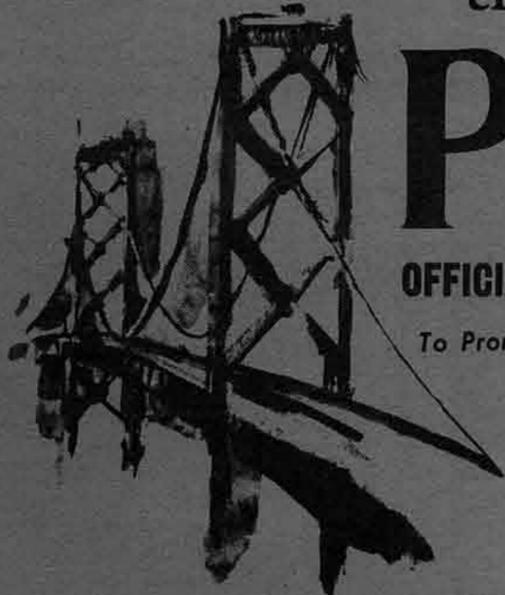


the San Francisco POLICEMAN

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

VOLUME 17

SAN FRANCISCO, OCTOBER 1985

NUMBER 9

QUESTION AUTHORITY

by Dan Linehan, Secretary

I am sure by now everybody has seen the bumper sticker that states, "Question Authority." My first reaction to this was to look at the driver. Most times the driver would look as if they had just been at some sort of protest demonstration. They generally had a look of anger or were in a state of confusion.

In the world of today, many people question everything. Most often they find the answers to be reasonable and well founded. However, a few times issues are raised when the answers do not satisfy the questioner. They then begin to probe, thus seeking to answer their own question.

As police officers, questions are asked of us everyday. Some feel that when citizens question our authority, that merely answering, somehow dilutes our position. I do not agree. Assuming our actions are legal and correct, based on sound policy, then correctly answering any questions solidifies our authority.

In the opposite, when we are incorrect the questions are appropriate and corrective policy changes must be made. Having defended members of our Association for the past five years, I know that the vast majority of the questions (i.e. complaints) of our actions are baseless and are made with a feeling of retaliation on the part of the complainant.

continued on page 4

THE OAKLAND FACTOR

By Mike Hebel
Opinion Correspondent

The 2.94% pay raise for fiscal year 1985-86 did not cause much jubilation. This spare change creator failed to match the current 3.8% inflation rate. This pay increase of less than substantial proportions resulted from the failure of the City of Los Angeles to fix police salaries by August 25, 1985—the San Francisco Charter's deadline; had Los Angeles acted more promptly, the 2.9% would have leaped to 4.9%.

350,000

Charter Section 8.405 pertains to salaries for police and fire department uniformed personnel. It compels the Civil Service Commission to survey and certify to the Board of Supervisors rates of compensation paid police officers employed in police departments in all cities of 350,000 population or over in the State of California, based on the latest federal decennial census.

This last census occurred in 1980. Four (4) cities showed populations over 350,000—Long Beach, San Diego, Los Angeles, and San Jose. Oakland was peopled by 343,000 individuals and consequently was excluded from the 1981 Civil Service Commission Survey and will be excluded for the rest of this decade. This indeed was a tragedy since Oakland pays its officers well and was needed as a balance to the City of San Diego which pays its officers poorly.

352,000

It did not escape my attention, as official opinion cor-



Mike Hebel

respondent for the *Policeman*, that Oakland, in 1985, is now peopled by 352,000 individuals.

What difference would these extra 9,000 Oaklandites have made to San Francisco police officers if their City could be included in our salary survey?

The answer: an additional \$10.00 per month.

On July 1, 1985 Oakland police officers received a 5% pay raise elevating their top police officers' monthly wage to \$2,849. Using this figure, the survey would have shown:

CITY	MONTHLY SALARY
Long Beach	\$2,620
San Diego	\$2,421
Los Angeles P-II	\$2,294
P-111	\$3,055
San Jose	\$2,958
Oakland	\$2,849
Average	\$2,800
Cost of Living Adjustment	\$ 45
Adjusted Average	\$2,845

The actual figures revealed an adjusted average of \$2,845 representing a 2.94% monthly increase.

While \$10 per month may not be all that much, Oakland tends to pay its officers well above the State average. Keeping these 9,000 people in Oakland will be important in the future—1991.

MORT CONSIDINE REMEMBERED

By Paul Chignell
Opinion Correspondent

In many ways the most memorable experiences that shape a young patrol officer in the San Francisco Police Department are those experiences shared with your first sergeants or lieutenants.

I was fortunate to have Lieutenant Mortimer Considine as my first boss as a young patrolman at the Taraval Station in 1970.

Mort Considine was quite a character. No one could say that the good lieutenant was an angel but he possessed the qualities that kept young officers on the straight and narrow. You could never get away with much from Mort and he taught the officers under his command a respect for the profession of law enforcement and despite the constant negatives that officers experience, Mort would always say, "this is a damn good job, kid". Years later, I found that those comments were quite correct.

Mort and I had lunch the other day at Bruno's Restaurant in the Mission District and relived some of those good times at the Taraval from the early 1970s. How time goes by!

Mortimer J. Considine was born at St. Luke's Hospital in 1915 and grew up in the Excelsior District. He attended Sacred Heart High School and served in the Navy as a 1st class boilermaker during World War II. Mort entered the San Francisco Police Department in 1942 following his father, who served as a patrolman for fifteen years prior to his untimely death.

For years Mort was the mainstay of the Southern Station and City Prison. Mort's radio car partner was John Bird and Mort commented warmly of those years with John in the Southern district.

During Mort's years in the San Francisco Police Department he developed a friendship with Francis Syme who



Considine Promoted to
Sergeant—1952



Considine Promoted to
Lieutenant—1969

Mort termed a true gentleman. Frank retired less than ten years ago as a Captain and was indeed a gentleman's gentleman.

In 1952 Mort Considine was promoted to Sergeant and in 1969 finished near the top of the list and was promoted to lieutenant. He achieved numerous awards during his career including a meretorious award for disarming a crazed criminal. Mort said that Captains Phil Kiely and John O'Rourke were the best bosses he had over the years. I'm sure many members remember those two fine Captains.

Mort now spends his time with his wife Christina on Eureka street and is active with the American Legion and St. Phillips Church.

Pictured with this article are photos of Mort when he was promoted to Sergeant in 1952 and to lieutenant in 1969. Mort doesn't look much different from his 1969 photo. If you see him, say hello and congratulate one of our finest retired officers.

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Widows & Orphans

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. M. Kemmitt, Wednesday, August 21, 1985 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Trustee F. Jordan absent all other Officers and Trustees present, including Past Pres. M. Lennon.

Minutes approved as presented to the membership. NEW MEMBERS: Motion McKee/2nd Newlin that RICHARD VAN KOLL AND RONALD BARRETT be accepted as new members. APPROVED.

Treasurer W. Parenti reported the following deaths: WAYNE BURNETT: Born in Georgia in 1908, Wayne came to California at an early age with his parents. Working here as a machinist he joined the Department as a temporary policeman during the 1939 and 1940 World Fair. He became permanent in June 1941 and worked at Northern and Southern stations until he resigned from the Department in 1944 at age 36. Wayne was 83 at the time of his death.

RITA GROVE: Rita was born in Napa in 1927. After working as a clerk typist she became a member of the Department in 1962 at age 34. After the Academy, Rita was assigned to the Juvenile Bureau working there for 10 years. She became an Assistant Inspector in 1972 being assigned to the Sex Detail, was appointed a Full Inspector in 1977. Rita, at times would work in the Supervising Captain's and the Chief's Office. In 1964 she received a Captain's Commendation for the rescue of an occupant of a burning building. Rita retired on a disability in February 1985, but unfortunately lived only a few months before she passed away. Rita was a young 58.

RAYMOND YAZZOLIMO: Born in Portland, Oregon in 1924, Ray worked in the Bay Area as a butcher before joining the Department in 1956 at age 32. He did short stints at Northern and Central, then went to Potrero for a year, before being transferred back to Central. Ray stayed there for six years and was then transferred to Travel remaining there until his retirement for disability in 1970 at age 45. He received a 2nd Grade in 1956 for disarming and capturing a robbery suspect. In 1961, a Captain Commendation for arrest of a burglary suspect who had escaped from S.F. Hospital Psycho Ward.

TRUSTEES REPORT:

Trustees discussed a night meeting with Hibernia Bank Trust Department. Date to be set at the September meeting. Miss Minuth, Hibernia Bank, reported that realized gains to date are \$168,000. Market is very sluggish so any profits taken will be held until interest rates on Government Bonds, etc. improve. Pres. Kemmitt set the next regular meeting for Wednesday, September 19, 1985 at 2:00 P.M. in the regular place in the Hall of Justice.

There being no further business to come before the membership, the meeting was adjourned at 2:30 P.M. in memory of the above departed Brothers.

Bob McKee
Secretary



Northern Station Dinner Honoring Lt. Ron Jackson & Lt. Mario Todani

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Traffic Bureau Dinner Honoring

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Retired: Capt. Gerald D'Arcy
Capt. John Mahoney
Lt. J. Chipparrone, Lt. E. Limil,
Lt. D. Sheehan, Sgt. A. Bragg,
Sgt. C. White, Insp. L. Kelly,
Insp. H. Cook, Off. D. Anzuriza,
Off. R. Bini, Off. G. Borto,
Off. C. Decker, Off. B. Goodwin,
Off. B. Kurpinsky, Off. A. Lindgren,
Off. G. Mitroff, Off. A. Quaglia,
Off. J. Schiast

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Dinner 1930 Price \$25.00
Roast Beef - Chicken Catch.....
Tickets: Larry McKenzie,
Ben McAllister, Ken Hartman
& Joe Rasset - at Company K

San Francisco Veteran Police Officers Ass'n.

MEETING: The regular monthly meeting of the San Francisco Veteran Police Officers Association will be held on Tuesday, September 10, 1985 at 12:30 P.M. at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

The pay raise granted to the San Francisco Police Department 1985-86 year will be 2.94%. The retired members will receive half this amount 1.47%.
The Board of Directors chairman, Otto Elvander, reported the board voted not to purchase Forest Lodge. I understand some of our brothers are not aware that the Retirement System has moved. The new location is 1555 Market St., San Francisco, California, 94101. The telephone number is (415) 558-3991.
Looking forward to seeing you at the September meeting.
Stan H. Scheld, President

SOL WEINER REPORTS:

He has three jobs available. Two jobs are full time and one is part-time. Anyone wanting further information about employment should contact Sol Weiner at the Police Credit Union.

SICK CALL:

At this time we have no information on anyone being sick.

NEW MEMBERS:

Lloyd Crosbie, Kenneth Osgood, Salvatore Ragona, William Grosword, Mario Tovani, Henry Bakay and Frank Peda. We welcome you into our association.

IN MEMORIAN:

Rita Grove 07/20/85 and Raymond Yazzolino 08/08/85.

At the last meeting some members indicated they were not receiving the bulletin. A check of my mailing list indicates they are on it. I will bring it to the attention of the mailing company.
Membership: 784
Attendance last meeting: 97

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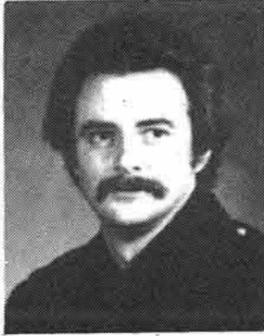
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•Unsigned letters and/or articles will not be used.
•Writers are assured freedom of expression within necessary limits of space and good taste.
•The editor reserves the right to add editor's notes to any article submitted, if necessary.
•Articles should be typed, double-spaced.
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SECRETARY'S COLUMN

by Dan Linehan



SCHOLARSHIP FUND

Last month the Community Services Committee, chaired by Brother Bob Huegle, approved two (2) two hundred and fifty dollars (\$250.000) academic scholarship awards.

These awards will be given to two students at City College of San Francisco majoring in the Administration of Justice and who have shown an above average scholastic record. They must additionally have a desire of a career in law enforcement.

The awards have been set up in the names of the two most recent members of our department taken from our ranks, Officer Douglas Gibbs and Sergeant John Macaulay. The award program will be administered by former P.O.A. Secretary and current instructor, Mr. Peter Gardner.

I would like to thank all the members of the Community Services Committee for their support and commend them for their continuing dedication in service to the San Francisco community.

GRAND NATIONAL TICKETS

The Grand National Rodeo, Horse Show and livestock Exposition is coming to the Cow Palace beginning Friday, October 18 through Sunday, October 27. The Grand National is expected to draw more than 100,000 people from all parts of Northern California and beyond.

This year's special emphasis is placed on the vital roles played by the men and women of law enforcement. The S.F.P.D. Mounted Patrol Color Guard has been invited to take a leading role in the opening ceremonies of the Grand National at all performances. The featured entertainment is the Royal Canadian Mounted Police Musical Ride.

