. A sew-up tire/wheel combination can take up to 1-2 lbs. off of the bike in contrast to a clincher combination. A sew-up is easier to change during a flat. You merely strip off the old tire and slap a new one on. The down side is that the tire will have to be taken to the bike shop in order to get it repaired. This costs around \$5. If the sew-up's puncture can not be repaired you may need another \$25-\$30 tire. The top pro triathletes race in sew-ups because they are lighter, corner better and are easier to change than sew-ups. Sew-ups can take from 1-2 minutes off of your time during a 25 mile road race, depending on your ability. If you have raced and punctured, the temporary sew-up you put on should be taken off the wheel at home and properly glued on. After it is glued on, a waiting period of 24 hours is necessary before you race on that wheel again.

If the above sounds like too much hassle, consider the clincher tire. This is the tire that is better suited for novices. With today's high performance clincher tires, the difference in rolling resistance is decreasing between those of sew-ups tires. When you flat on a clincher set-up it does take longer to repair the flat because you need some tire levers to remove the tire and replace the tube. The punctured tube can be patched up later and used for training. A new tube only costs \$3. Clinchers are more durable, even though a high-quality sew-up can be just as long lasting. Most triathletes own a pair of both clinchers and sew-ups. They train on the clinchers and race on the sew-ups. If you wish to have this versatility, make sure your sew-ups and clinchers are in the 700x25c size. Clinchers also come in a different 27x1 size and can not be interchanged with sew-ups unless you adjust the brakes on your bike. Start your training with a clincher combination and if you really start getting into your performance, consider an additional pair of sew-ups and wheels.



A well-bred Ironhorse leads to an Ironman performance.

Before you start your training consider enrolling in a bicycle repair class. The first thing you should learn is how to fix a flat. Flat tires happen to everybody and are an inherent part of cycling. The repair class will also familiarize yourself with your costly investment and give you the confidence to make most adjustments at home. For class information ask around at your favorite bicycle shop. An experienced rider will also show you what you need to know if you don't have the spare time to enroll in a class.

Besides the bicycle itself, you will need to purchase some additional items that add and enhance your performance. Use the following as a checklist:

1. High quality helmet with a quick-release buckle to protect your most valuable asset. You will not be allowed to compete without a helmet.
2. Cycling cleats with velcro closures for quick transition changes. Cycling cleats allows you to transfer up to 25% more power and develop your bicycling muscles in comparison to a pair of tennis shoes.
3. Gloves cushion the fragile nerves on your hands that hurt from gripping the handlebars. They also protect your hands from abrasions should you take a spill.
4. Spare tubes, patch kit, tire levers, pump or spare sew-ups tires should be taken on every training ride unless you want to walk your bike home after your flat.
5. A strong pair of sunglasses will keep bugs and other debris from smashing into your eyes after they get caught in your wind draft.

You may wish to purchase some training accessories. A bicycle computer makes your training less tedious by letting you know how far you've gone and how well you did. This computer should have a cadence feature that tells you how quickly you are turning the pedals. A cadence of 80-90

rpm is preferable and matches your leg strength with your aerobic capacity. Cadence determines what gear you should be in and not your speed. The Cateye Solar Cyclocomputer has all the features you need. Check it out and compare it to other computers available on today's market.

A stationary trainer allows you to train indoors when the current lighting and weather conditions will not allow you to do so. Simply remove the front wheel of your bicycle, clamp it onto the trainer, and start churning. Used in conjunction with your bicycle computer, you have the equivalent of a \$2,000 Lifecycle fitness machine that is currently being featured at many health spas. Make sure your bicycle computer has a rear mount attachment instead of the normal front mount attachment so it can be used with your stationary trainer. When you use your trainer, find a well-ventilated area because you will be dripping with sweat in a matter of minutes. Unlike regular training, the perspiration is not wicked away by the constant wind. Place a towel over your bike to prevent corrosion and wipe it down after use. Lightly lubricate your stationary trainer with some WD-40 for this purpose.

