

NOTEBOOK



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

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GANN INITIATIVE CAUSES PERVASIVE PUBLIC EMPLOYMENT DISRUPTION - A COPING STRATEGY

By Mike Hebel, Political Analyst

On May 12, 1986 the Secretary of State certified for the November 1986 General Election Ballot Paul Gann's "Public Pay Limit Initiative." Can this (Proposition 61) initiative really pass? The current assessment is that — were the election held today — it would receive an overwhelming Yes vote. Gann predicts his measure will win by a 20% margin and, like Proposition 13 will quickly be imitated by other states.

But the election will be not held until Tuesday, November 4, 1986. By that time the "No on 61" campaign will have blanketed the state with information, argument and analysis blunting, and hopefully overcoming, Gann's early lead in the polls.

WHAT IT DOES

This "Fair Pay Amendment", if passed by the voters

on November 4, 1986 would cause the following to automatically happen on November 5, 1986:

- (1) The governor's salary would increase from \$49,100 to \$80,000 per year;
- (2) The **compensation** of state, city, county, city and county employees, elected or appointed, cannot exceed 80% of the governor's salary;
- (3) Salaries of California State Constitutional officers, members of the legislature, and all judges can only be increased by approval of a majority of the voters of the State voting in a statewide general election;
- (4) Salaries of local **elected** officials cannot be increased unless done so by approval of a majority of the local voters;
- (5) Elected and appointed officials and employees shall not be permitted to accumulate sick leave or vacation time

from one calendar year to another; and

(6) Public officials may not engage the services of a private subcontractor wherein the compensation amount exceed \$75 per hour and no contract may exceed two (2) years in duration.

HOW ARE POLICE OFFICERS EFFECTED?

If passed, all public employees in California, except those on the federal payroll, would be dramatically effected — nearly 1 million individuals. Because police officers, due to the hazards of their profession, earn large pension benefits, they may receive special devastation from a successful Gann. The Gann initiative specifies that no state or local employee, elected or appointed, may receive **compensation** in excess of 80% of the governor's salary. If compensation is equivalent to salary, then the salary cap is \$64,000 per year. This salary figure would effect five (5) police officials (the chief at \$91,559 and four (4) deputy chiefs' at \$77,021).

But if compensation is not equivalent to salary — watch out. The top annual police salary would be a munificent \$32,990. The chief, his four (4) deputies and three (3) commanders, all captains, lieutenants and sergeants and all 4th year and above police officers would receive an immediate salary reduction. Yes, indeed, under this scenario the chief and 4th year (and above) police officers would, on November 5, 1986 receive the same annual salary. This drastic cut would occur because the word compensation (if not equivalent to salary) would include fringe benefits (retirement plan and health service plan) which are, for police officers, 94% of salary. would this be overkill?

If this helps you to sleep better, it is the considered consensus of most attorneys — including myself — who have

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"THE SALARY FORMULA"

July 15, 1986

John L. Molinari, President
Board of Supervisors
City Hall — Room #235
San Francisco, CA 94102

Dear Supervisor Molinari:

I am writing to you on behalf of the San Francisco Police Officers' Association and Firefighters Local 798 AFL-CIO, to express our very deep concern over the fact that the police/fire salary averaging formula, as enumerated in Charter Section 8.405, has been an abysmal failure since its enactment in FY 76-77.

As outlined in the attached material, you will note that the averaging formula, establishing police and fire salaries, has failed to work properly in 8 of 10 fiscal years since 1976.

I have also provided an historical perspective of our salary mechanism in order to give you a complete overview of our on-going problem.

We firmly believe that this ten year analysis is sufficient documentation to justify the submission of a charter amendment to the electorate which will correct the deficiency in the existing charter language so that police and fire salaries are established on a more equitable basis.

In the November 1975 General Election, the San Francisco electorate approved a Board of Supervisors sponsored charter amendment (Proposition P) which changed the man-

ner in which San Francisco police officer and firefighter salaries are established.

For the twenty-three years immediately preceding the adoption of Proposition "P", San Francisco police and fire salaries were established by surveying the rates of compensation paid police officers and firefighters employed in the respective police and fire departments of all cities of 100,000 population or over in the State of California.

The old charter language also granted the Board of Supervisors the authority (permissive) to establish our base salary equal to the highest paid jurisdiction in the 100,000 popula-

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TAX REFORM AND THE POLICE OFFICER

By Mike Hebel, Financial Correspondent

On Wednesday, July 16, 1986 the House and Senate conferees begin the process of melding the two (2) versions of tax reform which have been passed by the respective houses. The House of Representatives passed a tax reform bill in late 1985. The Senate passed its own, and revolutionary, tax reform bill in June of 1986. Now the House and Senate Conference Committees must write a compromise tax reform bill that will be acceptable to both the House and Senate and ultimately to President Reagan.

While the tax reform bill that ultimately is passed by both houses will contain provisions effecting almost every area of tax law and the simplification document will undoubtedly

be approximately 1,500 pages, there are three (3) specific provisions which police officers should pay close attention to. These provisions are: individual retirement accounts, industrial disability pay and industrial disability retirements, and the three year retirement recovery rule.

INDIVIDUAL RETIREMENT ACCOUNTS

The Senate's proposal would no longer permit individuals to contribute up to \$2,000 tax free to an individual retirement account, if they have an employer maintained pension plan. Taxable contributions could still be made, however, and the build up of interests and dividends would remain tax exempt until withdrawn. Since police officers are covered by the Retirement System of the City and County of San Francisco, under the Senate plan their contributions would lose the \$2,000 deduction (or \$4,000 deduction if a working spouse is also contributing.)

The House of Representatives' proposal would continue tax free IRA contributions. The House of Representatives would leave the system as it is in full recognition that Social

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1986 POA PICNIC

★ Puppet Show ★ Disc Jockey
★ Music ★ Dancing

Annual POA Old Fashioned PICNIC

Sunday, August 17, 1986
(See Page 3 for Details)

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**POLICE
POST
#456
NEWS**

John Russell, retired Police Officer and long-time contributor to this paper, passed away on July 10, 1986. He will be missed by all.

July, was the quiet month. All Posts acknowledge one month in the year when the "lights are out" as the saying goes. This means that all Posts cancel their July meeting. This gives them a chance to catch up on all Convention matters and get ready for the new Legion year. I hope that all who went to Redding in June enjoyed themselves. This has always been a town that goes all out for the American Legion.

I've heard it explained a lot of ways but this is the first time I've heard it put this way. A guy asks for a raise and his boss replies, "Because of the fluctuational predisposition of your position's productive capacity as juxtaposed to government standards, it would be monetarily injudicious to advocate an increment". The guy looks at his boss and says, "I don't get it". The boss responded, "That's right".

It sounds a lot like the days when we had to go before the electorate for a raise. Enough said about that. Our hopes are that all members of Police Post #456 and their families are enjoying their vacations. Till next issue, keep smiling, and may God hold you close in the palm of His hand.

Your Scribe,
John A. Russell

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**Widows and
Orphans**

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Mark Hurley, at 2:05 P.M. Wednesday, June 18, 1986 in the Traffic Bureau Assembly Room, Hall of Justice.

Trustees G. Jeffery and F. Jordan excused. All other Officers present. Among others present — 2 P. Pres. W. Hardeman & M. Lennen.

Minutes approved as presented in writing to the membership.

COMMUNICATIONS: The following donations received and acknowledged by the Secretary: VETERAN POLICE ASSOC. — In memory of retired Officer Joseph Higgins; FRAUD DETAIL — In memory of Elsa Dickson, mother of Ins. Thomas Dickson; GENERAL WORKS DETAIL — In memory of Jacob Gordon, father of Ins. Armand Gordon.

BILLS: Regular bills for benefits, salaries etc. presented by Treas. R. Parenti.

Treas. Parenti reported the following deaths:

HOWARD EAGLE - Born in San Francisco in 1916, Howard worked as a shipping clerk for Blake Moffitt & Towne, before becoming a member of the Department in 1942 at age 26. He was assigned to the motorcycles at Co. K. working there for 8 years, 3 of which were Military Leave (1943-46). From two wheels, Howard went to four legs, being assigned to Mounted Patrol. He was at Richmond and Taraval on this detail until he retired on disability in 1958 at age 52. He received the following meritorious awards — in 1946 Capt. Comm. for arrest of an armed suspect wanted for burglary, in 1946 a 2nd. Grade (silver) for the capture of two armed men in the process of holding up a bar. Howard was 69 at the time of his death.

WILLIAM GLICKMAN - Born in 1928 in Venice, Cal. Willie joined the Department in 1953 at age 24 after working as a teamster. He worked the various stations — Potrero for 5 years, Northern for 2 years. City Prison for 2 years before being transferred to Co K. 3 wheel motorcycle duty where he gained a reputation for towing everything from armored cars to City vehicles. Willie worked at the Garage for a year and then went to the Range working there until his retirement on service in 1983 at age 55. Willie received the following meritorious awards — 1961 2nd grade (silver) taking into custody an insane person armed with a rifle and revolver; 1962 1st Grade (Gold) for arrest and disarming of an insane person threatening to shoot wife & child; 1962 Capt. Comm. for rescuing a person from a burning room; 1966 Capt. Comm. for arrest of suspect who had robbed a bank; 1970 Capt. Comm. for arrest of a suspect armed with a knife who had just raped a woman; 1972 Bronze Medal for arrest of suspect who had stabbed Willie in the back while he was attempting to break up a fight of numerous juveniles on Broadway. Willie was too young to die at the age of 57.

JOSEPH HIGGINS: Born in San Francisco in 1899, Joe worked as a shipping clerk before joining the Department in 1927 at age 27. He was assigned first to Mission Station, staying there for 17 years, then to Central for 5 years, a day watch at Southern and Central, finally ending where he first started, Mission, until his retirement on service in 1957 at age 58. Joe was 87 when he passed away.

MARVIN MARKEY - Born in Oakland in 1922 Marvin worked as an oiler until becoming a policeman in 1947 at age 24. He worked at Richmond Station for several years, was then transferred to Northern working the radio cars for 12 years. Marvin then went to the Traffic Bureau serving on the Warrant Detail until his retirement on disability in 1967 at age 45. He received a 1st Grade (Gold) for the shooting of an insane man who was shooting at fellow Officers. Marvin was 63 at the time of death.