Wednesday, October 23, 1985 has been designated Law Enforcement Appreciation Day. All sworn law enforcement officers will be admitted free of charge upon presentation of proper identification. Tickets for family and friends may be purchased at the P.O.A. at the regular price. A portion of all ticket sales purchased at the P.O.A. will go to the Community Services Fund.

Watch for bulletins for additional information. Hope to see you there.



POLICE POST #456 NEWS

September Song

By way of clarification, I hope that the August issue and the Post Bulletin do not appear to contradict each other. In this column the stress has been on membership. With the peerless job done by Past Commander Brian D'Arcy bringing the Post membership way up to almost 100%, it might appear that this column might be in conflict with what was in the bulletin. Such is not the case and no intention was inferred.

Our Post membership has dropped over the years, partly due to attrition and some members out there who have elected not to keep their membership dues up. If it wasn't for the superlative job done by Past Commander D'Arcy and others, we would not have made the showing we did. Post strength determines how many delegates we are allowed at Department Conventions. This in turn gives us the clout that we need to carry out worthwhile programs. We have always pulled together and will continue to do so.

We will never be like the guy who, if he had his way, would choose the front of the bus, the back of the church and the center of attention unless he deserved it. One thing that puzzles me and lots of others.

How come they have enough cement for miles of highway dividers — but none to fill potholes? Let's fill those potholes now.

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

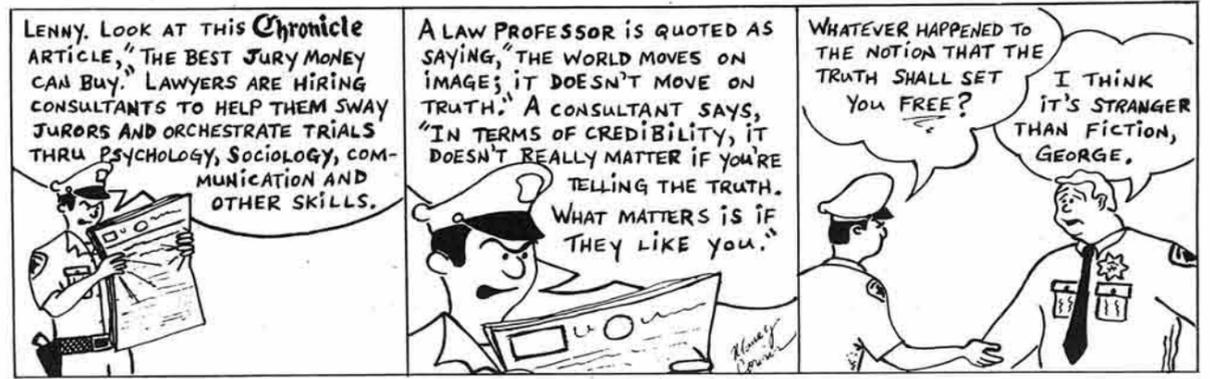
Your Scribe,
John A. Russell

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A POLICEMAN'S LOT/Manny Coreris



GRAND NATIONAL TICKETS

Tickets are now on sale for the 1985 Grand National Rodeo, Horse Show & Livestock Exposition to be held at the Cow Palace, October 18-27th. Seats are available for 14 performances beginning with the opening show at 7:15 P.M. on Friday, October 18th. Saturday shows on October 19 & 26 will be held at 2:30 and 7:30 P.M. Sunday shows will be at 1:30 and 6:00 P.M. on October 20 & 27. Week-day shows will be at 7:30 P.M., October 21-25.

All seats are reserved at all performances and prices vary from \$4-\$12 depending on location. Prices on Finals Night, October 27th, run from \$5-\$15. On Sunday, October 20th, Senior Citizens over 60 will be admitted for \$2.00 to the afternoon show, and juniors up to age 16 will be admitted for \$2 to the evening show.

Ticket information is available by calling (415) 469-6065. Tickets may be charged by phone from the Cow Palace by calling (415) 469-6145; from BASS at (408) 998-2277; from Ticketron at (408) 247-7469; or from other major ticket agencies.

The 1985 Grand National will feature the Royal Candian Mounted Police Musical Ride, the Budweiser Clydesdale Hitch, more than 600 professional cowboys, and several thousand horse and livestock entries, as well as the new Living with Livestock display.



1985 MISS GRAND NATIONAL

Debbie Scroggin, 20, of Walnut Creek, CA was named Miss Grand National today, and will reign over the 1985 Grand National Rodeo, Horse Show & Livestock Exposition at the Cow Palace from October 18-27th.

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Our Second Annual Planning Retirement Seminar

As coordinators of the Retirement Planning Seminars, we are happy to announce the scheduling of our second annual Retirement Seminar which is scheduled on Saturday, November 2, 1985. It will commence at 0900 hours and terminate at 1700 hours. It will be held at the Hall of Justice, 850 Bryant Street in room #551.

The Seminar is jointly sponsored by the SFPD and the SFPOA and is designed for members thinking about retirement within the next five years. It is not limited to only police officers as anyone wishing to attend can do so, etc. The cost to attend will be \$10.00 which includes your spouses. Monies will be used to defray any expenses incurred such as having coffee and doughnuts on your arrival as well as lunch that will be catered to all in attendance. Our speakers and their expertise on the following subjects that will be covered but not necessarily in the sequence as they appear below are:

- Lieutenant Mike Hebel—Retirement Benefits;
- Attorney John Kelly—Finance & Investment/Estate Planning;
- Doctor Norman Steiner—Health Problems in Retirement;
- Ret. Lieut., Gino Marionetti—Physiological & Emotional

Impact on Retiring;

- Mrs. Betty Bernstein—Social Security & Medicare Benefits;
- Ret. Insp., Marty Barbero—Credit Union Benefits;
- Ret. Lieut., Calvin Brown—State, Federal & Local Taxes.

You owe it to yourself and your spouse to make plans to attend the seminar which may be one of the best investments in your future that you ever make. Approximately forty (40) members retire from the department each year. Many are ill equipped to deal with either the fears or reality of retirement.

We assure you that by attending our seminar that the path to retirement life will be much smoother and that the so-called "Golden Years", will be more enjoyable.

Make plans now to attend. All police officers and police women who have at least twenty (20) years of service will be contacted individually by letter. Watch for future announcements in your POA publications.

Gino Marionetti & Michael Sugrue
Retirement Planning Seminar Coordinators

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QUESTION AUTHORITY

continued from page 1

P.O.A. VS THE DEPARTMENT

The P.O.A. exists as a result of long past violations of police officers' rights by past and present police administrators. We are strong only because of our members, financial resources and our keen ability to ask the right questions. Everyday the policies of the department and the manner in which they are administered are questioned and reviewed. This is so very important because the department heads know that their actions will be scrutinized.

When violations of policy members' rights are found, the P.O.A. stands ready to challenge. Our ability to overturn Internal Affairs Investigations, O.C.C. determinations and other types of disciplinary actions is among the highest in the nation. We do not subvert the investigations but bring out ALL important information that sheds a clearer picture of the incident.

With recent promotions, the department has held seminars instructing new lieutenants and sergeants in their roles as supervisors. P.O.A. President Bob Barry attended the seminar and spoke of the Peace Officers Bill of Rights. These rights benefit ALL police officers — from chief down to patrol officer. However, from comments from many new supervisors, the remainder of the seminar was a "hell and brimstone" scare session.

The main topic of discussion was the proper tactics of bringing charges against personnel, mainly the patrol force. Having not been present, I do not wish to condemn the administration, but rather hope that they realize that the patrol force is the mainstay of the department. We are the department. We have the contact with the citizens and feel the brunt of the department's policies. I only hope that the administration — present and future — focus on concerns.

For the department to function, positive reinforcement must be a priority. Too often we are told of the wrong and never of the right. Their attempt at "brainwashing" the new lieutenants and sergeants will surely fail because these supervisors have come from the patrol ranks. They have suffered from past administrative failures.

In the event that a few new supervisors begin to forget their former ranks, the P.O.A. stands ready to defend the rights of their subordinates. It is my hope that the new supervisors realize that, one who only has a mechanical efficiency may overlook the fact that ALL organizations, police department included, are made up of human beings, that a sympathetic understanding of personalities and abilities and, indeed, their weaknesses, is essential to the effectiveness and smoothness in achieving the department's goals.

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OFJ Consent Decree A Lonely Challenge

Sunday nites "Ripley's Believe It Or Not" hosted by TV's Jack Palance reviews bizarre incidents that may not be any more difficult to believe than the fact that the infamous OFJ Consent Decree is being challenged by one lonely police officer. A trial date has been set for October 8, 1985 in Federal Court before Chief Justice Robert F. Peckham to contest the so called elimination of seniority credits.

The reason for this unusual challenge may be known to some of you. Last June of '84 the U.S. Supreme Court handed down a decision dealing with a Federal Trial Court Order that permitted the layoff of nonminorities with MORE seniority before laying off minorities with LESS seniority; the US Supreme Court overruled and told the Trial Court they lacked authority to tamper with a bonafide seniority system when there was an objection by an interested party. The court also made an extensive study (Title VII Civil Rights Act 1964) and concluded that benefits and preferences could not pass to non identified victims of discrimination and that Congress intended to limit affirmative action in that regard. We can thank the *Firefighters Local Union 1784 of Memphis Tennessee* for sticking to their guns and fighting what could have resulted in a serious injustice to innocent nonminority employees that would have fallen victim to a Federal Courts idea on proper affirmative action.

I am sticking to my guns and I could use all the help I can get. There is a great deal to say favorably about professional attorneys knowing their job and having great secret powers to make things right, but there is no greater power than ordinary people standing up and being prepared to fight for their own causes. The POA does not seem to be able to help me at the present.

Following the Motion to Dismiss hearing by the Defendant City of San Francisco, and hopefully the subsequent DENIAL: by Chief Justice Peckham, their help may be forthcoming.

IN THE MEANTIME I NEED HELP IN GATHERING INFORMATION, RESEARCH AND IDEAS. CALL ME LOU CALABRO, Park Station 5531-1061.

Lou Calabro

IT STARTED AS A FLUKE

By Don Woolard

It was one day last May that Inspector Sam Hamilton of the Burglary Detail ordered some mug shots for a case that he was working on. A problem with the developing process caused the photos to be printed larger than usual on the paper.

Inspector Hamilton thought that the larger mug shots might be a good idea. The half inch border surrounding the entire mug shot was eliminated, thus creating a much larger photo without using any more paper.

The citizens will benefit the most from this change. Inspector Hamilton says that because the city has a large senior citizen population, they are the prime victims of a crime. Many of them have a vision problem and the larger mug shot will assist in the identification of the criminal. The larger mug shot also makes small scars, pimples or moles much more evident.

Inspector Hamilton suggested that the department switch over to the larger mug shots which has been overwhelmingly approved by the other details in the Bureau of Inspectors for use by the department. Sam feels that, "it sure won't hurt," he continues, "it all started as a fluke..." But whatever works!!

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"COP KILLER" BULLET BILL APPROVED BY KEY HOUSE SUBCOMMITTEE

August 28, 1985

"COP KILLER" BULLET BILL APPROVED BY KEY HOUSE SUBCOMMITTEE

U.S. Rep. Mario Biaggi (D-NY) today announced that the House Subcommittee on Crime has approved his bill to outlaw armor-piercing "cop killer" bullets that can penetrate the bullet resistant vests worn by most of our nation's police officers.

Biaggi's measure, which is co-authored by Crime Subcommittee Chairman William J. Hughes, would ban the manufacture, importation and sale of armor-piercing ammunition, except for police and military use, export, or testing and experimentation authorized by the Treasury Secretary. The bill defines armor-piercing ammunition as those bullets made of certain hard metals: tungsten alloys, steel, iron, brass, bronze, beryllium copper, or uranium. The bill would specifically exclude from the ban any bullets "primarily intended to be used for sporting purposes," no matter what metals they are made from.

According to Biaggio, only minor changes in his original bill (H.R. 4) were made by the subcommittee, including an amendment that would require any new armor-piercing bullets to be marked as such, both on the cartridge and on their packaging. Biaggi noted that because changes were made by the subcommittee, a clean bill (H.R. 3132) was introduced. This legislation is now expected to be acted on by the House Judiciary Committee soon after the Congress

returns from the August recess period, with full House action possible by the end of September.

The Biaggi-Hughes measure is very similar to a bill (S. 104) recently approved by the Senate Judiciary Committee, with one major exception. The House bill would ban the sale of existing armor-piercing bullets that are already in the marketplace; the Senate bill would only ban the sale of those "cop killer" bullets made or imported after the law goes into effect. While the number of existing armor-piercing bullets is uncertain, Treasury Department officials testifying before the Crime Subcommittee in May acknowledged that the figure could be as high as two million.