Bicycle jerseys offer more convenience than a regular T-shirt. Bicycle jerseys are brightly colored and "loud" to serve as an alert to groggy motorists. The various pockets in the back allow you to carry tools, food, spare tires, money and your wallet. You can also stick a spare water bottle on a hot day in one of those pockets. It helps to throw a couple of bananas, cookies or fig bars in the back for one of your long 50+ mile training rides. You can buy a cheap jersey for \$15-\$25 or a duplicate of one of the top pro racing teams for \$50-\$65. Jerseys are made of wool for cold weather and lycra for warm weather. Biking shorts are also a wise investment because they are more comfortable for churning those miles. Their long cut and sewn in chamois helps prevent chafing whereas a pair of running shorts do not have this feature. Some cyclists prefer to wear underwear underneath to keep the shorts fresh. Others prefer to go au naturel. Take care to regularly clean the shorts and recondition the chamois with some chamois fat or you may develop saddle sores. You can also buy "tri-shorts" which are shorts you can swim, bike and run in during a triathlon. These tri-shorts come in a rainbow of colors and are made of a lycra material. The lycra material is fast drying and long lasting.

The Shimano Bicycle Company has recently introduced their Bio-pace chainrings to the triathletic market. The chainrings are the two large and small rings with teeth by the pedals. These chainrings turn the chain as you pedal. The bio-pace chain rings differ from normal round chainrings because they are elliptical in shape. As you push and pull on the pedal, your effort is concentrated at various times on these chainrings. The chainrings allow you to push your maximum at the right time without wasting energy. Cranking up those hills feels easier and your legs are being saved for the run. For a \$50 investment it's worth a try.

Now that you know what you need and are eager to get started, stay tuned for the next article on training, racing and tactics during the bicycling leg of the triathlon.

YOU'RE INVITED

You're invited to Zuka's second annual golf crassie, a day for fun, conviviality, refreshing refreshments, great dinner, and some questionable golf on September 16, 1985.

Location: Sharp's Park, Pacifica, Ca.

Check In: 11:00 A.M. (Coffee & Donuts)

Shotgun Start: 11:45 A.M.

Prime Rib Dinner: 6:00 P.M.

Extras: Refreshment cart with sandwiches and drinks.

Entry Deadline: September 9, 1985

Reasonable Price: \$65

Bonus: Tee Prizes

I will gladly throw away my \$65 to participate in Zuka's Second Annual Golf Crassie!

Name: _____

Address: _____

Sweater Size: _____

Phone: _____

(Mandatory For Women)

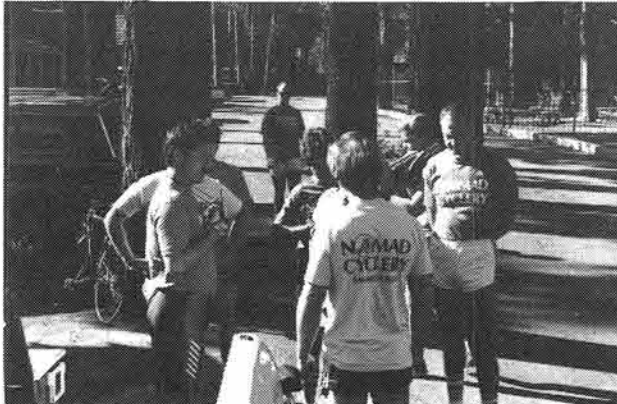
SPORTS

TOUR DE TAHOE '85 — A REAL SIZZLER!



1985 - Tour de Tahoe Team

Eric Neff, Heinz Hofmann, Anton Hofmann, Marty Walsh, Pete Thoshinsky, Bill Cooke, Carl Tennenbaum, Pete Kozel, Paul Jung, Kevin Dillon, Tom Burns, Jeff Barry, Dave Collins, Dave Elliott, Kevin O'Brian, Don Woolard, Walt Garry, Rod Lee, Mike Gonzales, Morgan Peterson, Casey Peterson, Lou Perez, Bill Sweeney.



Pre-tour straetgy.



Getting ready to attack the unknown!

by Bill Cooke

Photos by Don Woolward

On Tuesday, July 23rd, 23 adventuresome men took off for the hills, not to hide out, but instead to partake in the 3rd Annual "Tour de Tahoe" Bike Ride, a 72 mile cycling trip around the lake. This year's calvary was armed with half a dozen mountain bikes as well as the more typical touring machines.