RAMOND POZNEKOFF - Ray was born in Lodi in 1922. He worked at Lucky as a bottler before joining the Department in 1953 at age 25. Ray was at Ingleside for 5 years, Park for 2 years and was then assigned to Fixed Post Traffic. After several years at this, he was transferred to Southern, working there for 10 years, then going to Richmond where he stayed until his retirement on disability in 1977 at age 50. He was given a Capt. Comm. in 1954 for the arrest of 4 suspects who were wanted for many purse snatchings. Another member who passed away at an early age 58.

REPORT OF TRUSTEES: Sales and purchase of stock and Federal Notes recommended by Hibernia approved by the Trustees, resulting in an income gain of \$10,000 per year.

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

NEXT MEETING JULY 16, 1986 at 2:00 P.M. Traffic Bureau Assembly Room.

Fraternally,
Bob McKee, Secretary

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**San Francisco Veteran
Police Officers Ass'n.**

PRESIDENT'S MESSAGE:

At the October meeting it was announced that the retired members of the photo lab. are willing to take a group picture if you are interested. You pay for the print.

I would like to thank our refreshment and kitchen crew George Cathrell, Charles Peterson and Ray Seyden who work hard so we can enjoy the meeting.

We do not have any new information on pay raises.
Libert G. Myers, President

SOL WEINER REPORTS:

Any member wishing outside employment should contact Sol at the Police Credit Union.

SICK CALL:

John Russell, Triple by-pass, Dennis Smith, Aorta Operation, Frank Foencich, Heart Operation. On June 16, 1986 I received a telephone call from Dick Hallock's wife informing me that he was going into Presbyterian Hospital for an operation on his leg, due to a blockage in the vein.

NEW MEMBERS:

Raymond Osuna, we welcome you into our Association.

IN MEMORIAM:

Howard Eagle 05/18/86 and Joseph H. Higgins 01/21/86.

Jim Cole, our P.O.A. Representative, stated the pay raise was not settled at this time. At this point the raise is between 3 1/2 and 6%, which we will receive one half of, plus the 1 1/2% cost of living on top of that amount.

Our Board of Directors is looking into the matter of a new meeting place. Our lease is up in November and we hope to move after the first of the year.

Just a reminder, please check your dues cards, as we have over 100 members who have not paid their 1986 dues.

Membership 787
Attendance last meeting 102

Libert G. Myers, President
Bob Pardini, Secretary

S.F. Neon

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The San Francisco Police Officers' Association



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- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
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- 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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GANN

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reviewed this initiative, that the courts will eventually construe the word **compensation** to mean **salary** only.

Now the frosting. There is no provision in the Gann initiative for raising the salary of city, county and city and county appointed employees (that's all of us — from chief to the most junior police officer). Also remember that police officers are included in the class of employees and elected officials **not** permitted "to accumulate sick leave or vacation time from one calendar year to another."

101 MUST DECIDE SOON

2,300 San Francisco public employees are presently eligible for retirement and could lose substantial benefits if the Gann measure passes. Of these, 101 are San Francisco police officers (21 police officers, 29 sergeants, 27 inspectors, 8 lieutenants, 10 captains and 6 exempt position incumbents).

The City's Retirement System expects and anticipates that 1,500 to 1,800 city employees will file their retirement papers between now and Tuesday, November 4, 1986.

If you are among the SFPD's 101, you must pay attention to this initiative. Your pension benefits and accumulated, vested sick leave pay off are "on the stake with the gasoline about to be applied." Pension benefits are based on salary attached to the rank or position held on the effective date of retirement. Vested sick pay (accumulated prior to December, 1978 and remaining unused) is also based on the salary paid on the effective date of retirement.

THE COPING STRATEGY

In a recent interview with Clare Murphy, general manager of the Retirement System, I learned of a new (Gann Initiative) form which establishes a conditional retirement. It works like this. If you desire to retire only if Gann succeeds on November 4th (to protect pension benefits and the sick leave pay off), you — and your spouse — complete all normal retirement procedures and documents plus a "conditional retirement" form. If Gann passes, you are retired prior to November 5, 1986; if Gann is defeated, you remain an active city employee. The conditional retirement procedure activates your retirement request only if Gann wins.

HERE'S HOW YOU DO IT!

(1) Call the Retirement System at 558-4471 and say "I would like a retirement interview appointment. My retirement is motivated by the Paul Gann 'Pay Limitation' Initiative." This tells the Retirement System's staff that your appointment has an urgency factor and that your retirement is conditional.

(2) Appear on the appointed date and time, with your spouse, at the Retirement System office (1155 Market Street, 2nd floor).

(3) You and your spouse will then go through a one-half hour retirement processing interview procedure. Your pension benefit will be fully explained as will such other items as income tax withholdings and health service system benefits.

(4) Sign all the basic and customary retirement forms.

(5) Complete and sign the "conditional form."

(6) Make sure your effective retirement date is November 4, 1986.

(7) Vote on November 4, 1986. Remember, it's "No on 61."

(8) From 8 p.m. onward on November 4, 1986 recline on your favorite chair with an appropriate beverage, and watch the election results, most especially state proposition 61.

(9) If 61 loses, you return to work at your usual bureau, division, company or unit. Your retirement documents will automatically be voided and filed by the Retirement System.

(10) If 61 wins — congratulations — you are retired. Immediately mail in the confirmation document which the Retirement System gave you at the conclusion of your retirement interview. Don't return to work.

NOW THE BAD NEWS

Paul Gann, the self proclaimed taxpayer's lobbyist and co-author of California's property tax cutting Proposition 13, will be at it again in 1987. Gann is already now drafting a proposition for next year's ballot to "sharply limit pensions of all public employees."

It is to be remembered that Gann pushed forward in 1985 an initiative petition entitled "California Fair Pension Plan." It did not qualify. It would have closed all current public employee pension plans as of November 3, 1986. It would have created a new retirement system for all public employees which makes our present Tier II System (members after November, 1976) look like a giveaway. Gann is after retirement benefits. Proposition 61 will reduce pension benefits because it drastically reduces salaries for higher paid public employees. I can't wait to see the horrifying provisions of his new pension proposal.

DEFEATING 61

In June of 1986 Los Angeles county Sheriff Sherman Block (with a \$94,000 salary on the come-line), L.A. County Fire Chief John England (\$89,000 a year) and Dr. Sol Bernstein (\$95,000 a year as L.A. County Medical Center Director), filed a lawsuit to get this "Fair Pay" Constitutional Amendment off the November ballot. These three (3) argued that the Gann initiative was clearly unconstitutional, discriminatory against older employees, violated the "single subject" rule for initiatives, and presently is adversely disrupting public employees in their conducting public services.

On July 16, 1986 California Supreme Court (itself a major ballot issue) cleared the way for Californians to vote

on this salary limiting initiative. In a one sentence order the Court unanimously denied the petition to yank 61 off the November ballot. This was not entirely unexpected in view of the strong state policy to review constitutional and other challenges to ballot initiatives after the election rather than to disrupt the electoral process by preventing the exercise of the people's franchise.

A broadly based coalition including the California Chamber of Commerce, County Supervisors Association, Taxpayers Groups and numerous state and local employee organizations have hired the political consulting firm of Woodward & McDowd in Burlingame to run the "No on 61" campaign. This firm successfully passed the State Lottery and June's Prop. 51 — Insurance Liability Measure. They are major league players with a good track record.

THE LAWSUITS

Should Gann be victorious on November 4, 1986, the legal flood gates would be flung open.

Proposition 61 will be challenged up and down the state in all 58 county's, municipal and superior courts. The major legal issues will clearly be:

(1) Validity under the United States Constitution's Con-

tract Clause, Due Process Clause and Equal Protection Clause;

(2) Validity under the California State Constitution, including violation of the single subject rule;

(3) Issues of interpretation, meaning an internal consistency in the language of Proposition 61;

(4) Fiduciary obligation of Pension Board members; and

(5) Validity under the Federal Age Discrimination and Employment Act which protects persons between the ages of 40 and 69.

Under the Supremacy Clause of the United States Constitution, a state constitutional amendment may not contravene either the federal constitution or any federal statute.

Should Proposition 61 pass, I will further describe the legal strategy to attack it. Hopefully, an article never requiring writing.

I also leave for discussion, at a later date, the impact of this proposition on those now receiving pension benefits. Suffice it to say for now, that they are now receiving a contractual and vested right which has always received court protection.

No on 61! Finis.

1986 POA PICNIC

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• PICNIC •

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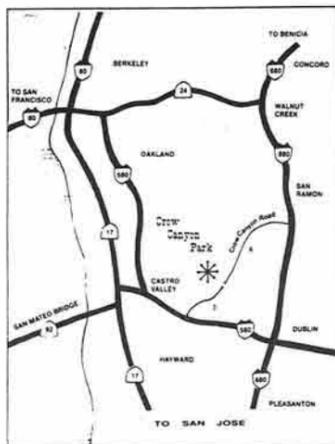
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*by Ron Parenti
Vice President*

You, your family and friends are invited to attend this year's POA picnic, Sunday, August 17, 1986, 1100 to 1700 hours at Crow Canyon Park in Castro Valley.

The theme this year will be a return to the "Old-Fashioned Company Picnic." Bring your own basket of food and the POA will provide 25¢ KEG BEER, 5¢ SODA POP, 5¢ ICE CREAM, GAMES FOR ADULTS AND CHILDREN, BALLOONS AND FACE PAINTING FOR THE KIDS, SWIMMING, SOFT BALL, VOLLEY BALL AND OTHER ACTIVITIES.

Tickets are available through your station rep and the cost will be \$2.50 for adults, \$1.00 for children 5 to 12, and children under 5 are free.
Remember — Sunday, August 17th.

For Family Support

Communication: Your Marriage Depends On It

By Michael R. Ryan
Police Chaplain

"Death and life are in the power of the tongue." So wrote Solomon in Proverbs 18:21. Talking, listening, understanding, all are aspects of the very complicated process we call communication. It is my conviction and practiced experience that the title to this article reflects the key to having and maintaining rich and growing relationships. In the next few articles, my intention is to share some of the key ingredients to enhancing our communication skills. I will be offering not only suggestions but listing valuable resources that will prove helpful in developing these skills.