The law enforcement community has endorsed the Biaggi-Hughes measure and has focused particular attention on the need to ban the sale of existing armor-piercing bullets. Support has come from such leading national police organizations as the Federal Law Enforcement Officers Association; the Fraternal Order of Police; the International Association of Chiefs of Police; the International Brotherhood of Police Officers; the International Union of Police Associations/AFL-CIO; the National Association of Police Organizations; the National Sheriffs' Association; the National Troopers' Coalition; the Police Executive Research Forum; and the United Federation of Police.

Mr. Daniel J. Linehan
San Francisco Police
Offices' Assoc.
510 7th St.
San Francisco, California 94103

Dear Mr. Linehan:

I do thank you for your letter regarding armor-piercing handgun ammunition, also known as "cop-killer" bullets. I appreciate your views.

Since 1974, according to the FBI, the number of law enforcement officers killed in the line of duty by handguns has declined by 43 percent. One reason is clear: the development in the mid-1970s of bullet-proof vests made of a synthetic fiber called Kevlar, produced by the Du Pont Company. These vests have saved the lives of more than 400 American police officers. Cop killer bullets render these vests virtually useless.

These small-caliber bullets are made of exceptionally hard metals and travel at an unusually high rate of speed; as a result, according to a test by the Los Angeles Police Department, a single bullet can penetrate four bullet-proof vests and five Los Angeles phone books. Sportsmen have no purpose for these bullets, since conventional ammunition stops game far more effectively and humanely. Indeed, these bullets are so dangerous that our police forces now refuse to use them. Originally developed for police and military use, they have only one purpose today: to kill policemen.

For three years, I have fought in Congress to ban these lethal bullets. On February 22, 1982 I introduced S. 2128, my first attempt to ban cop-killer bullets, and I offered similar legislation again in 1983. On June 14, 1984, Senators Thurmond, Biden, Kennedy and I introduced another bill to ban the manufacture and import of cop-killer bullets, S. 2766. This legislation was reported favorably by the Senate Judiciary Committee, and on October 3 of last year I offered this bill as an amendment to the Continuing Appropriations bill for FY 1985. Despite the cosponsorship of 95 of my Senate colleagues and hearty support from numerous police organizations, the Senate rejected this amendment by a vote of 74-24.

On January 43, 1985, the first day of the 99th Congress, Senator Thurman and I introduced S. 104, a measure that would ban the manufacture, importation, and criminal use of armor-piercing ammunition. Our bill has now been referred to the Committee on the Judiciary, and you may be assured, I am pressing for its quick passage.

Every police organization in the country — including the National Fraternal Order of Police, the National Association of Police Organizations, and the International Association of Chiefs of Police — supports my efforts to ban this bullet. President Reagan and the National Rifle Association have reversed their former positions and now support legislation to ban the manufacture, importation and use of cop-killer bullets. For your information, I am enclosing a copy of my statement on the floor of the Senate when I introduced S. 104.

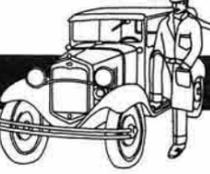
Once again, thank you for writing, and do stay in touch.
Sincerely,
Daniel Patrick Moynihan



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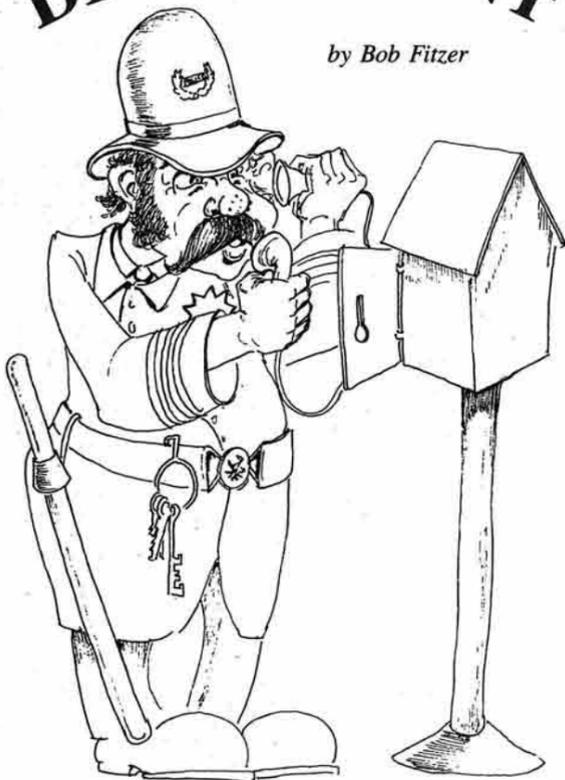
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AROUND THE DEPARTMENT

by Bob Fitzer



ment at large, but many of the cops on duty in the area made passing calls and got the quick tour. We had several hundred people come through our exhibit and many signed our guest book and all had favorable comments. Among the visitors included retired members Michael DESMOND (who once served on the old Chinatown Squad), and Ret.

Sgt. Joe MOLLINELLI, a fine cop and true gentleman. If Joe were still on active duty today he would probably win "cop of the month," every month. It was my pleasure to first work under Joe when I was a cadet back in 1970. (This is a little short this month, it was "my turn" to finally get some vacation time).



UNIFORMITY OR ABSURDITY

CCSF CHOSEN FOR POLICE OFFICERS' ASSOCIATION SCHOLARSHIP

There has been a lot of grumbling around the department lately. So much so that a group of your fellow officers have formed a group called Y.O.U.R. P.D. I'm sure you have seen their notices posted around and I'm sure you will see and hear a lot more of them. The group is headed by Officer Gerry SCHMIDT, and I think the Association (POA), had better listen to what is happening. The rumblings of discord have a way of spreading.

Speaking of rumblings . . . Stress disabilities seem to be handed out more and more lately. Kinda goes hand in hand with a promotion.

It's spit and polish more and more as the bosses are checking everything. At Mission Station your bullets better be shiny or they're sure to get you a demerit.

You may have heard that I found the location of the old S.F. Police Boat the "D.A. WHITE." It's berthed up at the Napa Valley Marina and the new owners Ron Evans and Sharon Lewis are quite a couple. In addition to renovating the old boat they also operate a horse drawn carriage business that they will transport anywhere on the back of an antique Ford flatbed. On top of all this Sharon still finds time to do animal work for Lucas (Star Wars) productions.

While we are on the subject of old things . . . I moved most of the museum displays, including the old Harley police motorcycle, out to Fort Mason for the annual S.F. Fair. It was a little too late to let the word out to the depart-

The San Francisco Police Officers' Association (POA) has established an **Officer Douglas Gibbs and Sergeant John S. Macaulay Scholarship** for City College of San Francisco students interestd in pursuing a career in law enforcement. In announcing the scholarship program for City College, POA Secretary, **Officer Dan Linehan**, says, "CCSF has an outstanding criminology program and the POA wanted to contribute to it as a community service."

Each semester \$250.00 will be awarded in the memory of Officer Gibbs and Sgt. Macaulay. POA Community Services Chair, **Inspector Bob Huegle**, explained that these two officers sacrificed their lives in the line of duty. "The POA is honoring these men by establishing a scholarship in their name with funds provided by the POA membership," he says.

CCSF Criminology Department Chair **Peter Gardner**, delighted by the news, says, "The college was picked because a great number of San Francisco police are graduates of City College."

The POA represents 95% of the men and women on the San Francisco police force. It is the association that looks after the welfare of its members in such areas as grievances and social services.

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California Organization of Police and Sheriffs July Legislative Report:

The following is an up-date of the legislation COPS is following during this session. July 19th is the deadline for bills to clear their house of origin, if it is a fiscal bill (money involved) it must have cleared the first policy committee in the 2nd house by that date.

Unless otherwise noted all bills listed are (Support) bills by COPS.

SB 127 Driver Education; Alcohol and Drug Abuse - Assembly Education - No date scheduled for hearing.

SB 190 Fingerprint Files - Senate Appropriations. Scheduled for hearing on July 16th.

SB 221 Public Records; Victims Identity - Chaptered 6/26 #103 of 1985

SB 279 Work Comp Delay Payments - Senate Industrial Relations - no date, hearing cancelled by Author, probably dead for this year.

SB 424 Attempted Crimes - waiting vote on Assembly Floor.

SB 627 Additional Appellate Judges - Senate Judiciary - no date, hearing cancelled by Author, probably dead for this year.

SB 424 Attempted Crimes - waiting vote on Assembly Floor.

SB 627 Additional Appellate Judges - Senate Judiciary - no date, hearing cancelled by Author, probably dead for this year.

SB 773 Rape - Assembly Public Safety - July 15.

SB 881 Homeless Youth Act - Assembly Human Services - passed out of committee on 7/2 - to Ways & Means.

SB 952 Employer/Employee Access Rights - Assembly Ways & Means - no date.

SB 969 Cities may pay punitive damages for civil suits for police officers. Passed Assembly Judiciary committee 7/9. This bill is a C.C.L.E.A. bill that will need help from our locals.

SB 1089 Work Comp; Delayed Compensation - Sen. In-

dustrial Relations/no date, hearing cancelled by author, probably dead for this year.

SB 1188 Work Comp Restrictions (OPPOSE) - Inactive file Senate Floor, probably dead for this year, however, this is only one of many Bills Senator Seymour has affecting our Workers Compensation Benefits, and will be reviewed upon completion of this session in September. It is expected these will be the vehicles, CSAC and the League will use to go after public safety next year.

SB 1232 Stress Treatment (COPS BILL) - will be heard in Assembly P.E.&R. - July 17th. COPS is in a good position to use this bill (we have support both by the League of California Cities and CSAC) to clean up our own shop in regards to stress type disabilities, before we get creamed next year.

SB 1249 Controlled Substances - Senate Judiciary - no date, hearing cancelled by Author - probably dead for this year.

SB 1254 Employer/Relations; Unlawful Employment Practices Senate Appropriations - no date - 2 year bill, will not be taken up this year.

SB 1273 Work Comp (WATCH) - Senate Floor, this should be a beneficial Work Comp bill, however, amendments must be watched to see if opposition will throw any hooks.

SB 1292 Consecutive Sentences - Senate Judiciary - no date, hearing cancelled by author, probably dead for this year.

SB 1306 Child Abuse Investigation Team - Assembly Public Safety - no date.

SB 1353 Sex Crimes - Senate Judiciary - no date, hearing cancelled by Author, probably dead for this year.

SB 1398 Binding Arbitration - Senate Appropriations - no date. Made a 2 year bill, will not be heard until next year.

ASSEMBLY BILLS:

AB 140 CONTAGIOUS DISEASE TREATMENT - Assembly Health & Human Services - Scheduled for hearing on 7/16. This bill could relieve some of the frustrations over carcinogens contamination by early treatment and identification.

AB 158 Disabled Motorist (COPS BILL) - Senate Judiciary - no date (bill has been amended to statistical date gathering only, all mandatory language taken out of bill)

AB 186 Public Employee Retirement System (OPPOSE at request of Jake Petrocino) - Inactive File Assembly Floor, probably dead for this year.

AB 440 Firearms - Inactive File Assembly Floor, probably dead for this year.

AB 453 Felony Conviction prohibits Peace Officer Employment - Sen. Jud. no date.

AB 512 PERS Contract Revisions: Conditions - To Governor 6/28 - VETOED BY GOV.

AB564 COPS Cancer Protection Bill - Made a 2 year Bill by Assemblyman Steve Peace, Chairman of the Insurance Subcommittee on Workers.

Compensation. UPDATE: Assemblyman Steve Peace has advised me that Rules will be waived to allow AB 564 to be heard in his Subcommittee when the Legislators return from their Summer break, after August 19th. This will give us just one month to move the bill through two committees of the Assembly, the Assembly Floor, through two committees of the Senate and the Senate Floor, to the Governor. This may be an impossible task, given the difficulties Worker Compensation bills have had this session. Possibly with the assistance of the Speaker and Senate Pro Tem we might do it. Our other option is to line up our support and witnesses, count our votes and if we feel we can't make it, have the bill designated into a 2-year bill again to be brought up in January. The COPS Board must decide if they want to pull all the stops, pay for witnesses expenses and see what can be done!

AB 525 Time Bank - Senate Floor. This is the PORAC version pushed by the Speaker, however, bill may be useless depending upon outcome F.L.S.A. decision re: overtime compensation.

AB 595 Criminal Profiteering - Sen. Jud. No date.

AB 743 Arrests - Senate Judiciary - no date

AB778 Work Comp Payments of Benefits - Senate Judiciary - no date.

AB 1031 Solicitations - (Opposed) Senate Business & Professions - Scheduled to be heard on 7/15/85. Bill has been amended to relieve most of the problem, however, if the Board still wants an active opposition, please advise.

AB 1112 Records Discovery - Senate Judiciary - passed out of committee on 7/9, 9 to 0.

AB 1146 Peace Officers Records (OPPOSE) failed passage in Assembly Ways and Means but granted reconsideration - no date scheduled for re-hearing.

AB 1225 Security Guards - Senate - not yet assigned committee.

AB 1320 Criminal Records of Job Applicants for Health Care Facilities. Senate Judiciary - no date scheduled for hearing.