After settling into our Southshore motel with a few games of water volleyball, most everyone took off for Harvey's buffet to load up on their own preferred carbohydrate dinner. Afterwards, gambling, the lounge show, and light drinking (for most), diverted everyone's attention from the next day's task.

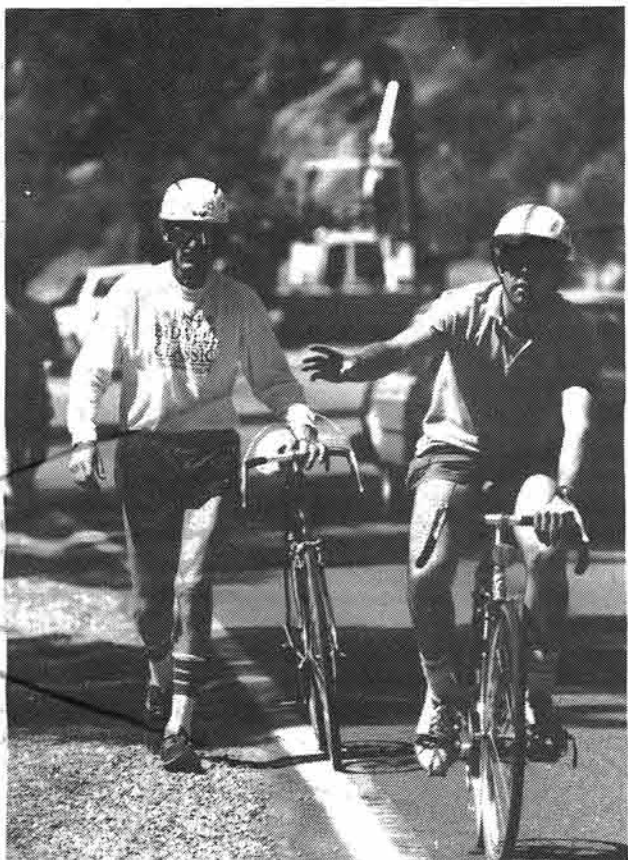
Wednesday morning, about 9 am, we all gathered along roadside, fine tuning our bikes, took pictures, and blasted off towards the top of Emerald Bay and our 1st rest stop. Don Woolard (Tac) and Rod Lee (Co. A), manned our sag wagon and would meet us there. Jeff Barry (Co. A) was pumped and showed his style, doing "wheelies" on his 'stump jumper'. Pete Thoshinsky (Co. C) immediately became a madman and surged to the front of the pack. As usual, Emerald Bay humbled the more spirited rookie cyclists. As riders reached the top, wheezing and gasping, the realization that this tour's a challenge became obvious. No more 'wheelies' for Jeff!

The 90 degree heat and the 12 to 14 mile legs were definitely wearing everyone down. The sag wagon crew busily distributed 23 bottles of Gatorade, 10 gallons of spring water and 90 bananas to the weary bikers.

By late afternoon, the casinos of Stateline stood like an oasis awaiting our beleaguered arrival.

As is our ritual, beer and champagne flowed about the jacuzzi and pool, soothing the aches of our worn bodies and accelerating the rejuvenation of our tormented spirits.

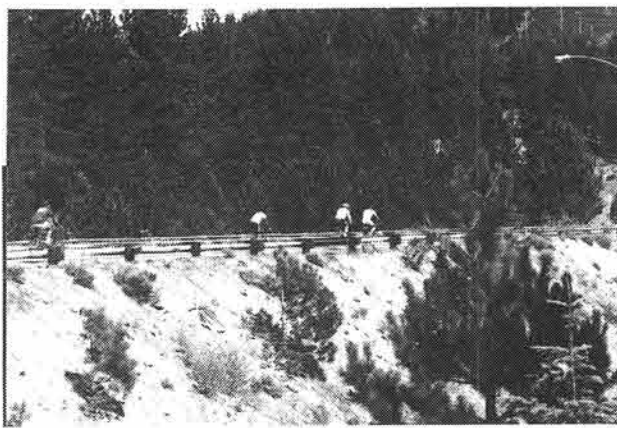
* Special thanks to Steve from Nomad Cyclery, SF, for again giving generous support to our trip.