All too often, I sit and listen to people who frustratedly declare that they can not communicate with their mates. The issue of good communication skills is so important because without them we are not able to solve the problems nor understand our partners to the depth it takes to maintain a growing, loving relationship. One of the first things we must recognize is that the subject of communication is far more than merely saying and hearing words. H. Norman Wright, a nationally known marriage and family consultant, has defined communication in the following way: "Communication is a process (either verbal or non-verbal) of sharing information with another person in such a way that he/she understands what you are saying. Talking and listening and understanding are all involved in the process" (H. N. Wright, *Communications: Key To Your Marriage*, p. 52). Take a moment to chew on those words. Every word in this definition was carefully chosen because of their importance. Let's take it apart and examine it.

Communication is a process. Wright comments that communication specialists have recognized at least six messages occur when one person talks to another. These six are: 1) What you mean to say. 2) What you actually say. 3) What the other person hears. 4) What the other person thinks he hears. 5) What the other person says about what you say. 6) What you think the other person said about what you said. This discouraging list only serves to remind us that good effective communication is hard work. However, don't let the fact that it is hard work discourage you from learning to become more effective communicators.

Communication is both verbal and non-verbal. Good communication recognizes that the way things are said often communicates more than what is said. Body position, facial expressions, gestures, etc. all play a part in getting our point across. The Chinese proverb that a picture is worth a thousand words illustrates this fact. If we are to improve as communicators we must learn to "hear" not only the words spoken. We must also become aware of the variety of non-verbal messages given at the same time. This involves what I call using our "third ear" to listen and understand.

Communication is sharing. To share is to partake of, use experience, or enjoy something with another. It is the heart of relationship. As related to communication in marriage, it implies respect, love, and a concern for the opinions and values of another. It is never just a one-way process.

Communication is information. The depth of information shared is in direct proportion to the level of trust between those communicating. John Powell, in his book, *Why Am I Afraid To Tell You Who I Am?*, has recognized we communicate on at least five different levels ranging from the cliché, "How are you? I'm fine" level to the level of complete emotional and personal honesty. The depth and quality of information increases the deeper the level of communication we find ourselves. The desired levels for marital success should approach the sharing of information that relates your ideas and judgments, your feelings and emotions. One of the easiest ways of determining the level at which you and your spouse communicate is to make a list of the subjects you discuss with complete emotional and personal honesty. Make a second list of subjects and topics you do not discuss completely and openly. Next, ask yourself what prevents you from communicating at this most intimate level. Take this list and share it with your partner; you'd be surprised at the communication this will stimulate.

Communication is understanding. When we communicate effectively, both parties in the process come away with a mutual agreement about what has been said. Both can say they have received the intended message and understood it. I know of no better way of insuring understanding in communication than to ask for and give feedback. Good counselors use a technique called "reflective listening" to be sure they understand what is being said. Some keys to reflective listening include repeating back what you have heard or restating the message in your own words. When this is done, we know whether or not our message is getting through. I have found "reflective listening" to be crucial to increased understanding.

Wright declares, "Marriage is an intimate relationship built on mutual understanding, but in order to truly understand another person you must be able to communicate with him. A husband and wife can know a great deal about each other without really knowing one another. Communication is the process that allows people to know each other, to relate to one another, to understand the true meaning of the other person's life" (p.63).

To improve your marital communication skills I suggest the following:

- a) List three things you can do to improve communication between yourself and your spouse. A good starter sentence can be: "I plan to improve our communication by ..."
- b) Make an appointment with your mate at a time and place when there will be the fewest distractions and plan together how you can improve your communication.
- c) Become an expert on communication skills. There are excellent resources available that you can use. Here are a few: *Communication; Key To Your Marriage* and *More Communication: Key To Your Marriage* both by H. Norm Wright, published by Regal Books; *Why Am I Afraid To Tell You Who I Am?* by John Powell, published by Argus Communications; a variety of resources available through Interpersonal Communications Programs, Inc., 300 Clif-

ton Ave., Minneapolis, Minn. 55403. (Chaplain Ryan is the pastor of First Covenant Church, 455 Dolores St. San Francisco, 94110. He works with the department's Family Support Program and can be reached by mail or at 431-8757, 9 - 5 weekdays. He encourages your suggestions on topics for future articles).

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ALTERNATIVE MEDICAL CARE

By Ron Parenti

In a recent copy of "Brewer's Journal" Brother Don Brewer of Richmond Station made reference to Labor Code Section 4600. This section of the Labor Code allows an injured employee/any employee, police or civilian who is not employed by the federal government, to seek at City expense medical attention from his personal physician after sustaining an occupational injury.

Brother Brewer's article brought to light important information that every police officer should be aware of.

The POA has received many complaints regarding the Franciscan Treatment Room from officers who have incurred on duty injuries. These complaints seldom revolve around medical care, but rather, the general opinion of these officers is that they are being asked to return to duty before their injury is resolved.

It is my opinion that at least part of the reason for this is money. It is very costly to the City and the Department to have an injured officer remain off duty. Nonetheless an injured officer should not be pushed back to work before he/she is totally recovered. If money is truly an influencing factor then perhaps the City should look at the fact that returning an injured officer to duty before he is totally recovered may be more costly in the long run.

An employee who feels that he/she would rather receive medical care from their own personal physician for job related injuries may do so by filing a simple form with the Compensation Division of the Retirement Systems.

This approach to medical care at City expense may be taken two (2) ways: By filing one of two (2) forms with the City an officer from the first day of injury may seek medical care from his own private physician. An example: While at work you sustain an occupational injury and respond to the Franciscan Treatment Room for medical care. The physician at the Franciscan Treatment room places you on disability leave with a follow-up appointment usually for the next day. You at this time if you have on file the proper form advising the City that you will be treated by your own physician may do so. The second alternative to being treated by a City physician allows an officer who has sustained an occupational injury and who has been under the care of a City appointed physician for thirty (30) days to change over to his own personal physician.

Both of these alternatives to treatment by City appointed physicians require written notice to be on file with the City and County of San Francisco Compensation Division of the Retirement Systems. They also require notification to the Police Department of any job related injury.

Police officers, especially those who are dissatisfied with medical treatment as provided by the City whether the treatment is medical or personal should take advantage of Labor Code 4600.

The Police Officers' Association has copies of the forms required and these can be obtained at the Association Office.

LOOKING FORWARD TO RETIREMENT

Most of you contemplating retirement will find it a wonderful experience and know that you are looking forward to enjoying the "Golden Years," of retirement. This is all very commendable but unfortunately there are certain pitfalls that we have to be aware of.

Experts agree that the personal status of your health as well as your financial position in life will have a great impact on how well you are going to enjoy your retirement.

What may come as a surprise to many of you is that experts in the field are in agreement that the psychological and emotional impact that one may encounter in retirement ranks second in importance. To what degree that readjustment period will take will depend a lot on how well you have planned for your retirement.

Webster's definition of retirement is the transition of one going from an active life to one of inactivity. It is this inactivity that we have to guard against, as it is what causes us a lot of our emotional problems and can bring about a mental illness or a depression.

I personally feel for one to enjoy retirement he or she must possess certain ingredients. These ingredients are that one must be active, be stimulated, be productive, have a purpose and most important to like oneself.

One should look upon retirement as a third career. Your first career was your early life and education. Your second career was earning a living and raising a family. Your third

career is a time to pursue new interests and opportunities and to enjoy the good life.

Now what I feel is so important in your retirement is the abundance of freedom that you will be confronted with. You will have more freedom than you thought possible. Freedom has to be used wisely as otherwise it can swallow you up like quicksand.

The transition of going from an active life to one of inactivity will not always run smooth. It will consist of ups and downs and psychological detours but, if you have faith everything will work out fine. Faith is going so far out on a limb that you know God will grow a tree under you.

Just remember that it's a big wide world out there, and there is a lot of joy and happiness in it. Nothing comes easy, and one must continuously work for his or her happiness.

In closing, let's meditate for a few moments, thanking the Lord for making life as it is, the sorrow along with the joy, and you may find yourself thinking to have just been born, just to have lived at all, how wonderful that is. My last thought to you this day is to learn to live each day to its fullest as no one promised us a tomorrow.

Retirement can be beautiful and joyful but don't think that it will take care of itself. We have to plan for it and make things happen. We just can't sit back and do nothing and then wonder why our lives have become disenchanting and empty. The opportunities to pursue new interests and ventures are there just for the asking.

If we can be of any assistance to anyone contemplating retirement and to those who have retired, please don't hesitate to contact us.

Gino Marionetti
Michael Sugrue

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SALARY

continued from page 1

tion survey. For this twenty-three year period, San Francisco police and fire salaries were paid equal to the highest paid jurisdiction. During the last several years of this survey, Los Angeles was the highest paid jurisdiction.

The new charter language established a **mandated** averaging formula, whereby the old language allowed the Board of Supervisors discretion in establishing the rate of pay.

In August 1975, the Civil Service Commission routinely certified the 100,000 population survey data to the Board of Supervisors. In this instance, the data showed that the highest paid jurisdiction was again Los Angeles, and if the Board was to continue its twenty-three year precedent of paying **equal** to the highest jurisdiction, then police and fire personnel would have been granted a 13.06% salary increase. The Board chose, in this general election year, not to continue its precedent. Instead, a lesser amount was adopted. As a result, San Francisco experienced its first police/fire strike in history.

In reaction to the strike, the Board of Supervisors sponsored several "benefit" altering charter amendments for the November 1975 ballot — including Proposition "P". The electorate approved all the amendments and Proposition "P" was implemented in FY 76-77.

Proposition "P" established an averaging formula for setting police/fire salaries. Police/fire salaries were now established by surveying the rates of compensation paid police officers and firefighters employed in the respective police and fire departments of all cities of 350,000 population or over in the State of California. At the inception of the new survey (1976), there were five such cities; Los Angeles, San Jose, Long Beach, San Diego and Oakland. In 1980, the decennial census showed Oakland with less than 350,000 population and was dropped from the FY 81-82 wage survey.