AB 1467 Criminal Procedures Death Penalty - Failed Passage in Assembly Ways and Means but granted reconsideration - no date scheduled for rehearing.

AB 1481 Public Safety Officers Bill of Rights, non-technical changes only - Assembly Public Safety, no date, hearing cancelled by Author, probably dead for this year.

AB 1582 Security Guards; Badges - Senate - not yet assigned to committee.

AB 1596 Homeless Youth Project - Senate - not yet assigned to committee.

AB 1612 Agency Shop - Senate Government Organization - no date. Made a 2 year bill, will not be heard this year.

AB 1699 Probation; Drugs - Senate Judiciary - Scheduled to be heard on July 16.

AB 1911 Circumstances Surrounding Peace Officers Killed on Duty - Senate Judiciary - passed out of committee on 7/9 - 9 to 0.

AB 2059 Hearsay Evidence - On Assembly Floor awaiting vote.

AB 2320 Controlled Substance - Senate Judiciary - no date scheduled as yet.

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Al Nelder On The San Francisco Police Department



AL NELDER
Police Commissioner

Many things you have heard lately about the San Francisco Police Department haven't been good, but let's look at the facts. Crime in the city has been coming down consistently for the past four years. Why? Because, despite some individual errors in judgment, San Francisco police officers, both on and off duty, are alert, courageous, and dedicated to the protection of the public.

Let's look at what an officer "on patrol" really means to San Franciscans. Take the case of a nurse, seven-months pregnant, who was on her way to work the midnight shift at a local hospital. Walking from her car in the Richmond District, by herself, she heard footsteps behind her. Apprehensive, she sped up. So did the footsteps. Suddenly she heard a man yell, "Let's go for it!" Two men ran to overtake her and, beating her, knocked her to the pavement. They grabbed her purse but continued to kick and punch her. She valiantly tried to fight back and screamed, "Won't somebody please help me?" Somebody did.

Patrolling, radio car Officers Glendon Melanson and Ricardo L. Galande spotted the attack, stopped and leapt from the car. The two thugs saw them and tried to run. Melanson and Galande chased the men and, after a struggle, subdued and arrested them. Instead of going to work, the nurse entered the hospital she'd been heading for, but as a patient. Fortunately, she and the baby survived the attack, thanks to Officers Melanson and Galande being on patrol and being alert.

San Franciscans benefit, too, from the off-duty dedication of our police. Consider the concern shown by Officer Michael Stasko who was in an Ingleside District supermarket late one afternoon. An arrogant hood molested a woman, and when her husband tried to intervene, brandished a gun. Stasko, off-duty, interceded, identifying himself as a police officer. The man aimed his gun at Stasko who ducked behind a display case just in time to dodge a bullet. The man, still pointing his gun at Stasko, backed out the door. Stasko pulled out his own gun and followed cautiously. He couldn't and wouldn't fire because of the possibility of injuring a bystander.

The gunman fired four more shots at Stasko. Finally, reaching an area where there was no possibility of injuring innocent onlookers, Stasko fired. The gunman fell to the pavement. Stasko approached, ordered the man to drop the gun, but had to take cover behind a car to avoid being shot. Stasko finally convinced the bandit to drop the gun. The arrest earned Stasko a Gold Medal of Valor, but he could have lost his life in a situation he could easily have ignored.

Less than 1 percent of the force is involved in those negative stories you've heard lately; the other 99 percent is protecting you and your property 24 hours a day. I hope you'll give them the support and encouragement they need and deserve.

(Reprinted from San Francisco Business, August 1985)

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"Golden Gate Memorandum"

Dedicated police

by *Charlie Reese*

Years ago on a raw January day in a waterfront town where I worked, a little boy fell into the water between the pier and a 20-ton fishing boat. There was a heavy chop and the boat was banging into the side of the pier.

The first man on the scene was a cop I knew. We used to kid him because he liked fancy clothes. That morning, however, he showed us what kind of man he was. He didn't hesitate a fraction of a second. Off came his boots and gun and into the cold filthy water he went. He risked getting crushed between the boat and the pier to go after a slum tyke he didn't know from Adam's cat.

I got there right after he had brought the child up. There had never really been a chance to save the child because too much time had passed before the cop had even gotten the call. But he sat there anyway, huddled in a blanket, weeping.

Cops do that kind of thing all the time which is why I like cops and why I don't like people who don't like them.

With all the time I have spent around politicians, I would be pretty cynical if I had not had the privilege of spending a lot of time around cops.

In fact, one reason I have no patience with \$72,000-a-year congressmen who won't do their duty because they are afraid of losing an election is because I've seen \$300-a-month cops risk, and even give, their lives to do their duty.

If you want to know what integrity is, it's when a man puts his only life on the line for no other reason than that he perceives it to be his duty.

When I hear some soft-handed politician complain about the pressures of his job, I think of an old jailer who made 10 trips into a burning cellblock to save prisoners and finally died doing it. Then I look at the politician and I want to puke.

When I see a politician hide behind words, too gutless to take a simple position, I think of my best friend who

crawled out on a fourth floor ledge to save a would-be suicide.

Don't ever think this country consists of the kind of people who inhabit public office.

It's hard to get to know cops from the outside. Theirs is such a special world they tend to socialize mainly with each other. I did it by spending three years as a reserve deputy, riding the midnight to eight shift every time my friend pulled the watch.

Beneath the callous every cop necessarily develops because of the pain and suffering he sees, there is an idealistic caring man.

Sure, there are a few bad cops like there are a few bad anything, but not nearly so many as the general public thinks and surely not as many as their generally lousy working conditions would lead you to expect.

Imagine that when you leave your family in the morning what it would be like to know that you are going to spend your day dealing, not with calm, pleasant people, but with people in crisis — crazy people, criminals, hurt and dying people, grief-stricken people, angry people, violent people. That's what a cop does for a living. He never knows what to expect or even if he will come back, but he does know that he will not spend his day with smiling, happy people.

I have taught my children to respect cops, to cooperate with them and to be ready to help them if they need it. Cops are among the very finest people in this country.

They stand between you and the worst people in this country. I hope you appreciate that.

This column appeared in the S.F. Examiner on 9/9/85. I feel it is well worth sharing with all of our officers who might not have read it.

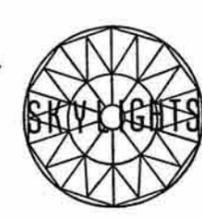
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SAN FRANCISCO JAIL VOLUNTEER SENTENCED IN COUNTY JAIL DRUG PLOT

By Arlo Smith

San Francisco District Attorney Arlo Smith announced this morning that Donna Marcinowski, 35, of San Francisco was sentenced by Superior Court Judge Edward Stern to 16 months in State Prison for her part in an attempt to smuggle drugs into the County Jail. Marcinowski, who was a jail volunteer, was convicted on July 31 for transportation of fentanyl (synthetic heroin), a violation of the Health and Safety Code. Just prior to sentencing this morning, she pled guilty to being part of the conspiracy to smuggle drugs into the jail.

Also charged in the plot to smuggle drugs into the jail were Daniel Lucero, 32, an inmate at the San Francisco County jail in the Hall of Justice, Maurice Jeeter, 50, and James Clowes, 33, of Oakland. Clowes pled guilty prior to trial and was sentenced to three years in State Prison for transportation of fentanyl. Jeeter pled guilty to one count of felony conspiracy prior to trial and is currently awaiting

sentencing.

Lucero had posted bail and was a fugitive at the time of Marcinowski's trial. He has subsequently been apprehended and is awaiting trial in September. Assistant District Attorney James Costello prosecuted the case for the District Attorney's Office.

The evidence at trial showed that Lucero—who was awaiting preliminary hearing for residential burglary and sale of heroin—telephoned the victim of an auto theft and told the San Francisco man that if he wanted to know the location of his stolen auto, the victim should go to Oakland and purchase drugs which were to be smuggled into the County Jail. The inmate gave the victim the name of a man in Oakland from whom the drugs could be purchased and said he would arrange for someone who would meet the victim in the basement of the Hall of Justice to begin the process of smuggling the drugs into the jail. This woman turned out to be Donna Marcinowski, a prisoner services worker.

The auto theft victim telephoned the San Francisco Police

Department and Sgt. Mike Kemmitt (who is now a Lieutenant), Sergeant Alex Fagan, and officers Bob Hernandez, David Robinson and Jim Deeley of the Narcotics and Vice Detail were assigned to the case.

Lt. Kemmitt and Officer Hernandez "wired" the victim (equipped him with taping devices) and the tapes revealed that Lucero set up a narcotic buy in Oakland from Jeeter and Clowes and that the victim purchased the drugs. Also on tape was the exchange when the victim passed the drugs to Marcinowski, a volunteer who had access to the jail. She was arrested as she was about to enter the jail elevator to deliver the drugs to Lucero.

"The San Francisco Police Officers involved in this case are to be commended for their exceptional work," Assistant District Attorney James Costello stated.

"Law enforcement must present a concerted front in the battle against drug abuse," District Attorney Arlo Smith said, "it is only by working together that we will be able to convict and sentence drug traffickers."

SAN FRANCISCO D.A. ARLO SMITH SELECTED CHAIR OF METROPOLITAN D.A.S.' COMMITTEE

San Francisco District Attorney Arlo Smith was selected as chairman of the Metropolitan District Attorneys' Committee at the annual conference of the National District Attorneys' Association held August 11 to 15 in Seattle, Washington. The San Francisco prosecutor was also elected secretary of the National District Attorneys' Association which has some 5,600 members throughout the United States.

The Metropolitan District Attorneys' Committee is composed of district attorneys, county attorneys and prosecutors whose jurisdiction encompasses more than a half million people. The Committee has a Policy Subcommittee which is responsible for formulating policy statements for presentation to the Board of Directors of the Association. The Metropolitan Committee also has a Subcommittee on Organized Crime and one on the improvement of administration within prosecutors' offices.

District Attorney Smith was elected D.A. of the City and County of San Francisco in Nov. 1979 and re-elected in Nov. of 1983.

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August 20, 1985 Board of Directors Meeting

The meeting was called to order at 3:25 p.m. with the pledge of allegiance. Roll call was taken. Present were Goldberg, Lindo, Garcia, Novello, Dempsey, Murphy, Suslow, Doherty, McAlister, Woolard, Friedlander, Sullivan, Flippin, Cole, Linehan, Collins, Parenti and Barry. Excused were Ackerson, Dito, Fagan and Keys. Absent, none.

Report From the Secretary

Secretary Linehan stated that no decision has yet been rendered by the state attorney general's office regarding the request to sue based upon the Seal Beach decision. He stated that no time table has been established but the matter has been reviewed by the attorney general's staff and now rests in the hands of Mr. John VanDeKamp.

Secretary Linehan also stated that the Screening Committee had requested and received from P.O.A. attorney Stephen Bley his definition of "course and scope of employment". This area of membership representation has caused discussion among Screening Committee members. The Committee will review this issue and report to the full Board.

Secretary Linehan asked for approval of the minutes of our last regular Board meeting. M/Parenti S/Flippin to approve. Motion passed unanimously by voice vote.

Report of the Treasurer

Treasurer Collins stated that the escrow for 502-7th Street, which was purchased by the P.O.A., will close on September 3, 1985.

Treasurer Collins provided the Board the P.O.A. monthly financial statement for July which showed a balance on hand of \$93,987.46. M/Goldberg S/Flippin to approve the treasurer's report. Motion passed unanimously by voice vote.

Report of the Committees

Legislative Committee: Secretary Linehan gave an overview of the recent victory in defeating the mayor's proposed changes for the police department. He gave credit to President Barry, former President Paul Chignell, and Brother Peter Maloney for their successful lobbying efforts which were the leading factors for the P.O.A.'s victory.

Community Services Committee: Due to the retirement of Commander Canepa, a vacant seat on this Committee was created. M/Friedlander S/Collins to fill the vacated seat by appointing Commander Frank Jordan. Motion passed unanimously by voice vote.

Federal Litigation Committee: Brother John Willett, the Chair of this Committee, updated the status of the current Q-35/Q-50 examination. he stated that August 29, 1985

will be the date the Consent Decree Division will close for any protests of the examination process. On September 16, 1985 the Civil Service Commission will decide the merits of the protests that have been filed.

President Barry advised the Board of the actions taken by Lois Salisbury of the Public Advocates. He stated that her request for damages against the Association was merely an amendment to a prior motion. Our staff attorney firm will be filing a response in a timely manner.

President Barry informed the Board that the city attorney's office had made an offer to pay damages to Captains Maloney and Scheffler for violation of their examination rights during the most recent captains' examination. However, the city's offer of a maximum of \$4,500.00 is not close to the captains' request of \$25,000.00. Further negotiations will be held.

At this time a general discussion of Brother Mark Swendsen's request for representation was held. Upon debate, the general opinion was that when inspection rights of examination for lieutenants' positions was completed, should violations of our members' rights be detected, a remedy would then be discussed.