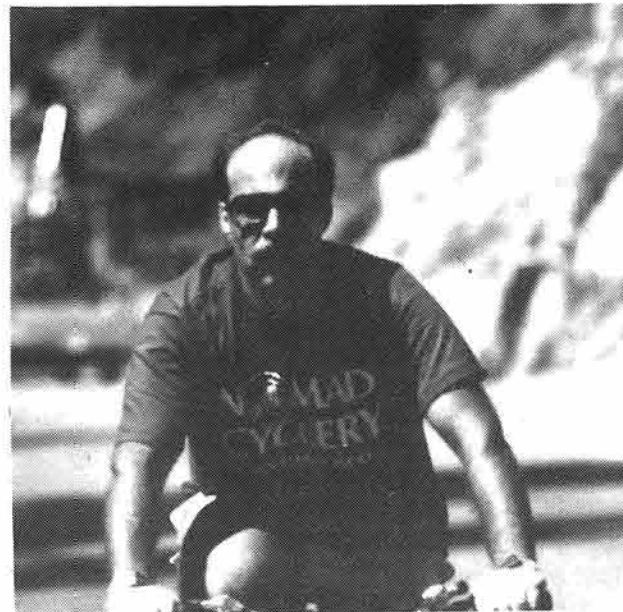
WATER PLEASE!



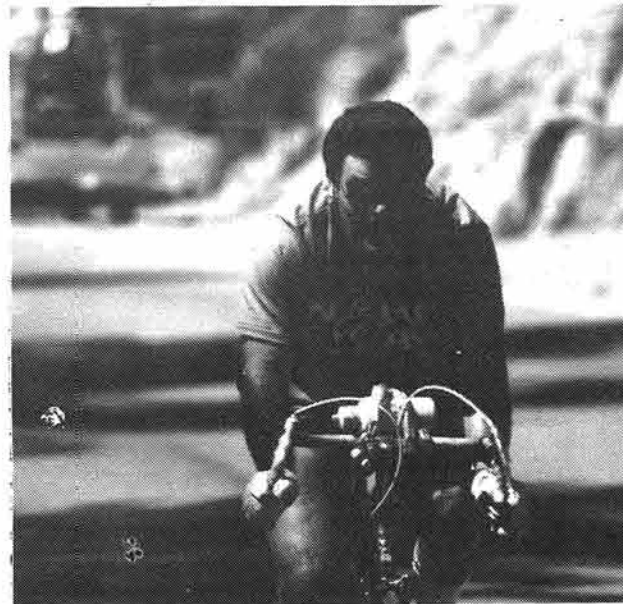
Walt Garry Boozing Again!



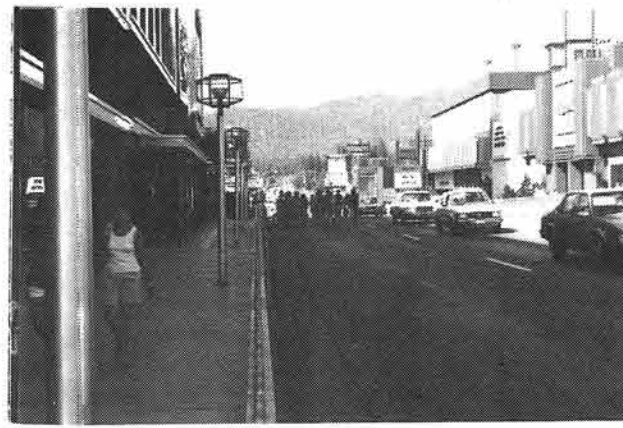
How much longer?



Carl Tennenbaum — No Sweat Baby!



Mike Gonzales battling Spodner's Grade.



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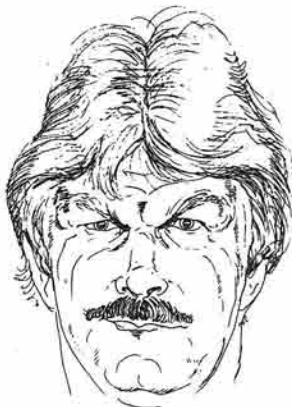
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THE LAST WORD

by Pete Maloney
Editor



Just Waiting For The Other Shoe To Drop...