San Francisco Charter Section 8.405 mandates that the salary of the comparable positions in the surveyed jurisdiction **being paid on July 1st** of each surveyed year shall

be determined. These monthly salaries shall then be averaged. It is this monthly average which is paid to San Francisco police and fire personnel. As you will note in the survey data, the City of Los Angeles has two comparable positions; patrolman II and III which are utilized in the averaging formula.

In reviewing the police/fire salary data for the past ten fiscal years, it is quite clear that the averaging formula **does not** work as originally intended. In fact, for the period, FY 76-77 through FY 85-86, the survey has not worked 8 of 10 years. In all probability, it will again fail in FY 86-87.

The problem: San Francisco Charter Section 8.405 mandates that the rates of compensation certified in the survey data shall be those rates of compensation being **paid** in the surveyed jurisdictions on July 1st. The Board of Supervisors is then mandated by the Charter to adopt the survey data by August 25th of each year. Should one or more of the jurisdictions surveyed fail to settle their contractual agreements by San Francisco's August deadline, then the Civil Service Commission must utilize the existing or prior fiscal year salary figure for the "problem" jurisdiction in our averaging formula.

The ten year history of this averaging formula (Attachment II) clearly shows that one or more of the jurisdictions surveyed consistently fail to settle their contractual agreements by San Francisco's Charter mandated August 25th deadline.

What has historically occurred then, as the data shows, is the "problem" jurisdiction(s) eventually settle their contractual problems a few weeks or months beyond the August

deadline with retroactive pay back to July, but the San Francisco Civil Service Commission is unable to utilize this new data in order to up-date the averaging formula.

While these jurisdictions then enjoy a fair and equitable wage increase for the new fiscal year, San Francisco police and fire are "stuck" with utilizing the old data adopted by the Board in August. We are then forced to play "catch-up" at a future time. But, this "future time" may be next year, as one or more jurisdiction(s) will again fail to settle by the August 25 date in the succeeding year.

Therefore, we are requesting your assistance by supporting our effort to alleviate this inequitable situation. We have proposed a charter amendment, which was introduced by you for submission to the electorate in the November 1986 General Election.

This amendment is nearly identical to a previous charter amendment (Proposition I, attached) which was submitted to the electorate in November 1983. Proposition I failed to win voter approval by approximately 3%. The only change in the Proposition I Amendment is that should the current amendment be submitted and approved by the electorate, then the amendment would apply to fixing rates of pay for fiscal year 1986-87.

Thank you for your consideration in this matter and I look forward to discussing this legislation with you.

Sincerely,
SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
 Bob Barry
 President

SAN FRANCISCO POLICE/FIRE SALARY SURVEY DATA FOR THE PERIOD 1976-1986

The following is a synopsis of the problems we have experienced with the averaging formula for ten fiscal years commencing FY 76-77

1. **FY 76-77**

This was the first year of the new averaging formula. No salary increase granted.

2. **FY 77-78**

The cities of Los Angeles and San Jose did not settle their contracts by our August 25th deadline. Refer to Attachment II FY 77-78. The figures in parenthesis i.e., Los Angeles P-II (\$1,697); P-II (\$1,791) and San Jose (\$1,608) are the monthly salaries eventually adopted in these jurisdictions subsequent to San Francisco's August deadline. These

continued on page 7

ATTACHMENT II

SAN FRANCISCO POLICE/FIRE SALARY — JURISDICTION SURVEY FY 1976-77 - 1986-87

Fiscal Year	Los Angeles	San Jose	Long Beach	San Diego	Oakland	Dollar Amount Average Received S.F.P.D./S.F.F.D.	Dollar Amt. Would Have Received Per Proposed Charter Amendment	Percentage Actually Received	% Would Have Rec. Per Proposed Charter Amendment	Dollars Lost To Members	
										Monthly	Annually
1. 1976-77	P.11 - \$1582 P.111 - \$1670	\$1530	\$1483	\$1368	\$1595	\$1568 (1st yr. of formula) No Increase from FY 1975-1976	Same	None	Same	None	None
2. 1977-78	P.11 - \$1582 (\$1697) P.111 - \$1670 (\$1791)	\$1530 (\$1608)	\$1623	\$1426	\$1695	\$1588 * San Jose (not settled) * L.A. Lawsuit	\$1640	1.28%	4.6%	\$52	\$624
3. 1978-79 (Pro. 13)	P.11 - \$1839 P.111 - \$1942	\$1608 Prop. 13. No Increase rec.	\$1713	\$1510	\$1797	\$1735 * Prop. 13 * San Jose did not settle Charter suspended Only rec. 7 mos. Increase	Same	5.4%	Same	None	None
4. 1979-80	P.11 - \$1968 P.111 - \$2078	\$1608 (\$1692)	\$1815	\$1619	\$1887	\$1829	\$1842	5.4%	6.2% (Lost .8%)	\$13	\$156
5. 1980-81	P.11 - \$1968 (\$2165) P.111 - \$2078 (\$2286)	\$1869	\$1813 (\$1939)	\$1797	\$2084	\$1970 * Los Angeles * Long Beach Not Settled	\$2023	7.7%	9.8% (Lost 2.1%)	\$53	\$636
6. 1981-82	P.11 - \$2382 P.111 - \$2514	\$2272	\$2084	\$2905		\$2231 + \$27 COLA = \$2258 All cities settled Oakland removed from survey		13.25%	Same	None	None
7. 1982-83	P.11 - \$2382 (\$2501) P.111 - \$2514 (\$2640)	\$2481	\$2229	\$2096		\$2341 + \$54 COLA = \$2395 * Los Angeles not settled		3.6% + 2.3% COLA	8.2% (Lost 2.2%)	\$49	\$588
8. 1983-84	P.11 - \$2716 P.111 - \$2868	\$2481 (\$2580)	\$2376	\$2185		\$2525 * San Jose not settled	\$2545	5.4%	6.2%	\$20	\$240
9. 1984-85	P.11 - \$2894 P.111 - \$3055	\$2734	\$2496	\$2294		\$2695 + \$59 COLA = \$2754	Unknown	9.6% Played "catch-up" for prior 2 yrs.	Unknown	None	None
10. 1985-86	P.11 - \$2894 P.111 - \$3055	\$2958	\$2620	\$2421		\$2790 + \$45 COLA = \$2835 * Los Angeles did not settle new contract	Unknown	2.94%	Unknown	Unknown	Unknown
11. 1986-87	P.11 - \$2894 P.111 - \$3055	\$3076 (Settled 86-87)	\$2620 (85-86)	\$2639 (86-87)		* Due to contract problems in Los Angeles and Long Beach, it is likely that both jurisdictions will not settle by our August 25th deadline. Should this occur, then our 1986-87 salary formula will be adopted as follows: \$2857	Unknown	0.74%	Unknown	Unknown	Unknown

WHAT IF THE POA DID NOT EXIST?

By Paul Chignell
Journalist

Every week at the Police Officers' Association office another issue comes forward that must be dealt with to protect our members interests. Increasingly, the Administration and/or City officials are involved in projects that we must oppose and the time constraints are normally severe.

Other than the President, the members of the Board of Directors who represent you are full time police officers who devote their own time to POA business.

In many Bay Area police departments, the employee organizations exist but are not active at all. Due to this fact, transfer policies and seniority rights are virtually non-existent. Disciplinary cases are handled without representation in many of these jurisdictions. Measures are passed by Boards of Supervisors and City councils without any input from the employee organizations.

As you are aware, we don't win every issue — and we can't be expected to. But on the major issues, the Police Officers' Association involvement is extraordinary in terms of defeating inimical plans by City government, fighting for your rights when you have been wronged, and promoting initiatives that are beneficial to the membership.

If there was no POA — this Department would be distinctly different. Protections that we all take for granted would have been removed long ago.

Of late there has been some criticism of actions that have been taken with regard to overtime compensation and other matters. But let no one mistake the fact that if the POA was not negotiating these matters, the results would be far worse. In the Court overtime issue, for example, the Administration would have instituted an hour for hour compensation scheme that would have been highly detrimental to our membership.

It is important to note some of the major issues that have faced this organization over the past several months where the involvement by the POA has made a major difference.

CHIEF'S DISCIPLINARY POWERS

After a tumultuous fight at the Board of Supervisors, the POA succeeded in killing the Mayor's attempt to place a charter amendment on the ballot to increase the chief's disciplinary powers. If the change had occurred, the Police Commission on the Chief's recommendation could have demoted an officer in rank. Only because of the POA's lobbying efforts was this matter killed.

CIVIL SERVICE REFORM

In a major victory at the ballot box, the citizens of San Francisco rejected the Mayor's attempt to institute "civil service reform" wherein civil service rules would have been changed at the whim of the Mayor. The POA was instrumental in utilizing our resources to convince the electorate by over 70% of the vote to reject this blatant power grab.

ROTATION POLICY

Over the past year the POA had occasion to oppose the Administration's attempts to rotate personnel from specialized units and has had success in preserving seniority rights as well as transfer rights for a number of members. If the Police Officers' Association had not been so vociferous, those rights would have gone down the drain.

SEAL BEACH CASE

In one of the most important lawsuits ever filed by a labor organization in California, the ultimate outcome of the Seal

Beach case would be to rollback our salary formula to the highest of cities over 100,000 population in California and to move Tier II retirement back to Tier I. The Police Officers' Association and their attorneys were successful in convincing Attorney General John Van De Kamp to enter the case on our behalf.

SECONDARY EMPLOYMENT

There have been repeated attempts to restrict or eliminate secondary employment for police officers in San Francisco. The vehicle that the City has used is the "hold harmless agreement" that would effectively remove secondary employment rights. The POA stopped the proposed hold harmless agreement in 1981 and a new proposal has been stalled thus far. Without the interference of the Police Officers' Association, secondary employment for hundreds of officers would be in jeopardy.

ELIMINATION OF COMPENSATORY TIME

Recently the Fair Labor Standards Act was promulgated throughout the United States for public employees. The police officers in San Francisco were faced with the total elimination of compensatory overtime based upon the provisions of the FLSA. The POA along with the AFL-CIO was able to get legislation through the Congress which the President signed. That legislation allowed us to keep accumulating extra duty hours.