New Business

President Barry advised that he and P.O.A. Welfare Officer Mike Hebel would be meeting with Chief Murphy to discuss the problems of our members with the present light duty policy.

A discussion of a proposal to provide members of the P.O.A. with a will, which would be subsidized in part by the P.O.A. Upon a full debate, M/Linehan S/Novello to continue negotiations with the final package to be presented to the Board of Directors for their review at a later date. Motion passed unanimously, with Director Murphy abstaining.

Director Novello advised the Board of a meeting, which he attended, with department heads, to discuss the possibility of uniform watch off schedules for the Patrol Division. Brother Novello stated that changes, if any, would not be in the near future.

Special Guest Speaker

Patricia Barsetti, the President of the Police Officers' Wives Association, addressed the Board. She spoke of their concerns and the type of services they can provide. She requested this opportunity to speak to the Board in the hopes of better communications between the P.O.W.A. and the P.O.A. The hard work and support the P.O.W.A. provided at the recent P.O.A. dinner dance and past police pic-

continued on page 13

September 17, 1985 Board of Directors Meeting

The meeting was called to order at 3:07 p.m. with the pledge of allegiance. Roll call was taken. Present were Ackerson, Goldberg, Keys, Lindo, Garcia, Novello, Dempsey, Suslow, Doherty, McAlister, Friedlander, Dito, Fagan, Flippin, Cole, Linehan, Collins, Parenti and Barry. Excused were Murphy, Woolard and Sullivan. Absent, none.

Special Guest Speaker

O.C.C. Director Frank Schober addressed the Board and spoke of the input the Association has had. He stated that the Association has been requested to make its thoughts known to him and that his office is always available. A general discussion was held and the Board asked several questions of Mr. Schober. He advised of several positive changes that he has made in the policy of the O.C.C. Mr. Schober also spoke of changes he desired to increase the effectiveness of their operation.

Grand National

Mr. Frank Carmody of Aikins, Marling & Morris Inc., a marketing firm, presented a proposal to the P.O.A. to receive funds to be placed in our Community Service Committee. Mr. Carmody's firm has been selected to represent the Cow Palace during the upcoming Grand National Horse and Livestock Exposition. His plan would allow all sworn law enforcement personnel to enter the evening show on Wednesday, October 23, 1985 free-of-charge. Family

members and friends would purchase tickets at the regular price, with a percentage of all ticket sales for the dress circle area to be forwarded to the P.O.A. Community Services Fund.

Food Bank

Mr. Frank Velasquez presented a plan to the Board to gather food and distribute it to agencies who feed hungry people. After Mr. Velasquez's presentation and general discussion, M/Linehan S/Collins to endorse the food bank proposal as presented. Motion passed unanimously by voice vote.

Report of the Secretary

Secretary Linehan discussed the June 1986 ballot and stated that additional meetings of the Legislative Committee and other employee groups were to be held soon. This election ballot appears to be a good opportunity to seek additional benefits for members of our Association.

The minutes of the August 1985 meeting of the Board of Directors was passed out and reviewed. M/Friedlander S/Collins to accept and approve the minutes. Motion passed unanimously by voice vote.

Report of the Treasurer

Treasurer Collins presented the monthly financial statement which showed, after disbursements, a balance of \$110,086.76. M/Linehan S/Goldberg to accept and approve the treasurer's report. Motion passed unanimously by voice vote.

Retirement Board Elections

Presently there are two employee positions to the Retirement Board of Directors up for election. One position is to fill a vacancy created by a retirement and the other for re-election. The P.O.A. interviewed all candidates that desire to fill these two positions. After a general discussion and much debate M/Dempsey S/Flippin to endorse Mr. Leon Bruschera in his bid for re-election to a five year term. During discussion, a motion to table the previous motion to endorse was made by Director Doherty. Motion to table passed twelve (12) yes (Ackerson, Goldberg, Keys, Lindo, Garcia, Novello, Suslow, Doherty, McAlister, Dito, Fagan and Linehan). Six (6) noes (Dempsey, Friedlander,

continued on page 13



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nics was noted and our appreciation was given.

Political Contributions

M/Linehan S/Collins to purchase four tickets at a cost of \$100.00 each for a function held in the honor of Supervisor Quentin Kopp. Motion passed unanimously by a voice vote.

M/Friedlander S/Linehan to purchase four tickets at a cost of \$250.00 each for a function held in the honor of Supervisor John Molinari. Motion passed unanimously by voice vote.

M/Collins S/Linehan to purchase two tickets for a function to be held in honor of Supervisor Bill Maher. Motion passed. Fifteen (15) yes—Goldberg, Garcia, Novello, Dempsey, Murphy, Suslow, Doherty, Friedlander, Sullivan, Flippin, Cole, Linehan, Collins, Parenti and Barry. Three (3) no—Lindo, McAlister and Woolard.

M/Dempsey S/Flippin to rescind a prior motion allowing for payment not to exceed \$50.00 for Brother Jack Ballentine to attend a Chili Cook-off. This motion was made to increase the amount in excess of \$150.00. Motion failed. Six (6) yes—Novello, Dempsey, Suslow, Sullivan, Flippin and Cole. Twelve (12) no—Goldberg, Lindo, Garcia, Murphy, Doherty, McAlister, Woolard, Friedlander, Linehan, Collins, Parenti and Barry.

Respectfully submitted,
Daniel J. Linehan
Secretary

September 17 Minutes continued from page 12

Flippin, Collins, Parenti and Barry).

Old Business

Brother Mark Swendsen spoke to the Board about his request of funds for experts' depositions and attorney fees to support his law suit arising from the past lieutenants' examination. Upon debate M/Keys S/McAlister to support Brother Swendsen's legal action and fund eight thousand five hundred dollars (\$8,500.00) for witnesses and depositions. Upon further discussion the motion was withdrawn by the maker. The general opinion of the Board was to have the P.O.A. staff attorney review the actions. Based upon our attorney's review, action on Brother Swendsen's request would be taken.

Political Contributions

M/Linehan to purchase two (2) tickets for a law scholarship at Hastings Law School in the name of the late Congressman Phil Burton at a cost of \$200.00 each. Motion passed unanimously by voice vote.

M/Friedlander S/Goldberg to purchase two (2) tickets at a cost of \$500.00 each to a function held in the honor of Supervisor Wendy Nelder. Motion passed unanimously by voice vote.

M/Linehan S/Parenti to purchase a table for the Alice B. Toklas Democratic Club Annual Dinner at a cost of \$500.00. Motion passed unanimously by voice vote.

M/Linehan S/Suslow to sponsor Director Garcia to represent the P.O.A. at the P.A.L. Golf Tournament. Additionally, the P.O.A. would sponsor one hole in the name of our Association at a total cost of \$225.00. Motion passed unanimously by voice vote.

M/Dempsey S/Ackerson to provide \$1,000.00 to the Butte County Police Officers' Association for the legal battle to force their county supervisors to fund all police officer positions. Motion failed four (4) yes (Keys, Dempsey, McAlister and Flippin). Fourteen (14) noes (Ackerson, Goldberg, Lindo, Garcia, Novello, Suslow, Doherty, Friedlander, Dito, Fagan, Linehan, Collins, Parenti and Barry).

M/Dempsey S/McAlister to fund \$500.00 for the Butte

County Police Officers' Association for their legal fight. Motion passed unanimously by voice vote.

New Business

Treasurer Collins spoke of a proposal that was first discussed during the term of former President Al Casciato to provide compensation for members of the Board of Directors. Upon debate, M/Novello S/Goldberg, to compensate the vice-president, treasurer and secretary at the rate of \$250.00 per month, effective October 1, 1985, to compensate members of the Board at the rate of \$75.00, effective after the next election for those positions, with a cost of living adjustment equal to the salary increases for the S.F.P.D.

During debate an amendment was made by Director Dempsey S/Keys to make the Board of Directors salaries effective October 1, 1985. The amendment failed, seven (7) yes (Keys, Dempsey, Flippin, Linehan, Collins, Parenti and Barry). Nine (9) noes (Ackerson, Goldberg, Lindo, Novello, Doherty, McAlister, Friedlander, Dito and Fagan).

The original motion passed fifteen (15) yes (Ackerson, Goldberg, Keys, Lindo, Garcia, Novello, Dempsey, Doherty, Friedlander, Dito, Flippin, Linehan, Collins, Parenti and Barry).

Motion to adjourn at 7:50 p.m.

Respectfully submitted,
Daniel J. Linehan
Secretary

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LETTERS

Light Duty Policy Revision

Deputy Chief Richard Trueb
Administrative Bureau
San Francisco Police
Department
850 Bryant Street
San Francisco, CA 94103

Dear Chief Trueb:

Thank you very much for presenting to me on August 28, 1985 a draft copy of your proposed modification to the present Police Department light duty policy as contained in Police Commission Resolution 979-82 (Information Bulletin 82-146 of 12-9-82). I am very encouraged by your draft and will be meeting with the Board of Directors of the Police Officers' Association on September 17, 1985. I am asking Dan Linehan, secretary of the POA to calendar this matter before the Board of Directors. I anticipate their approval on that date.

I will be researching your draft, but anticipate recommending it to the POA's Board of Directors as you have proposed with some possible technical amendments.

I believe that both the Police Department, as enunciated by Chief Murphy and yourself, and the Police Officers' Association are in accord that the light duty policy needs modification in that its intended purpose is not being fulfilled. By that I mean, deserving police officers are not being retired, after recommendation by the Police Commission, by Retirement Board hearing officers.

My review of your draft will be mindful of Section 17.05 of the Rules of the Retirement Board which states in relevant part: "Whenever, in the judgment of the hearing officer and upon advice from the staff of the Retirement System, a limited or light duty position is available for an applicant from the uniformed forces of the police and fire departments, and said applicant, based on competent and pertinent evidence, is judged capable of performing the duties of a limited or light duty position, the hearing officer shall return the applicant to duty for assignment to a limited or light duty position."

My research will also focus on the case of *Roccaforte v. City of San Diego*, 1979 88 C.A. 3d 877. In that case a police officer from the City of San Diego was confronted with the following situation. First, his injury leave pay was terminated because his condition had become permanent and stationary. After the personnel section of the Police Department refused to reinstate him to his job, he applied to the City Retirement Board for a service connected disability pension. The application was denied with the Retirement Board declaring that the plaintiff was not currently or permanently incapacitated. This Appellate Court stated at page 888: "The employer

branch of the City, the Police Department, made this critical decision. Roccaforte was unfit for police duties due to a job related injury. This prime determination compelled payment of injury leave pay; or if Roccaforte's injuries were permanent and stationary—and he was still not acceptable for work—an appropriate award by the Retirement Board was in order."

At first blush, I believe your draft needs some modification in that it proposes the Committee to make the recommendation for a disability retirement. Please note that the Charter of the City and County of San Francisco at Section 8.559-3 (For Tier I Officers) and at Section 8.586-3 (For Tier II Officers) specifically states: "The question of retiring a member under this section (Industrial Disability Retirement) may be brought before the Retirement Board on said Board's own motion, by recommendation of the Police Commission, or by said member or his guardian." It is my belief that a recommendation for retirement must come from the Police Commission and cannot, pursuant to the Charter, be a directive of the Committee. However, I am in whole heart accord with the concept of the Committee but believe that their recommendation will, of necessity, have to go to the Police Commission for approval and final recommendation of retirement.

I am also attempting to locate a policy manual of the Police Department which was adopted by the Police Commission during the tenure of Chief Donald Scott but was abrogated when Chief Gain took office. It is my recollection that there is a very good statement of policy in there dealing with light duty. I will attempt to find it and, if applicable, will suggest its placement in your draft.

I think it also appropriate that your draft be shown to Mr. Dan Maguire, Deputy City Attorney, of the Retirement Board staff. He represents the interest of the City and County of San Francisco at Retirement Board hearings and is an excellent legal mind in these matters. Dan's assistance would be most helpful in that any technical or policy defect would be noted by him at the Retirement Board and could defeat our mutual interest.

I hope to complete my research within the next two (2) weeks so as to be able to deliver to you a draft proposal which would, of course, be subject to approval of the POA Board of Directors at their meeting of September 17, 1985.

Please thank Captain Michael Brush and Sergeant Jesse Brown for their sincere interest and dedication in attempting to perfect the limited duty policy of the Department.

Sincerely,
Michael S. Hebel
Welfare Officer
Attorney At Law

Thanks

Mr. Dan Linehan
San Francisco Police
Officers' Association
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Linehan:

Please accept my sincerest thanks for the Doug Gibbs-John Macaulay Scholarship. We will try to select students worthy of such an honor.

Personally I feel a sense of elation brought about by the Association's recognition of the college and our program. We feel that we have made an important contribution to police work and will continue to do so. As you (a former City College student) well know there are a number of graduates in the San Francisco Police Department. I think they appreciate what we are trying to do.

Thanks for the help.

Sincerely,
Peter C. Gardner
Coordinator
Criminology Dept.