Recent appointments to sergeant from the 'so called' 0-0-100 rankings have answered all questions with our greatest fears. Despite my feelings, I congratulate each of the successful candidates and wish them continued success. What ever you feel about the Consent Decree Unit, the judge or anything else the new sergeants are not personally at fault. They are the same as the rest of us with one important difference, the victory they should be savoring must taste like ashes.

There remains for the rest of us a bitter cup tinged with the salty metallic taste of the fears we hold for the remaining appointments. The initial appointments, far from relieving some of the pressure, have greatly increased the stress on all of us.

It is unlikely that any party to the Consent Decree is satisfied by the results. The sense of injustice we feel should be familiar to us from the experience of the citizens we serve when they get into an accident (that we no longer make reports on) or accept a check that bounces (that we won't investigate because the amount is too small) or complain because a convicted murderer does less time than a tax case defendant. It's pretty clear that somebody has tampered with blind lady justice's scale and dropped the excess weight on us. And as far as I can tell we are being penalized for offenses none of us has committed.

Maybe the 'I got mine' (IGM) attitude of the department's administration is the most aggravating. Not once in this process has anyone from those ranks even made a statement that would have aided our case which they easily could have through the 'Consent Decree Officer' (officially the Chief or his designee).

Where was the POA throughout this comedy of errors? Leading what proved to be a quixotic battle with little to show for the substantial effort put into it. Some say all the POA did was delay the inevitable, I don't agree; it could and would have been much worse if the POA hadn't been there to represent our interests. Who's interests you ask? All of ours I say because the leverage they used against white males could at a future date be used against another group later. The POA's never ending position has been that all candidates for promotion should be treated the same without fear or favor.

In closing this month I would once again express my congratulations and support for those sergeants newly appointed and those sergeants and assistant inspectors yet to be appointed. For the rest of us...be thankful you have a job, a lot of people would be happy to have yours.

ON THE STREET/Tom Flippin



AMIGOS HONORING SPORTS & RECREATION

The Amigo's new officers for 85-86 were introduced: Shirley Burton, President Oscar Carcelan Vice President, Samantha Yreugas, Secretary-Treasurer, Congratulations!

Our past President Manuel Frias is to be thanked for his leadership and dedication to our Advisory Board in 84-85.

We were pleased to have honored firemen and policemen. The firefighters came out in strength. Commissioner Robert Nico, Division Storti, Frank Dunphy, Bob Rose, Charles Cresci, Jim Ferguson President of Firefighters and Leon Bouchard. They all came to honor Paul Furhman, All Gughmetti, John Carroll, Manuel Vasquez and Kevin Gonsalves.

Thank you Kevin Gonsalves for your gifts for our raffle. Policemen honored included: Art Tapia, Louis Duran, Pete Maloney, Kim Hennessey, Deputy Chief George Emil and Commissioner Dr. David Sanchez Jr. Supporting the honorees were Captain Vic Macias, Lt. Jim Thorsen, Lt. Bill French his wife and Will Battle, John Bulen, John Goldberg and Darlene Ayala and many more people were present.

District Attorney Arlo Smith, Jaime Estrada, wonderful Bill Fazio and Walter Jebe came to enjoy enchiladas. Carolyn Reily who always brings us gifts for our raffle was having a ball.

Others we saw were Barbara Anderson, Frank DeOsuna, Pat Anesi, Camilla Bixler, Bernardo Gonzalez, Richard Lowry, Jose Bernal, Joe Mignolo, Frank Dominguez, Steve Machado from PG&E, Jose and Connie Barroette who gave us a prize.

Special thanks to our Past President Bob McDonnell for his help.

In attendance was Inez Sanchez all the way from Camarillio and Barbara Sanchez

We are now into the summer and all our programs are going great. Gloria Bonilla, CYO Associate Director has the youth & senior activities really buzzing, Mary Heitz, Donna Saffioti & Juan Laureano are doing a great job.

Steve Jordan, David Park, Marina Souza, Dorothy Alvarez are all working very hard. If you have time come by during the week and see what is going on in our center. You are welcome!

September is Labor month! We hope we can get Walter Johnson to attend our Luncheon.

IMPORTANT! Our youth and senior programs are in need of two (2) vans to replace the old, worn out vans that we are presently using. If you have any resources or contacts please call Chuck Ayala 826-6880. Thank you!

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