OFFICE OF CITIZEN COMPLAINTS

Since the inception of the OCC, the POA has zealously guarded your rights when under administrative investigation by the OCC. The POA through sharp negotiations kept your rights intact during the interview, hearing and discovery stages of this process. Scores of members have been assisted when they had no where else to turn while under investigation. We have been ever vigilant to guard against any abuse of due process by the OCC and their personnel.

WORKERS' COMPENSATION

Every year brings new legislation from the insurance industry and their Republican comrades in the California legislature in an attempt to eliminate or reduce our hard earned benefits for injured police officers. These attacks are in the form of proposed elimination of injury presumptions such as hernia, heart and pneumonia. They also are in the form of elimination of one year disability time and restrictions on causal factors concerning disabilities. The POA has worked with the Firefighters and other labor groups to rebuff these attempts to dismantle a working system for injured employees.

The business of the San Francisco Police Officers' Association is not conducted with a success at every turn and is not conducted without mistakes being made.

But the facts are that without the involvement of the POA, many of the issues as described above would have been lost and many of the rights that we have for so long taken for granted would be distant memories.

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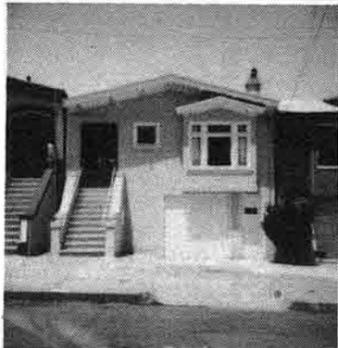
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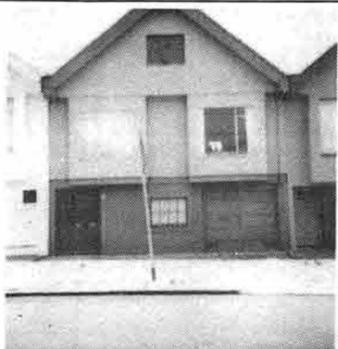
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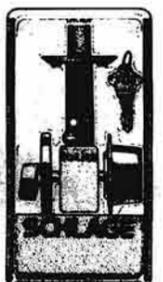


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ON WEDNESDAY, 02 JULY 1986, CAPTAIN JAMES LABRASH #1612, ENDED HIS 30 YEARS SERVICE TO THE SAN FRANCISCO POLICE DEPARTMENT



Pictured (left to right) Lieutenant Homer Hudelson #1735, 3rd Platoon Commander, Company C, retiring Captain James LaBrash #1612, and co-presenter of a plaque honoring Capt. LaBrash, J.D. Hicks #1767.

(Photo by Matt Krimsky #1424)



Pictured with Captain James LaBrash (center) are Matt Krimsky #1424 (left) and J.D. Hicks #1767, seen presenting a plaque to retiring Captain LaBrash, in honor of his 30 years service to the S.F.P.D.

(Photo by Sgt. Bob Johnston # 71)

By Matthew S. Krimsky #1424
Potrero Station

Amid a helium balloon proclaiming "Happy Retirement," a plaque offered as tribute, and a dozen uniformed Police Officers of Potrero Station Swing Watch, Captain James LaBrash ended his 30 years service to the San Francisco Police Department.

Those of us who had the pleasure of serving with, for, and beside Jim LaBrash over these past 30 years know how much he'll be missed. Jim LaBrash was a Gentleman. Not just in the sense that he was indeed, a GENTLE man, but in the sense that he was a fair man, a reasonable man, and, most assuredly, a Police man.

In his 30 years service, from his appointment to Police Officer on 16 April 1956, to his final E-O-W on 02 July 1986, Jim earned a Silver Medal in 1971 for the apprehen-

sion of a 459 suspect, after a gun battle, 4 Meritorious Conduct Awards, in 1960/62/63 and 64, and 7 Captain's Commendations. Jim's file is filled with countless letters of thanks and appreciation from the people he protected and served over the years. Had "My Favorite Cop" been awarded in his day, Jim LaBrash would most definitely have won it.

Jim became a Sergeant in 1966 and served at Northern, Mission, and Taraval stations, and worked as a Patrolman from 1956 to 1966 in the Richmond. When Jim became a Lieutenant in 1972, he worked at Park, Potrero, and Personnel. In May of 1985, Jim was appointed to the rank of Captain, and under the new management system initiated by former Chief of Police Cornelius Murphy, Jim became the Night Operations Captain for the Golden Gate Division.

Jim was always available to members of Golden Gate for problems that arose during the normal operation of the monumental task of night captain. His easy-going attitude and no-nonsense approach to crime was respected by both his peers and the criminals alike.

Jim told us he didn't have any plans for his upcoming retirement, other than "take the grips upstairs and unpack."

The words of Julius Caesar appear most appropriate at the retirement of Jim LaBrash:

"If a man were to know the end of this days' business err come, but it suffices that the day will end, and in the end be known. And if we meet again, then we'll smile; and if not, then this parting was well made."

From Golden Gate Division, Good luck James R. LaBrash!

SALARY SURVEY DATA

continued from page 6

jurisdictions received their salary retroactive to July. In the case of Los Angeles, even though they did not settle in time to be included in our survey, the San Francisco Civil Service Commission should have included the new figure in the average, as the Los Angeles Administrative Code mandated that the new Los Angeles wage rate be paid on July 1 regardless of when they settled. A successful lawsuit was filed against the City and County of San Francisco and the retroactive active wage was paid in 1981. This provision in the Los Angeles Administrative Code has since been repealed.

3. FY 78-79

The City of San Jose did not receive any increase this fiscal year because of Proposition 13. In addition, a state of emergency was declared in San Francisco and employees only received 7 months salary increase.

4. FY 79-80

The City of San Jose did not settle by our August 25 deadline.

5. FY 80-81

The cities of Los Angeles and Long Beach did not settle by our August 25 deadline.

6. FY 81-82

For the first time under the new formula, all cities settled by our August deadline. In addition, the City of Oakland dropped below 350,000 population and was removed from the survey.

7. FY 82-83

The City of Los Angeles did not settle by our August 25 deadline.

8. FY 83-84

The City of San Jose did not settle by our August 25 deadline.

9. FY 84-85

All cities settled in time.

10. FY 85-86

The City of Los Angeles did not settle by our August 25 deadline.

11. FY 86-87

As of July 10, the cities of Los Angeles and Long Beach have not settled their contracts. Should Los Angeles continue to experience contractual problems, this will be the 3rd consecutive fiscal year where Los Angeles has received the same wage. Should both Los Angeles and Long Beach fail to settle by our August deadline, San Francisco police and fire will only receive a 0.74% salary increase for FY 86-87.

FRANK SYME WAS MR. GENTLEMAN

By Paul Chignell
Biographer

Just a few years ago, Frank B. Syme, the perfect gentleman, retired from the San Francisco Police Department with the rank of Captain. Frank now lives in the Potrero district not far from Potrero police station and is still missed by all of his colleagues who worked with him in the San Francisco Police Department.

I would not be presumptuous and compare today's bosses with those of Frank's time, but I don't think you would find a better boss than Frank.

When I first came into the San Francisco Police Department, Lieutenant Syme had been recently appointed to his lieutenant's rank and supervised me at the Taraval Station.



Frank was a kind man who would accommodate your requests but also commanded your respect because of his distinct personality.

My favorite story about Frank Syme came from a patrolman at the Southern station who told me of one day when Frank walked into the Southern station in plainclothes. The young patrolman not knowing who Frank was, turned to Frank and said "where the hell do you think you're going" and told Frank to stand over to the left of the door. A more senior patrolman came over to the young officer and said "you idiot, that's the lieutenant". The young patrolman became quite embarrassed, approached Frank and started to apologize. But Frank turned to the young officer and said, "Don't you mind son. You should get a commendation. I could have been a suspect". That was the way Frank Syme operated. He looked and acted more like the parish priest than a high ranking police officer. But he

brought the qualities of kindness, honesty, and even-handed temperament to the San Francisco Police Department.

Though Frank is retired we remember him as our lieutenant and as the night Captain when he retired. Frank Syme is one of the reasons why the San Francisco Police Department was and still is the fine Department that we have in San Francisco.

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TAX REFORM

continued from page 1

Security will play less of a role for future retirees and thereby the federal government is encouraging all workers to begin to make plans for their own financial security during their retirement years.

The individual retirement account is important to police officers and especially to those who are in the Tier II Retirement System (first employed after November 1976 or participants in the 1981 Buy-Out Plan.) Those in the Tier II Retirement System most definitely will need retirement supplementation. The individual retirement account afforded the necessary protection.

On July 10, 1986 President Reagan spoke before the National Chamber of Commerce concerning tax reform. In that speech he made a last minute change to express support for keeping current deductions for individual retirement accounts. In addition, the Senate passed a "Sense of the Senate Resolution" urging its conferees to retain the present IRA system if financially possible.

DISABILITY PAY

The tax law (both federal and state) presently provides for tax free receipt of industrial disability pay (DP time). Additionally the tax law allows for tax free receipt of industrial disability retirement monies until such time as an employee is eligible for a service retirement and thereafter a substantial tax free retirement income. These present provisions are contained in Section 104 of the Internal Revenue Code which specifically states that monies received as a result of workers' compensation awards and statutes in lieu of workers' compensation awards are tax free. Disability pay and industrial disability retirements have been determined to be in-lieu of workers' compensation awards and therefore retain a tax free status.

Both the Senate and House of Representatives have determined that unemployment compensation will be taxed, in full, like other income. The House of Representatives' bill does contain a provision which would exempt from income taxation, monies received as a result of workers' compensation awards and therefore disability pay and industrial

disability retirements. The Senate's proposal does not contain such an exclusion.

This item is of great concern to all retired employees, police and fire, now receiving industrial disability retirements as well as police officers presently on disability pay and those in the future who may be on disability pay. Presently they enjoy a tax exempt status for monies received as a result of occupational injuries. Close attention on this one is required.