Bob Barry, President
San Francisco Police
Officers Assn.
510 Seventh Street
San Francisco, Ca 94103

Dear Bob:

I take this opportunity to thank you and the Police Officers Association Board of Directors for selecting me to participate in the Community Services Committee of our Association. I will be very proud to serve in such a worthwhile positive capacity.

Please be assured I will do my very best to continue the excellent work already in existence on behalf of the many organizations, and individuals who seek our monetary help in deserving projects.

With every best wish.

Cordially,
Frank M. Jordan
Commander
Metropolitan Division

3 September 1985

George Pine, Senior Advisory President
Senior Escort Service
330 Ellis Street, -608
San Francisco, CA 94102

Dear Mr. Pine:

We appreciate very much your providing vans and drivers for our two recent picnics for the senior residents in The Alexandria, Marlton Manor and Antonia Manor. Many of the residents rarely leave their building, much less San Francisco, and to do so is a real treat. We also appreciate our two "beat cops," Kevin Dillon and Steve Venters, for planning, executing and coordinating with your Service to make these trips possible.

The two picnics were very successful, your vans comfortable, and your drivers very polite and cooperative. Thank you, again, for making these trips possible.

Sincerely,
Shelia Dutton
Regional Property Manager

16 August 85
Members,

I would like to thank the P.O.A. for all they have done for my family and friends for the last twenty-eight years, especially Bob Barry and Paul Chignell.

Much respect,
Eugene M. Murphy
Retired Inspector
of Police

Dear Sirs:

Hello! This is just a lil' something to say "Thank you" for the use of the P.O.A. hall. It helped to make my sixteenth birthday party even more memorable...Thanks again!!

Sincerely,
Denise Huey

RE: Hearing Officer Fairness

Claire Murphy, General Manager
Retirement Board
1155 Market St., 2nd Floor
San Francisco, CA 94103

Dear Ms. Murphy:

This letter is sent as a follow-up to an action taken by the Retirement Board on June 12, 1984. On that date the Board, by unanimous vote, directed the Retirement System's staff to immediately begin to assign a reasonable number of police/fire cases to the American Arbitration Association.

At the meeting of June 12, 1984 myself, as a representative of the Police Officers' Association and Mr. Ballard, as representative of the Firefighters' Union brought to the attention of the Retirement Board the distressful and blatant discrepancies between decisions of the State's Office of Administration Hearings and the American Arbitration Association. A review of the hearing officer decisions for the period of July 1, 1983 through March 30, 1984 showed that with regard to police and fire industrial disability retirement applications, all of these applications were being given to the Office of Administrative Hearings. It also showed that nearly all miscellaneous employee ordinary disability retirement went, for decision, to the American Arbitration Association. The statistics further revealed that the Officer of Administrative Hearing grant rate was 18% for

police officers and 56% for firefighters while the American Arbitration Association grant rate for miscellaneous employees was 88%.

The representatives of the Police Officers' Association and Firefighters Union urge the Retirement Board to adopt the policy whereby, on a one year trial basis, half of police/fire industrial disability retirement applications would be assigned to the OAH and half to the AAA. The Board refused to adopt a 50/50 policy but did adopt a police of reasonable apportionment.

In order to determine if the policy of the board has been carried out and further to determine the grant rate on police, fire and miscellaneous employees, could you please provide this Association with the statistical date from July 1, 1984 through and including June 30, 1985 showing the allotment of cases between the AAA and the OAH and also their grant rate.

Thank you for your kind consideration in this matter.

Sincerely,
Michael S. Hebel
Welfare Officer
Attorney At Law

Good Marks For S.F. Cops

Editor — Too often we hear about a bad job or mistake made by public servants. But this is a case of a young woman who was brutalized and raped, in which the San Francisco Police Department has done a superb job in rendering her assistance and helping soften the horror which would have continued not knowing if and when this man would call her or pursue her further.

I highly commend the Police Department and highly recommend a story about the kind of assistance that is provided so that other young women or men who get themselves in a situation where they are brutalized are not frightened about going to the authorities. The horror of their ordeal can be ventilated and a thorough investigation can be carried out.

The real horror of rape or such sexual abuse or abuses of any kind to another human being is that it doesn't end with the event. It will continue with the victim for several years and that can not

be rectified.

However, the compassion and professional quality of services rendered by the police in this case have gone a long way to helping her regain her belief and confidence in mankind, the United States and San Francisco, in particular.

DIANE DUERR-LEVINE
San Francisco

Job Well Done!

To: Bob Barry
From: P. J. Jackson
Date: 08/15/85
Subj: Job Well Done

Bob,

Once again your services were called upon, and once again not only were you available but appeared very willing to come to my assistance. I was very impressed with the way in which you went about gathering information regarding my case, and applying it appropriately. Job well done.

Thanks much,
Patricia (P.J.) Jackson
Mission Station

Seniors Laud Beat Cops

Dr. David J. Sanchez, Jr.
President of Police Commission
505 Hall of Justice
850 Bryant Street
San Francisco, Ca. 94103

Dear Dr. Sanchez:

We are attaching one of our favorite letters from among the ones we receive in appreciation of our service. However, it does not tell the whole story.

These "beat cops," having talked with some seniors in those Tenderloin hotels and heard that they had never been on a trip since living there, planned picnics, paid for the food and arranged for the Escort Program to do the escorting and transportation.

Thanks to Officers Kevin Dillon and Steve Venters who may, we hope, have given the subliminal message: "Go thou and do likewise."

Sincerely,
Thelma Kavanagh

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Come summer, it's an escape from the desert with the temperatures 30 to 40 degrees cooler, air crisp and clean, a perfect place to picnic or camp with miles and miles of wilderness trails. The 15-minute climb passes through five different climatic zones that has been called equivalent to a motor trip from MEXICO to ALASKA.

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VILLAS II

The following is the most often asked for information regarding Palm Springs Villas II.

The condo is approximately one and one-fourth miles from the heart of downtown Palm Springs. Palm Canyon Boulevard borders the Villas, which is at the foot of the Palm Springs Aerial Tramway.

Opinions vary from 52 to 64 as to the number of golf courses in Palm Springs and surrounding communities. The majority of courses are private; however, there is a beautiful Palm Springs municipal course nearby.

Some Palm Springs visitors like to come into the Los Angeles area for a day to visit Disneyland, Universal Studios during the day and go to Johnny Carson's "TONIGHT SHOW" in the even-

ing which tapes at 6 p.m. Reservations should be made in advance; however, it is possible to get in without reservations. Tickets are FREE. The restaurants in Palm Springs range from McDonalds-Kentucky Fried Chicken to the very expensive. McDonalds will not have the "Golden Arches" as no neon signs or billboards are permitted. There are no street lights along Palm Canyon Boulevard. The palm trees are lighted.

Prices in the Palm Springs area are comparable to those in Los Angeles. There is a medium-sized new shopping center within six blocks, which has a large supermarket along with a liquor store and other small shops.

The condo is fully furnished, including sheets, towels, and a telephone. Since I only rent to police and firefighters, everything has been left clean for the next visitor, and all toll calls have been placed on their own phone. Hopefully, I can continue this.

My condo overlooks two large pools with jacuzzis and two tennis courts. Visitors are welcome to use either of these or any of the other pools and tennis courts located nearby. There is a security guard at the gate 24-hours-a-day. Their main purpose is to keep out non-visitors and to assist owners and visitors. Palm Springs is mainly noted for its relaxed, kick-back, sunny weather, pools, and golf. There are, of course, horseback riding, hiking, and bicycle rentals.

There is downhill skiing in the nearby San Bernardino mountains (visible from the front door of the condo). the ski resorts include Snow Valley, Mt. Baldy, Gold-Mine, and Wrightwood.

VILLAS II

Recently, the condo association has limited the number of visitors to four persons per condo.

The dress code in Palm Springs is casual. During the winter months, a light sweater or jacket is suggested for evenings. Temperature during the winter months range in the middle to upper 70's. Spring and fall months average 85 degrees. During the summer months, the temperature will usually be above 100 degrees, but this is a very dry heat and doesn't have the discomfort of high humidity.

Ten percent down will hold the condo for a specific period of time. I get the full balance two weeks before your scheduled use of the condo so that I can mail the key, map, and a letter to get you past the gate security. Also consider that mail into Canada has been taking up to three weeks (some areas).

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by Lucio A. Perez, Co. D

You've increased the amount of felony arrests you normally make for the court time. You've volunteered for every motley overtime detail that has come along, and now you've invested all this hard earned money into a quality bicycle, clothing and accessories. The first step is over, now it's time to commit yourself to the training in order for it to pay off. Bicycling is not as easy as it looks and requires more concentration and tactics than swimming or running.

To be a top biker your training needs to emphasize speed, power and endurance. This fitness triangle holds true for your swimming and running workouts. If you lack the fitness in one area your overall performance will suffer. Some triathletes are genetically endowed to specialize in speed vs. endurance and vice versa. This is due to the composition of their muscle fibers.

Muscle fibers are divided into fast white muscle twitch fibers and slow red muscle twitch fibers. The white fibers emphasize speed and the red fibers emphasize endurance. Most people have had a 50-50 mix of these fibers but there are the gifted few. For example, Alberto Salazar has more red muscle fibers than Carl Lewis and has used this muscle make-up to his advantage to become a top marathoner. Carl Lewis is predominantly a speedster, runs shorter distances than Salazar, and his muscles are mainly of a white fiber composition. Both of these athletes have trained their fibers to their maximum capabilities and have excelled in their respective running events. But due to the composition of their muscle fibers, Carl Lewis would not do well in a 26.2 mile marathon and Salazar would not be competitive in the 100 yard dash. As a bicyclist and triathlete, you need to stress both of these muscle fibers for their optimum performance. Different types of training will endow you with the necessary power, speed and endurance that is needed for a respective biking leg in the triathlon. The variety in training develops diverse riding abilities and helps prevent boredom.

Bike training should occur at least three times a week for a minimum of fitness and preferably four-five times a week for better results. Keeping a log of all your swimming, biking and running workouts keeps you motivated and helps you gauge your performance and lets you analyze what events led to an injury. Motivation is particularly important for bicycle workouts because of the long amounts of time that is spent on the bike in comparison to running and swimming sessions. A routine 25-mile ride takes about 90 minutes. A 50-mile endurance ride runs anywhere from 3 to 4 hours depending on your level of fitness and terrain. Make sure your bike is adjusted to fit you or else these training rides will leave you sore and possibly injured. A properly adjusted bicycle helps to insure comfort. If you have not had your bike adjusted at the local bike shop, drop a line to this writer at Co. D and I'll send you a handout on how to make your bike fit you.

Before your training commences, the concepts of proper gearing and cadence should be fully understood. Every road bike has two chainrings on the front by the crank arms and pedals and a series of six to seven small sprockets or freewheel on the rear wheel. The chainrings and the freewheel are connected by the chain. The chainrings come in two sizes and one is visibly larger than the other. You are at your maximum speed and exerting full power when your chain is on the large chainring in front and looped around the smallest sprocket on your freewheel. This is the combination that should be used for a descent, sprinting through an intersection, passing an opponent or cruising on flat terrain.

Only professional cyclists like American ace Greg Le-mond, can comfortably stay in this top gear for a long time, due to their experience and many hours of training and conditioning. For the rest of us, cadence dictates what gear we should be pedaling in for a generous mix of speed, power and endurance. When the chain is encircling the small chainring and the largest sprocket in the rear, the lowest and easiest gear has been achieved. This gear combination is used to climb hills and build up to top speed if your smooth pedaling cadence has been interrupted. The lowest gear requires the least amount of physical exertion.

During a triathlon and training, cadence or the revolutions per minute it takes for your feet to turn the pedals, provides the pace and gear for the aspiring triathlete/cyclist. The bicycle's computer should be set at the cadence feature for visible results. A triathlete should stay in a gear that affords an efficient 80-90 rpm. Single sport cyclists use a 90-100 rpm cadence which uses some of the white fibers. These single sport cyclists are not worried about running after their event whereas a triathlete must. An 80-90 cadence preserves some of your white muscle fibers for the run. If you dip below 80-90 rpm your gear is to big, if you go over,



Local races promote speed and bike handling skills.

your gear is to small and inefficient. Adjust the shift levers of the bicycle accordingly. One of the shift levers controls the front chainrings and the other shift lever controls the rear freewheel.

An aerodynamic position should be emphasized. Practice keeping your head low, knees and elbows in, in order to cut through the wind and attain greater speed with less effort. Unlike a regular bike race, a triathlete is not allowed to "draft" during a race. A cyclist drafts when he places the front wheel of his bike approximately 6-8 inches from the rear wheel of a cyclist in front of him. The cyclist in front does most of the work by cutting the wind and allowing the cyclist in the rear to conserve his energy output by 30-40% depending on the speed. Drafting is outlawed in triathlons due to the individualistic effort of the race. The wind remains your chief nemesis. A triathlete rides a time trial and rides against the clock for a fast time. Aerodynamic helmets, clothing and even shaving your legs will help reduce your time. Ever wonder why cyclists shave their legs? A recent wind tunnel test divulged that a cyclist with shaved legs can save 8 seconds during a 25 miles time trial. Eight seconds may not sound like much until you realize that you can ride around 200 yards in this amount of time. The length of two football fields! Shaving the legs allows you to treat cycling injuries better because the hair doesn't stick to the bandages. Perspiration is easier and less drag is offered during the swim. Think it over. Most of your patrol buddies won't even notice when you're changing in the locker room.