THREE YEAR RECOVERY RULE

Present taxation law allows retiring employees to pay no taxes on those monies which they received, immediately after retirement, which amount to their prior taxed contributions. Most retiring police officers pay no income tax for the first 16 to 24 months in that they are recovering their contributions made to the Retirement System. Since these contributions have been taxed, they remain tax free when received. Once the prior contributions have been completely received, then the service pensions become fully taxable as ordinary income.

Both the House of Representatives and Senate bills contain a proposal which would drastically change this system. The so called Three Year Rule that enables retirees to recover their own pay-ins before any pay-outs are taxed would be repealed. This repeal would begin in 1988. In its place would be a requirement that employee's contributions be spaced out over the expected lifetime of the pension. In most cases, for retiring police officers and firefighters, this would mean that their own pay-ins would be spread out over a 17 to 20 year period. This is quite disadvantageous. If the police officer or firefighter dies before the 17 to 20 year period, a favorable tax status on the pay-ins would be lost.

THE NEW LAW

It is my opinion that the bill which President Reagan signs entitled "Tax Reform and Simplification" will preserve the individual retirement account deduction as well as the tax rebuild-up of interests and dividends. It is my opinion that the strong pressure from all segments of society, recognizing the need for retirement supplements, will force the Senate, House and President to continue the individual retirement account as it now is.

With regard to workers' compensation and disability pay deductions, it is also my opinion that they will retain their tax free status. This opinion is based on the belief that the House of Representatives will strongly urge, in the conference meetings, that payments made to occupationally injured workers not be taxed. If workers' compensation payments remain tax free, then it is most likely that industrial disability pay and industrial disability retirements will retain their tax free character.

With regard to the three year rule which enables retirees to recover their own pay-ins before any pay-outs are taxed, it is my opinion that this rule will be repealed, effective 1988, and will be substituted with a provision that will require the amortization of the prior contributions over the anticipated lifetime of the retiring employee. Should this provision pass, it will necessitate a change in strategy on behalf of soon to retire police officers. They must now reconsider the date of their retirement, as well as the year in which to take their accumulated sick leave pay-out (of course assuming that the Gann Initiative in November of 1986 fails-see the Notebook article in the June, 1986 issue on this devastating proposal.)

While tax reform will effect the financial life and planning of all Americans, the three (3) provisions mentioned in this article are of particular importance to police officers and should be watched closely when the "tax reform and simplification bill" is signed by President Reagan in the Fall of 1986."



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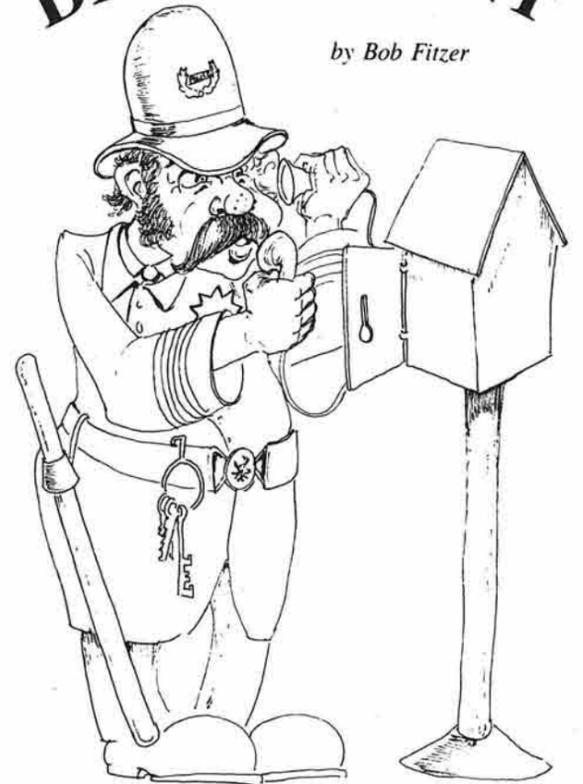
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AROUND THE DEPARTMENT

by Bob Fitzer



You know its going to be a bad day when your radio car runs out of gas before you can make it back to the station. But when you also find out that your wallet is missing, that makes for a little more excitement. Thats what happened to our luckless officer out in the Richmond the other day; it seems that while citing a shoplifting suspect at a store, that bad guy also lifted the officers wallet. Well nobody ever said it takes brains to be a crook so our thief tried to use the new found police ID to ride the bus. Well thanks to the muni our imposter was caught with all the goods and only a little embarrassment to suffer.

Last June 19th, the air waves crackled with an all points bulletin, there was just an escape from the court room. The search was soon cancelled, it seems the judge just granted the escapee "O.R."

Dennis LOK, a civilian employee of the Property Control, was recently given an award from the administration for his fine work in the department. Dennis tries hard to help out when actually if he wanted to be like alot of other "civil service employees," he could just put you off when you need help at the Property counter.

Two June weddings and congratulations to Barry "Roger" WEAVER (Co. C) AKA quick-draw, and his new bride Linda; while Don SLOAN (Co. F) traveled to Las Vegas to wed bride Debbie. No, they didn't elope, that's where the family is.

Some new wedding results, Mark HAWTHORNE (CSI) and wife Sheila are announcing a baby girl, ASHLEY..... while two new additions to the Bureau are also announcing new additions..... Ed CALLEJAS and wife Natasha just had a baby girl, Katrina, while Warren HAWES and dispatcher wife Chryse have their first, a little girl named Shyrle.

It seems that Charlie WARREN (Co. F) just won't stay down. If its not jogging, or shooting for turkeys, it's pies.... or the fact that one is missing says investigating officer Sgt. Jim PERA..... sorry Charlie!

There are several retirements in the wind, but you will soon see those. Thanks to our less-than-1%-raise, and the threat of another GANN ballot issue limiting salaries and accumulated time, we may see some empty positions and new restrictions.

Coming up with the times... you can look forward to the department having a new phone system in and working by August. No more dial phones!

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1886 ONE HUNDRED YEARS AGO

Submitted By Sgt. Al Bierman, CWB

On the evening of May 4, two to three thousand workers gathered in Chicago's Haymarket Square to protest the killing of two strikers by police at the McCormick Reaper plant the day before. Despite their anger, they didn't become violent but listened peacefully to three speakers who urged them to continue their fight for socialism and an eight-hour day. Pacing through the crowd was Chicago's mayor, Carter Harrison, who decided the meeting was no cause for worry and went home to bed. So, too, when it began to rain, did all of the women and children and most of the men, until all that remained was a cluster of two to three hundred. The last speaker, Samuel Fielden, a former Methodist minister, was just concluding his remarks.

But a few blocks away at the Desplains Street police station, two detectives rushed in to report to Inspector John "Black Jack" Bonfield that Fielden was using "inflammatory language." Bonfield was not a man given to lengthy deliberation, nor could he have been described as sympathetic to the labor movement. That very evening, according to one witness, he had confided that "the greatest trouble the police had in dealing with the socialists was that they had their women and children with them at the meetings so that the police could not get at them. (Bonfield) said he wished he could get a crowd of about three thousand of them together, without their women and children, and he would make work of them." Upon hearing his detectives' report, the inspector seemed to have thought his opportunity had arrived. In the next moment he was racing his squad of policemen down to the square at a run. Arriving at the wagon on which Fielden stood, he shouted, "I command you, in the name of the people of the state of Illinois, immediately and peaceably to disperse!" Fielden protested that they were peaceable, but then relented and agreed to leave.

That was the moment someone — it was never learned who — chose to throw a bomb. It landed among the policemen, and the ensuing explosion rocked the street. After a stunned silence, the policemen grabbed their guns and fired recklessly into the crowd — and into each other. According to the Chicago Tribune, a police official acknowledged that "a very large number of police were wounded by each other's revolvers." There was no

evidence that the workers ever fired back. When the Haymarket Riot ended, seven policemen were fatally wounded. No count was taken of civilian casualties, but according to the Chicago Herald, some fifty lay dead or wounded in the streets.

That was just the beginning of the Haymarket affair. Within the next few weeks, the police indiscriminately arrested anyone known as a radical. Thirty-one people were indicted, and eight were brought to trial. None of the eight were found guilty of throwing the bomb, but they were convicted by a hysterical public, an allegedly packed jury, and a clearly biased judge on circumstantial evidence of being "accessories before the fact" and "accessories to each other" in the murder of the single policeman who was indisputably killed by the bomb.

All three speakers at the meeting were convicted, and on November 11, 1887, four men, including two of the speakers, were hanged. One of the eight committed suicide in his cell, and the remaining three, including Fielden, were pardoned in 1893 by Gov. John Peter Altgeld, who held that Bonfield's unnecessary action made him "responsible for the death of the police officers." Altgeld himself was the final casualty of the Haymarket affair: his beliefs cost him his next election.

Reprinted from American Heritage April-May, 1986

Where They Are

Retired Police Inspector Dave Toschi, who has just received a State Senate commendation for long meritorious service is now local manager of nationwide Globe Security.

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Tina new wheelchair and all, piles into a limo for best day of her life



Tina Verduzco is flanked by officers Dan McDonagh and Vincent Catanzaro on their way to the Monterey Aquarium. (S.F. Examiner photo, by Gordon Stone).

By Marsha Ginsburg
OF THE EXAMINER STAFF

This is the best week of Tina Verduzco's life. And it's all because heartless thieves stole the disabled girl's wheelchair.

After the bright-eyed 14-year-old lost her wheelchair to rowdy classmates, police officers Dan McDonagh and Vince Catanzaro came to the rescue Wednesday by giving her a new one recovered from the evidence room. Tina, who lost both legs in a freight train accident when she was 5, was overwhelmed by the kindness and press attention.

People have been offering to give ever since. In the past two days, the Mission Station has received about 10 letters from residents offering wheelchairs, artificial legs and anything else Tina might need to make life a little easier, Catanzaro said.

"We've gotten all these letters from people wanting to help," he said. "It's really great."

Catanzaro and McDonagh are still giving, too.

When they learned that Tina missed out on a trip to the Monterey Aquarium with her tutor and classmates because she had no wheelchair, the officers arranged to escort her on a special trip. A private tour was arranged.

At 6:34 a.m. today, the officers pulled in front of Tina's Mission District home in a donated black stretch limousine, hopped out gave her a big kiss.

"Oh, my God," she said at the sight of the car, raising her hands to her face.

The officers came bearing two gifts any 14-year-old girl would want: a tiny, cuddly white bear and a surprise Prince video to be shown in the limo on the trip down.

"She loves Prince," Catanzaro whispered.

Tina, who noticed but did not complain when the officers arrived four minutes late, said, "They're just great. I'm just looking forward to the whole trip and seeing everything there is to see."

"I can't believe all the attention I'm getting," she giggled.

Tina, who woke up without an alarm clock at 4 a.m. to get ready for the trip, got to take along her godparents and her favorite childhood chum, Martha Moreno, 14.

"It's going to be fun," she said. "This is the best week of my life."

Reprinted from the S.F. Examiner
Friday, June 20, 1986

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S.F. Cops' Gift to Handicapped Girl

By Gary E. Swan

The neighborhood punks who stole 14-year-old Tina Verduzco's wheelchair last weekend did almost as much damage as the train that cost her both legs nine years ago.

"She was really devastated," said her aunt, Lillian Verduzco. "She couldn't leave the house. It seemed like her world was closing in on her again."

But thanks to two San Francisco Police officers who took the theft to heart, Tina was scooting down Valencia Street on a wheelchair again yesterday, courtesy of the cops at the Mission Station.

When the story of her plight reached the board meeting of the police officers association last night, the 21-member group voted unanimously to buy her a new wheelchair. The replacement she rode in yesterday was a used one that had been destined for the junk heap.

She planned to go swimming at a neighborhood pool today and was looking forward to a Giants' game Sunday at Candlestick Park.

"I never thought there were cops like that. They're wonderful," Tina said, as she climbed aboard the chair that officers Vince Catanzaro and Dan McDonagh had polished and brought over on their day off.

"You see a lot of things out on the street, but some things like this just get to you," said Catanzaro, 31, a cop for eight years.

Tina lost her legs in a Mexican train crash when she was five years old. She came to San Francisco for rehabilitation at Shriner's Hospital and stayed in the city with family.

She was a familiar sight in the lower Valencia neighborhood in a wheelchair emblazoned with the name of rock star Prince, her idol.

People like 80-year-old Fred Graber befriended her because her upbeat attitude was contagious. Graber goes with her to the school bus every day.

"I was just happy to do it because she is so nice," Graber said.

But there was another reason for an escort. Some young people hanging around the street were giving Tina a hard time. They would even spin her chair around.

"Every time I would come home from school, they would call me nasty names," Tina said.

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On Sunday intruders broke into a supply room in the basement of the Verduzco building and took Tina's wheelchair and a replacement chair.

That left the girl with only a pair of ill-fitting artificial limbs, which she has outgrown and cannot afford to replace.

"I thought somebody was playing a trick on me," Tina said. "I was scared because there were a lot of places where I wanted to go. Now I would be staying home all the time."

The final blow came Monday morning when Tina was unable to take a trip to the Monterey Aquarium with her seventh grade class at St. Stephens School.

The whole affair sounded a little too cold-hearted to Catanzaro and McDonagh. They took the robbery report and went back to their patrol car shaking their heads.

The cops stalked the neighborhood, asking for help. All kinds of people offered assistance.

"They were totally in shock," McDonagh said. "They knew Tina from pushing her chair down Valencia with the blanket over her lap. So it really hit home. They said they would get in touch."

All fingers pointed to the punks who harassed Tina. The cops rounded them up.

"They thought it was funny," Catanzaro said. "We told them, 'We know it's you, but we can't prove it.' Then we tried to talk to them about what it's like to be in her position."

The punks said that yes, well, maybe they had seen the wheelchairs. But they were just having some fun with them, giving each other rides. When they had finished with their fun, they left the chairs in front of Tina's house and ran, they said. Nobody has seen the chairs since.

"After we put some heat on the kids, they had a change of attitude," McDonagh said. "They said they would look around for them."

There was talk in the station house about what to do. Mission Station is full of cops that don't fit the police stereotype. A sign on the squad room chalkboard yesterday said, "Lost earring found in men's locker room."

But everybody agreed something had to be done for Tina. A long-lost wheelchair was found in the Hall of Justice property room and polished at the station. A cop with good handwriting wrote "Tina" across the back.

The police uniform supplier threw in a T-shirt and a baseball-style SFPD cap.

Meanwhile, the missed aquarium trip also will be remedied, police association President Bob Barry said last night. The board voted to give her a special trip to the aquarium with police escorts.

Reprinted from S.F. Chronicle, Wednesday, June 18, 1986.

Bayside Cafe

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THE NEW FI CARD SYSTEM

by John Ehrlich

This article contains my opinions and is not authorized by the department.

The new Field Interview system is one of the finest anywhere. It is designed to help officers in various areas of the department. FI cards can provide the basis for a system which keeps track of criminals, their associates, and their vehicles throughout San Francisco. FI cards can be used to keep track of all kinds of criminals; from drug dealers, to whores and their pimps, to who is in what gang, to who hangs at a certain corner on your beat.

The FI cards are modeled after gang intelligence cards. They have boxes for a detailed description of the person.

The gray areas of the cards indicate the only boxes which must be filled out for the card to be entered into the computer. The cards are designed to make it easy for you to keep your own card files. The names, monikers, license plates, and vehicle descriptions are all at the top of the cards. I suggest you keep your own files in whatever area you specialize. This could be the people in your regular sector or gang members or whores or drug dealers. Or you could use them to keep track of license plates and vehicle descriptions from teletypes. Cards use in FI stops must be stored by the department. Take blank cards and transcribe the information for your personal files. The cards can be a convenient way to store information.

The computer system allows information which is now in your notebook to be shared throughout the department. If you happen to be off when a crime occurs involving someone you have taken on, you may not find out about it, and the crime will not be solved. Using FI cards will help solve this. You may discover that the person you see every day at 2100 hours at Page & Webster goes to Third & Newcombe at 0200 hours. By filling out cards we will gradually get a picture of the criminals' movements, associates, and vehicles.

When you question someone for an FI card, remember that this system is a means to an investigative end and not an end in itself. For this reason there should never be quotas of FI cards to fill out. The Training Bulletin explains contacts, detentions and arrests extremely well. I urge you to read it. If the person has committed an infraction of the law from littering to not wearing seatbelts, you can demand the information in lieu of, or in addition to, citation/arrest. Much, or most of the time, you will be asking for information during a contact situation where the person is free to leave.

In these situations your demeanor will influence the amount of information you will obtain. Be polite and courteous. Don't use FI's arbitrarily. Have a reason for each contact FI card you fill out, ie gang activity or drugs. Having a reason does not change a contact into a detention. If asked, explain your reason for filling out the FI card. If someone wants to leave during a contact, let them. You can put "NAME/REFUSED" in the "Name" box and FEB 30 of the year you think they were born in the DOB box. If a person is a criminal, there will be other opportunities to get the information. Like the chokehold, abuse of this valuable tool could cause us to lose it.

As of the writing of this article, it will be the responsibility of the station keeper to make sure that the cards are entered into the computer. In all likelihood, people doing station duty and, occasionally, other people called into help when it's busy, will be entering the cards - in other words, you. The training bulletin has an example of a filled out card and the computer entry. I suggest that you keep it handy as a resource to help you out. There is a list of standardized abbreviations on the last page of the training bulletin. You will have to use them to enter the cards into the computer. Since the computer queries these areas, the standardization is necessary. Try to use the abbreviations when filling out the cards.

Have you ever seen an older man being a little too friendly with children at the playground? Have you been suspicious of a guy in his late teens loitering around a bus stop where women on their way home from work have had their purses snatched? Did you ever encounter a 14 year old kid hanging out in the Tenderloin who didn't have relatives in the city? In each of these cases, you could circle the appropriate category (sex crimes, 211/213, runaway respectively) in the investigative category box. You can circle up to three areas. This will allow interested details to get the information they desire. You will need no level of proof beyond your experience to circle a category.

The "Race" Section of the FI Card has been broken up into a mandatory race section and an optional country of origin. I have always had a hard time asking someone his race and an even harder time differentiating between certain racial groups. With the new system, you will be able to look at someone's card and tell his race. Cubans are included in the race box for two reasons: One is to allow them to be queried due to their high crime involvement. The second is that they could be either Latin or Black. If you find out the country of origin or nationality, list it. It can be

NAME-LAST NAME FIRST		AKA-MONIKER	
RACE-CIRCLE WHITE BLACK LATIN ASIAN CUBAN SAMOAN OTHER		COUNTRY OF ORIGIN	
SEX	BIRTHDATE	HEIGHT	WEIGHT
		HAIR	EYES
		HAIR STYLE	
DL ID NO.	SOCIAL SECURITY NO.	SFPD	COMPLEXION D M L
CLOTHING			
BEARD, MUST., GLASSES, COLOR STYLE SCARS TATOOS PECULIARITIES			
HOME ADDRESS		HOME PHONE	
WORK ADDRESS OR SCHOOL GRADE		GANG	
LOCATION OF INTERVIEW		DATE & TIME	
FIELD INTERVIEW SFPD 114 (11/85)			
YEAR	MAKE	MODEL	STYLE
			COLOR
			LICENSE
VIN NO. / VEHICLE DAMAGE			
VEHICLE PECULIARITIES			
ADDITIONAL INFORMATION OR ASSOCIATES			
CIRCLE INVESTIGATIVE CATEGORY 211 / 213 459 DRUGS VICE GANGS 852 SEX CRIMES TRUANT RUNAWAY A B			
CIRCUMSTANCE OF FI STOP			
OFFICER & STAR NO.	RETURN CARD TO	FI NO.	
SFPD 114 BACK			

very important in an investigation whether the person is, for example, Vietnamese or Chinese. When entering race into the computer, use the first letter of the race, ie "B" for Black, not "N".

If you have a "Location" that has a lot of criminals, I suggest that everyone use the same form for the location. It will help to standardize the form for the the location, otherwise, people will use an address, a unit block, an intersection, or even a place for the same location. Using the same form for the location will make it easier when you use the location query to find who has been FI'd at a certain area.