The fine art of "spinning" should be continually practiced during training rides. Proper fitting toe clips and cleats are essential so you can rhythmically pull up and push down on the pedals with an even, smooth effort. Pedaling at all times improves your spin. Pedal on descents and keep those legs moving for circulation and the flexibility that will be needed for the run. The cadence feature of your bike computer lets you know if your spin technique is smooth. If the cadence is even and unchanging, your technique is pretty sound. Stand up off your seat every three to four miles and pedal in this manner. "Running" on the pedals in this way stretches running muscles and prepares them for the run. If all you do is spin, the quadricep muscles are shortened and your legs feel like mush during the run.

Now that some of the basics have been covered, here's a few tips on racing and training tactics:

SPEED: Intervals and racing develops your speed. The rider who pushes the biggest gear with the fastest, efficient cadence will turn in the best performance. As your legs get stronger, the big gears will get easier and your speed will increase. A stationary trainer is perfect for practicing intervals because you don't have to worry about traffic and your concentration is focused on your present activity. If you don't have a trainer, find a flat, long stretch of road that you can use.

First, warm-up with 15 minutes of pedaling in an easy gear to loosen your muscles, elevate your heart rate and get you a little sweaty. Push the biggest gear you can for one minute using 80-90 rpms to gauge your speed. After the minute is up, shift down a gear and catch your breath while you maintain the 80-90 rpms in this easier gear for another minute. Shift up again and continue the process. Strive for ten intervals. Pedal easily in your warm-up gear for another 15 minutes and use this as a cool down.

Local bike races keep you motivated and interested. Enter a local criterium or road race. Bike races are split up into categories depending on the level of expertise. A Category 4 racer is the lowest of the echelon while a Category 1 racer is usually of pro caliber. A criterium race is a race with a series of one mile laps. They normally cost from \$1 to

\$2 to enter. Some races require that you are licensed with the United States Cycling Federation and you must show your license at the beginning of the race. Other races are known as "public" races and licenses are not needed.

To use a criterium or a road race as a speed workout stay in the back of the pack. A beginning triathlete/cyclist usually doesn't have the adept bike handling skills that a single-sport cyclist does. The goal here is not to crash. If possible, stay on the left outside so you can out-manuever a crash. As the race progresses, the top riders in the pack will "attack" and test the field's strength. When a cyclist attacks or breaks away from the pack, he shifts his bike in a larger gear and takes off from the pack. The pack will normally stay in a pack to take advantage of the drafting effect and chase the attacking cyclist down. This prevents the attacking cyclist from taking too big of a lead and winning the race. Bicycle racing differs from any other type of racing because the pace is infrequent and it is actually a series of intervals. Take advantage of this, stay in the back, and use the race as an interval workout. If you stay in the back you'll be doing a lot of chasing to stay in the pack and your speed will benefit. Maybe someday your bikehandling skill will improve to the point where you may win one of these cycling events.

Training with a group of experienced riders will help you to push you to your limits. You'll learn a lot as you watch them shift gears, climb hills, push the pace, and help one another draft off of each other for maximum speed. Pacific Bicycle in San Francisco and The Bicycle Outfitter in Los Altos hold weekly training rides for riders of different abilities. Check them out.

POWER: You need power and strength to push and pull on those pedals. Routinely climbing hills and lifting weights increase power. For a tough power exercise find a 2-mile hill like Skyline Blvd. For the first mile, take the hill in your easiest gear. For the next two-thirds of a mile increase to the next gear and continue. Complete the last one-third of a mile with another increase in gearing. Continue to pedal and cool down on the descent. Practice standing up on the pedals and out of the saddle to increase your power. If you prefer sitting, sit back on the saddle as far as you can to increase your strength. Alternately pulling up on the handlebars when you stand and pedal, gives you the rhythm to surge over those hills. As a general rule, heavier riders (160 lbs +) tend to sit in the saddle for hill climbing while the lighter riders prefer to stand. Incorporate both methods in your training.

Squats, leg extensions and hamstring curls will nurture strength. Use a fairly easy weight with a lot of reps. Eric Heiden of the 7-11 Team uses a light weight and does repetitions to exhaustion.

ENDURANCE: Long rides yield endurance gains. Make this ride pleasurable and keep a moderate pace. Enjoy the scenery. Try to achieve the goal of riding up to 50 miles non-stop with an 80-90 cadence. Avoid the use of headphones or Walkmans so you can pay attention to traffic. Clip a small bicycle mirror to your bike or glasses to avoid turning around all the time and veering off course. Try to ride in a straight line to earn the respect of other riders and prevent a vehicle from clipping you. Riding in a straight line enforces bike handling and control. It also provides the most expedient line of travel. Take a couple of bananas, fig bars and a water bottle to pour water on your hot, tingling feet or over your helmet protected head.

It doesn't hurt to take a partner on one of these rides but try to go it alone most of the time. When you compete in a triathlon there are stretches during the biking leg where you are alone and need to concentrate on your gearing,

continued on page 20

SPORTS

cadence, an aerodynamic position on the bike. Don't hesitate in making these long rides as comfortable as possible. Most macho bikers won't admit that their tailbone hurts after riding for a long time, but even top professional triathlete Scott Molina wears a Spenco seat pad for his 150 milers.

These endurance rides require effort on your part but are necessary because it teaches the body to burn fats and preserve some of the valuable carbohydrate-glycogen stores in your muscles. This prevents "bonking" or "hitting the wall" as it is known in running.

Keep at it because you'll never know who you meet on the road. Recently my brother called me and related an inspiring story. He had missed his early morning ride with members of his racing team because he overslept. Venturing out on his own, he decided to do an easy 40 miles over Mt. Tamalpais. During the descent, he noticed a lone rider followed by a van beneath him. His competitive spirit took over and he quickened his pace to pass and overtake the cyclist. The van caught him and the driver yelled, "Hey buddy, if you'd slow down, you'd notice who you just passed!" My brother looked over and recognized the rider as Bernard Hinault, five time winner of the Tour DeFrance and the number one pro in the world. They rode the rest of the 40 miles together and Bernard Hinault provided a training ride one would not forget along with an autograph.

RACE TACTICS: Here's a checklist for improving your performance during the biking leg:

1. After you complete your swim, make sure you have pre-set your bike and placed it into your lowest gear. This is due to the fact that most of your blood is concentrated in your upperbody muscles because of the swimming effort. Your legs will feel wobbly and unsteady. Gradually increase the gear when the blood eventually returns to your legs.

2. Start drinking water after the swim. Swimming makes you sweat and the cooling effect of the water provides a deceptive feeling of proper hydration.

3. If you run into a series of rolling hills, build as much rmp and speed on the descent to carry you over the next hill in the same gear. Shift only when you have to, stand up and pedal to stay in your biggest gear.

4. During the last 100 yards of the swim, really kick your legs or do the butterfly to increase the blood in your legs.

5. If you've entered a triathlon that is going to take you more than three hours, tape some bananas or food on your bike. You can't eat while you're swimming or running. The time to do that is now. If your event lasts less than three hours, don't eat. Your much needed blood is spent helping to digest the food rather than transporting oxygen to your muscles. Only during a 3 hour plus event will you need to eat to avoid the "bonk". Always drink liquids regardless of the time span.

6. Pack your water bottles with ice. By the time you get on the bike, the ice will have melted into cool water and it will be digested faster.

7. Invest in a tri-suit. This single piece garment which enables a triathlete to make a fast transition is also very aerodynamic and hugs the body closely.

8. Use velcro-type bicycling cleats and leave them loose so you can slip your foot in. Tighten the velcro straps AFTER your feet have been secured in the toeclips and you are on your way.

9. Put on your gloves while you are riding to save time. Do as much as you can on the bike to whittle away at your

time.

10. If you notice that someone is drafting off your wheel, weave from side to side and pepper the wheel-sucker with some strong gusts of wind.

11. Wear sunglasses to prevent objects from striking your eyes. It also leaves your opponents wondering if you're getting tired.

12. Smile at an opponent and encourage them to keep it up. This may in turn rejuvenate you to go faster as you pass them up.

13. Play "Pac-man" and gobble up as many opponents in front of you as you can to keep your mind off the pain.

14. Stand up and stretch when you can to loosen those muscles and prepare for the run. Try to stand and pedal on most of the hills. About a mile before you dismount, spin in a lower gear than what you've been using to stretch those legs.

15. Undo the velcro straps of your shoes and slip your feet out of the shoes, leaving the shoes in the toeclips. Now all you have to do is ease into your running shoes and you're off!

16. The Look Company has recently introduced new pedals which eliminate the fumbings and bumbings of a swim-weary triathlete attempting to place his feet in pedals and toeclips. These new pedals come with a cleat that simply snaps into the pedal to get going. To remove your feet from the pedal, you simply twist your heel out to the left. This enables a triathlete or cyclist to immediately remove themselves from the pedal to avoid a crash or other hazard. You no longer have to reach down to loosen the strap. Leaving your cycling shoes on the pedal is made even easier for a faster transition. These are the pedals of the future.

The next upcoming article will dwell on running towards a strong finish at the conclusion of the triathlon.

2nd Annual North American Police Winter Olympics



Squaw Valley U.S.A.

(Site of 1960 Winter Olympics)

Registration Sunday, Feb. 2, 1986

Alpine Events:

Monday, February 3 - Dual Elimination Slalom

Tuesday, February 4 - Slalom

Wednesday, February 5 - Giant Slalom

Thursday, February 6 - Super G

Nordic Events:

Three events are Planned:

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

biathlon (with police sidearm)

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

Brochures and Applications will be available by Aug. 1, 1985



Discount Housing & Travel Arrangements will be Available



For Further Information, write: Winter Olympics Committee, P.O. Box 5969, Auburn, CA 95604 or call Nick Mileur, (916) 885-4711, Tracy Grant, (916) 878-8218 or Chris Slane, (916) 85-6026

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SPORTS

S.F.P.D. SOFTBALL LEAGUE AWARDS DINNER



Sgt. Amiot & Player Manager Officer John Mino Co. "E".

The S.F.P.D. Softball League celebrated the completion of its twentieth year, with an awards dinner on Wed., June 12, 1985 at the Italian American Club. Fun was had by all who attended. There were no-host cocktails from 6:00-7:00 p.m., followed by a nice dinner from 7:00-9:00 p.m., along with the presentation of awards and then hosted cocktails from 9:00-11:00 p.m.

Softball commissioner Sgt. Lyman Amiot presided over the awards dinner. Sgt. Amiot presented the trophies to the Division-1 winner Northern Station, along with the Division-1 runner-up Headquarters. Sgt. Amiot also handed out the trophies to Division-1 winner F.B.I. and runner-up Richmond Station. The championship games were played on Tuesday, June 11, 1985 with Northern-1 beating Headquarters 14-6 at Jackson Park, while at Rolph Park, F.B.I. won over Richmond 15-7. During the presentation of the awards, it was suggested that a hall of fame and a S.F.P.D. Softball League be made, since the league had completed twenty years of existence, which could possibly be part of the S.F.P.D. Museum at the Police Academy.

This was apparently the first time that there were two divisions of softball teams. The stronger teams were in Division-1 while the more moderate teams played individually.

The alignment of two different divisions turned out to be an excellent idea, which I hope will continue. I think everyone would agree with me in saying "Thank you Sgt. Amiot," for the tremendous job done as the softball commissioner and for putting together the awards dinner.

And for all the teams that didn't win it all, "wait until next year."

Story by - Off. Suslow Co. 'I'
Pictures by - Nancy Shea

INTERNATIONAL POLICE WINTER OLYMPICS, INC.

Attention: SKIERS
The INTERNATIONAL POLICE WINTER OLYMPICS will be held at Heavenly Valley, California, from February 10th thru February 14th, 1986. This event is open to all full time law enforcement officers working in Europe the United States and Canada.

The weeks events are as follows:
SUNDAY: Registration 1200 PM to 600 PM
MONDAY: Dual Slalom (seeding race)
TUESDAY: Slalom
WEDNESDAY: Giant Slalom
THURSDAY: Super Giant Slalom
FRIDAY: Open Skiing

Competitors will range from beginning skiers to past professional racers and will compete in age groups, i.e. 21-30, 31-40, 41-50 and 50 and over. Three Cross Country events are planned to be held at the Kirkwood Touring center, to include a Biathlon using department authorized sidearms. Entry fees for these games will be 35.00 dollars, if you have any questions please do not hesitate to call me at 553-1321 Juvenile Division day watch, additional information will follow in the November issue of the Policeman.
Robert A. Gillaspie Jr.

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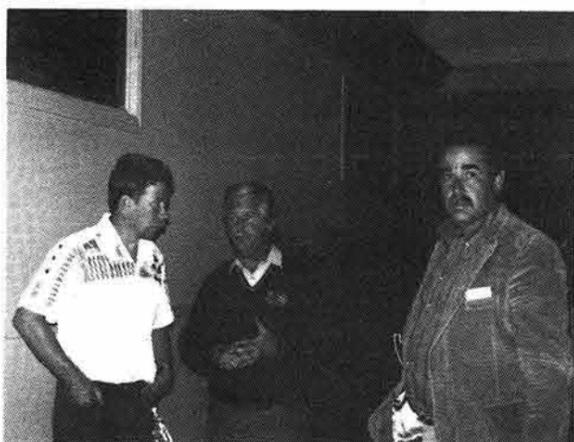
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For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL FOOTBALL

The San Francisco PAL will be fielding teams in the Pop Warner Redwood Empire Jr. Football Conference. Head Coach Rodney Garrick reports a full complement of football players in his PAL Seahawks Midget Team. The PAL football schedule includes games against Northern California Teams such as Healdsburg, Sonoma, Sebastopol, San Rafael, Southern Marin, San Marin, Petaluma, Rancho Cotati, Vallejo, Ukiah, Santa Rosa, and Novato. Half of these games are out of town games. One can well imagine the excitement of road games for these youngsters. Greg Isom has been named as the new head coach of the PAL Seahawks Junior Midget Team consisting of boys 11 and 12. They also share the same schedule as their older counterparts. PAL Football Commissioner Inspector Kelly Waterfield (Recruitment) reports all systems go for the upcoming season. Also both teams are encouraged and inspired by our very own cheerleaders who travel with the teams.

PAL BASKETBALL

Team signups for PAL Basketball for boys and girls in the 6th, 7th, and 8th grades are now being taken. Call PAL Headquarters (567-3215) for signups. Sorry, no individual signups. Play to begin in November. PAL Basketball Commissioner Lt. Tom Bruton (Co E) can use an Assistant Commissioner. Any police officer interested in helping in the Basketball Program is to call PAL Headquarters.

PAL FISHING

The PAL Beginners Deep Sea Fishing Program has concluded with reports of record catches for all. Especially true in the catch department is the elusive Striped Bass.



Another nice fish for the dinner table by one of the PAL Participants in the PAL Fishing Program. The rockcod was caught off Mile Rock Area, two miles due west of the Golden Gate Bridge. It was a banner year with fish for all hands.

For the program, there were many limits and near limits for the youngsters trolling for striped bass off of the rockpile near Alcatraz. Two pound lead balls with wire line were used with tremendous results. The largest caught was a 26 lb. bass by 10 year old Julio Enriquez.

PAL ARMORY FACILITY

PAL Judo, Boxing, and Wrestling for boys and girls are being offered under the direction of Officer Joe Mollo at the PAL Armory Facility located at 14th and Mission Streets. The Facility is open daily from 3:30 p.m. to 7:00 p.m. with additional Judo classes on Saturdays. PAL Boxing is available for boys 10 thru 14 with some openings for 15 year olds. (New emphasis in youth Boxing preclude signups for older participants). PAL Boxers who are PAL rostered prior to 1985 may continue participation until the age of 19. PAL Judo is open to boys and girls 7 thru 18. Call Joe Mollo for signups at 552-7495. Also new are members of Teen Challenge utilizing the Armory Facility for sporting events. Basketball and volleyball games are a daily occurrence at the Armory. The PAL Parade Float,

now in "mothballs" in the Armory, will be put to use shortly in upcoming parades and events.

PAL LAW ENFORCEMENT CADETS

An open house for boys and girls in high school who may be interested in becoming PAL Law Enforcement Cadets is scheduled for Tuesday October 15, 1985 in the 6th floor Auditorium at the Hall of Justice, 850 Bryant Street. Parents, guardians, and family members are cordially in-



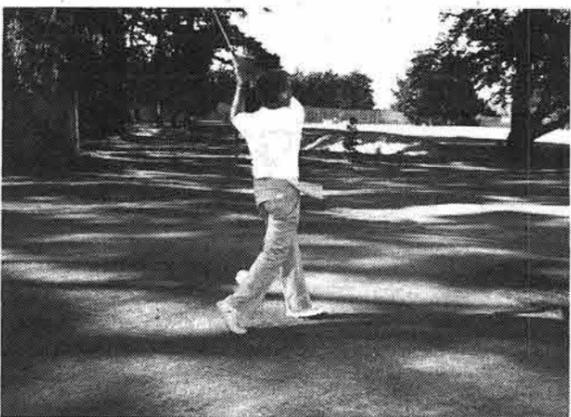
vised to attend. In addition, anyone who may wish to join must bring either a parent or guardian with them. The requirements are: San Francisco resident or attending a San Francisco high school; Maintain passing grades, participation in meetings each Tuesday night from 6:45 pm to 9:00 pm from October thru April, 1986. Volunteer assignments on weekend not required, but encouraged. Purchase own uniform (approximately \$75.00). The PAL will provide all other necessities including patches, badges, etc. Mr. Ernie Galaviz continues to be our Director of both the PAL Cadets and the PAL Senior Cadets.



THE PAL LAW ENFORCEMENT SENIOR CADET PROGRAM

(by Lynn Tracey)

The P.A.L. Law Enforcement Senior Cadet Program held its first meeting of the year on Tuesday, September 3, 1985. The program welcomed into its ranks several new members that are currently enrolled in an 832 p.c. class at the S.F. Police Academy. The year promises to be a rewarding one with the cadets already fully involved with the department. Two of the seniors (Senior Cadet Lt. Chris Parente and Senior Cadet Raymond Luk) worked during the summer in the inservice training program at the Hall of Justice. The cadets also participated at the graduation exercises of the 161st recruit class held on August 28, 1985. The seniors formed an honor guard, passed out programs



Captain Vic Macia (Commanding Officer of Mission Station) in last year's PAL Golf Tournament. The 1985 PAL Golf Tournament, which benefits the PAL Law Enforcement Cadet Program, will be held at the Marin Country Club in Novato on September 27th with Captain Macia serving as the Director. A complete wrapup with pictures will be published in next month's column. (photo by Herb Lee).



One of the many foursomes in last year's PAL Golf Tournament (left to right) George Perada, Vic Macia, Ron Stratton, and Mike Cleary.

and helped serve coffee and cake to the graduates and their families. The seniors will also participate on the 14th and 15th of September with the S.F. Police Pistol Team. Officer Bob Fitzer of the Crime Scene Investigations Unit has invited the senior cadets to go along to Concord with the S.F.P.D. Pistol team and observe the shooting matches and maybe even do a little shooting themselves. The P.A.L. Senior Cadet Program is still accepting applications and is open to everyone between the ages of 18 and 21. Call P.A.L. Headquarters 567-3215 for further information and signups.



PAL Cadets operated the childrens Kiddy Kart Rides during the past summer for daycare center and nurseries throughout San Francisco. The PAL Cadets did an outstanding job in providing the PAL electric motorized tricycles to these agencies.



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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL LETTERS OF APPRECIATION

Dear Sgt. Lee,

I am writing to express my thanks to you and your organization for the assistance rendered by the cadets at a recent event. As you are aware, Ringling Bros. sponsored a Safe Kid Program at the Stonestown mall on Sun 08/25/85. The Police Dept. Crime Prevention Unit was asked to participate. To help us out we requested the cadets. As usual the cadets performed in a polite and professional manner.

Since I have been assigned to the Crime Prevention Unit I have seen first hand how valuable the Cadet Program is to both the Police Dept. and to the citizens of San Francisco. Again, thanks to you and the cadets.

Sincerely,
Insp. Tom Horan

COMMENTS FROM SAN FRANCISCO POLICE OFFICERS ON CADET IN-SERVICE TRAINING

Cadet Smith Padilla (assigned to Tactical Investigations) was an exceptional worker. He showed a genuine interest in his work and police work. He handled sensitive/confidential investigative documents, while copying these items and maintained their security. There was no hesitation on his part. — Insp. Barretta. Cadet Mark Gong (assigned to legal) has been a very productive and efficient worker. — Lt. Al Stevens. Cadet Pat Kwan (General Works) has been eager and willing to extend himself and learn as much as possible about our detail. I would be happy to have him return and work for us. — Lt. Frank Reed. Cadet Jason Jefferson (Juvenile) was a very outstanding worker. — Sgt. Tom Tyrell (Juvenile). Cadet Sgt. Carlos Cordova (Vice Crimes) — good worker, willing to cooperate and assist in all facets of this detail. Outstanding attitude. — Inspector J. Peralde. Cadet Scott Fong (Crime Lab) has demonstrated that he is exceptionally resourceful, bright, and uses good judgment. He would be an asset to any organization or whatever endeavor he chooses to pursue. — Shoji Horikosh Criminologist #1. Cadet Arun Reddy (Investigations Bureau) is an excellent worker. He moved with the office routine with little instruction and never had to be told to conduct his duties. He has put forth a professional attitude in dealing with his co-workers and the public. — Insp. Manuel Barretta. Senior Cadet Raymond Luk (Vice Crimes) has been an outstanding addition to the Vice Dept. Willing to work and always helpful. — Insp. J. Peralde.

PAL POP WARNER TACKLE FOOTBALL BEGINS

(by Bill Garrick, Jr.)

Although the Junior Seahawks lost to the Healdsburg Bull Dogs Saturday night, the Seahawks played an outstanding football game. After trailing six to nothing at the half quarterback Mario Clemente struck through the air connecting with wide receiver Kevin McMillan for a 54 yard touchdown pass which tied the score at 6-6. Clemente teamed up with McMillan on two more touchdown passes, both of which were nullified by penalties.

This is the first year of competition for the Junior Midget team. They played Healdsburg, at year's runner up, to a standstill. Defensive team, led by Darrell Smith, Mario Clemente, Kevin McMillan, Willie Berlander, Marquez Alexander was outstanding.

The Junior Seahawks as a team played extremely well and were gentlemen off the field, which is a real credit to head coach Greg Isom and staff, and was very representative of the P.A.L. program and ideals.

In the season opener in the midget division the Seahawks lost to the Healdsburg Bulldogs by a score of 8-0. This game was a defensive contest from start to finish. It was a well played contest. The score was 0-0 until the fourth quarter when two major penalties put the ball on the Seahawk five yard line. Healdsburg scored on the next play for the winning score. The Seahawks players and coaches did a fine job and represented San Francisco well.



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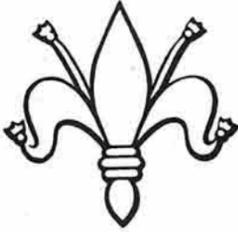
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THE LAST WORD

by Pete Maloney
Editor



ON THE STREET/Tom Flippin



Stop And Smell The Roses

Recently I watched an NBC news program called 'American Almanac' that carried a segment describing the graciousness of life in the Europe that eight out of ten Americans have some roots in. The point was that immigration has all but completely stopped because the land of promise and plenty has become a rat race of horrors and skewed values. Crime and social strife with a fifty percent divorce rate replaced dreams of opportunity. And the almighty dollar not only built the building the church is in but preaches from the pulpit too. The clear, if exaggerated, point was that immigration has stopped because the quality of life is imbalanced in favor of Europe in comparison to the U.S.A. Immigration hasn't slowed, as we all know, it has just shifted from Europe to Central and South America and the Pacific Rim.

I haven't applied for a visa yet but I have to admit the story made its point with me. Money problems and that search for the brass ring has hurt my family life and when I look into my heart I know my family means more to me than anything else.

'You've got to stop and smell the roses...' Just in case they make you sneeze, what it really means is to slow your all fired rush to the cardiac care unit and sample some of life's simpler pleasures with the people closest to you and an occasional solitary walk won't hurt either. Write or visit your folks, go to church, do some volunteer work with kids or seniors. Do anything but give yourself a break.

People in pressure professions like ours are most susceptible to stress illnesses and characteristically our employers usually significantly increase the problems and blame us for increased absenteeism or poor morale. We to whom everyone looks to solve their problems are notorious for the inability to handle our own. Divorce and other significant statistical notes show that while we are good at work we are doing one hell of a job on ourselves.

Earlier this year the department provided an excellent tool to help judge one aspect of health and well being when it gave sworn members the chance to have their blood chemistry done. A forward step to be congratulated. I hope the trend continues. If you didn't take the opportunity then now isn't too late. Through whichever medical plan you belong to, periodic checks of your blood chemistry and blood pressure can help to focus your attention on the state of your wellness. The medical establishment is trained in the treatment of existing disease but with a little intelligent personal involvement they can help you stay well.

The point is that you have to do it for yourself. Like a car that you don't properly maintain, you can break down. We owe it to our families and ourselves to do better.

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