The "Circumstance of FI stop" box should be filled out for each individual or group FI. This will help you remember what happened if you are required to explain six months later in court, if, for instance, someone else makes an arrest using your FI card. What seems obvious at the time may be forgotten, so put in enough detail so that you will remember.

When I used to work in Latin gangs, I liked people who took on gang members to let me know what information they had. Every station has officers who specialize in certain areas and would like the information. You can use the "Return to" box for this. After the FI card is entered into the computer, it will be returned to whomever is indicated in the box. It can only be returned to someone at the station where the card is filed. If you want to get the information to someone outside the station, send him the FI number.

A pilot program ran for three months at the Ingleside station. Some officers had problems with the first two or three cards they entered. After that, no one had problems. If you are entering information, and make a mistake, the computer program will indicate the area where there is a problem. To solve it, refer to the training bulletin. If you still have problems, make a copy of the terminal screen. Put the time, date, terminal number and your name on the print out and send it to Sgt. Shoaf at Information Systems Management, Rm. 511. You can also try to contact me on the day watch at Ingleside until 9/15/86.

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Board of Directors Meeting June 17, 1986

President Barry called the meeting to order with the pledge of allegiance. Roll call was taken. Members present were: Deignan, Goldberg, Rapagnani, Friedlander, Johnson, Chignell, Fagan, Flippin, Linehan, Collins, Parenti and Barry (19). Excused: Maloney, McAlister and Cole (3).

REPORT FROM THE PRESIDENT

General Order D-8

President Barry provided draft proposals to the Board of amendments to General Order D-8. Discussion of this order known as "Personnel Procedures" affect leaves, vacations, sick leave, disability leaves, court and other forms of overtime.

The areas of discussion centered on payment of court overtime and the accrual of the maximum amount of compensatory time. Currently, the department compensates officers for court appearances at the rate of four (4) hours, regardless of time spent in court. Additionally, the department has a cap of one hundred sixty (160) hours of compensatory time. Under the amended order of D-8, the department will compensate three (3) hours for court time. However should an officer be required to be in court for the afternoon session, they will be compensated one hour for each hour worked, all at the rate of time and one half.

After discussion at length, a motion was made by Linehan seconded by Garcia to approve the revisions of General Order D-8 as discussed. Motion passed. Voting yes were:

Deignan, Goldberg, Conway, Garcia, Santana, Simms, Suslow, Doherty, Johnson, Fagan, Flippin, Linehan, Collins, Parenti and Barry (16). Noes: Lindo and Rapagnani (2).

Seat Belt Law

President Barry stated that the Speaker of the State Assembly Willie Brown introduced and fought for passage of legislation that allows local police departments the optional use of seat belts for patrol officers. The seat belt use is mandatory for the general public but is considered a safety hazard for police officers, due to the nature of their work. This bill drew out of discussions between Speaker Brown and President Barry. The P.O.A. will now speak to Chief Frank Jordan to allow officers the option of seat belts.

REPORT FROM THE VICE PRESIDENT

P.O.A. Picnic

Vice President Parenti stated that the annual P.O.A. Picnic is set for August 17, 1986 at the Crow Canyon Park located in Castro Valley. The picnic promises to be one of our finest and will include hosted games, a clown, entertainment, free video arcade, dunk tank and a swimming pool. The cost is two dollars and fifty cents (\$2.50) per adult, children twelve and under one dollar (\$1.00), under five free.

Forced Transfers

The Board was updated as to the situation of the two patrol sergeants who were transferred from Northern Station to other stations in violation of General Order P-1. Vice President Parenti said the American Arbitration Association has stated an interest in settling the dispute. However the department administration has not returned any letters and is proving to be unwilling to discuss the merits of the case.

Change of Shift Grievance

The Board was advised that the forced change of shift to avoid payment of overtime grievance filed by Sergeant

Goldberg, was denied by Deputy Chief Jack Jordan. The issue is set for hearing before Chief Frank Jordan for later this month. The Board will be updated of the events as they occur.

REPORT FROM THE SECRETARY

Secretary Linehan asked if the minutes of the May Board of Directors meeting were accurate. M/Goldberg S/Santana to adopt the minutes as written. Motion passed unanimously by voice vote.

REPORT FROM THE TREASURER

Treasurer Collins presented the May financial statement which shows a balance on hand, after expenses, of \$90,831.64. M/Chignell S/Deignan to accept the treasurer's report. Motion passed unanimously by voice vote.

REPORT FROM THE COMMITTEES

President Barry presented the position of the city attorney regarding the "Three Year Plan" which was designed to meet the goals of the Consent Decree. The city attorney desires the P.O.A. to drop this appeal of Judge Peckham's ruling of the 0-0-100 issue and to support a proposed charter amendment reducing seniority point levels, allowing points to be deducted for suspended time and other similar type provisions. After the P.O.A.'s acceptance of the city attorney plans, he would then support the "Three Year Plan."

After discussion of all areas of the proposal of the city attorney, a motion was made by Chignell, seconded by Conway, to reject the charter amendment as proposed. Motion Linehan, seconded by Deignan, amends the above motion to include the rejection of the city attorney's demand that the P.O.A. drop the appeal of the 0-0-100 ruling. The amendment to the original motion passed. Voting yes were: Deignan, Goldberg, Conway, Lindo, Garcia, Santana, Simms, Suslow, Doherty, Friedlander, Johnson, Fagan, Flippin, Linehan, Collins, Parenti and Barry (17). Noes: None. Abstaining: Rapagnani and Chignell (2). The motion being amended was then voted upon and was passed Unanimously.

At this point the Board of Directors' meeting was suspended to allow the quarterly general membership meeting to begin.

At 6:05 p.m. the Board of Directors meeting was again called to order by President Barry.

Old Business

The concerns of the application of General Order B-1 were again discussed. Vice President Parenti and Secretary Linehan are drafting a revised order and will begin the steps of the meet and confer process shortly.

Variety Show

Treasurer Collins discussed the provisions of the contract for the P.O.A. fundraiser. After discussions M/Johnson S/Parenti to drop all future contracts with the promoter of the P.O.A. Variety Shows. Upon discussion of the motion, the maker withdrew the motion.

M/Collins S/Parenti that the P.O.A. continue for one year the provisions of the last contract which allows the P.O.A. to receive eighteen percent (18%) of the gross or seventy-five thousand dollars (\$75,000) minimum whichever is greater. Motion passed. Voting yes were: Deignan, Goldberg, Lindo, Garcia, Santana, Simms, Suslow, Doherty, Rapagnani, Friedlander, Flippin, Linehan, Collins, Parenti and Barry (15). Noes: Conway and Johnson (2).

Political Contributions

M/Rapagnani S/Collins to purchase three tickets for a birthday celebration for Supervisor Nancy Walker at a total of four hundred fifty dollars (\$450.00). Motion passed unanimously by voice vote.

Special Items

M/Lindo S/Conway to purchase one manually operated wheelchair for a handicapped youth who had hers stolen and to fund a trip to the Aquarium in Monterey with a guardian, as the theft caused her to miss the trip with her school. The cost shall come from the Community Service Funds. Motion passed unanimously by voice vote.

M/Linehan S/Barry to support S.B. 2078 authored by Senator Milton Marks. S.B. 2078 will allow uniformity of inclusion of all city investigators into the P.E.R.S. Retirement System. Motion passed unanimously by voice vote.

There being no further business, the meeting was adjourned at 7:40 p.m.

Respectfully submitted,
Daniel J. Linehan
Secretary

National Law Enforcement Institute, Inc.
P. O. Box 1435, Santa Rosa, California 95402
(707) 545-3355

HOMICIDE INVESTIGATION SEMINAR

August 21 & 22, 1986
SAN FRANCISCO

A crack team of the most distinguished homicide experts ever assembled will present a comprehensive two day program unsurpassed in law enforcement training. A veteran F.B.I. profiler will offer practical tips on **Psychological Crime Scene Analysis and Psychological Profiling** in both **Homicides and Sex Related Homicides** (the approach is different) so that you can identify and apprehend suspects without outside assistance. An outstanding homicide detective will discuss **Homicide Crime Scenes and Serial Murder**, using examples from his most famous case, the **Hillside Strangler**. One of the country's most distinguished forensic pathologists will tell how your own **Death Scene Analysis** can help you avoid the investigative errors associated with **Deceptive Causes Of Death**. This is not a theoretical course, but one designed to provide immediately useful and worthwhile information for anyone handling questioned death cases. Each distinguished instructor was selected for both his expertise and dynamic teaching ability. This course has been rated "excellent" by even the most experienced officers.

LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED, AND RECORDINGS WILL BE PROHIBITED.

TUITION:

\$105 per person if registration is received by 5 P.M., July 25, 1986 (includes Homicide Manual). Persons registering after July 25 must pay the regular tuition of \$125. To qualify for the special \$105 tuition, telephone registrations must be received by 5 P.M., July 25, and written registrations must be post-marked no later than July 25. Visa and MasterCard accepted. NOTE: Upon specific request, we will delay billing to meet your agency needs.

*Requests for refunds will be honored up to one week prior to the seminar, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed for cancellations received after 5 P.M., August 18, 1986.

COURSE CREDIT:

15 hours: California (meets criteria, no reimbursement); Nevada; Utah; Wyoming; Idaho; Montana; Oregon; Nebraska and Kansas. Arizona and Texas by agency request. CLE credit for prosecutors is also available.

LOCATION:

San Francisco Airport Marriott-Burlingame, 1800 Old Bayshore Highway, Burlingame, California 94010. (415) 692-9100. (This new hotel is conveniently located on San Francisco Bay one mile South of San Francisco International Airport, and one block East of U.S. 101 at the Millbrae Exit.) Features include indoor pool, hydro-therapy pool, sauna and health club. Ample free parking and free airport shuttle. Walk to a variety of restaurants.

Very Special Group Rate: \$65 single OR DOUBLE occupancy (two persons, two beds for the price of one). You must tell the hotel you are attending the National Law Enforcement Institute's seminar. Room block released to the public August 7, 1986.

SIGN-IN/TIMES:

Sign-in and receive course materials on Thursday, August 21, from 7:30 A.M. to 9 A.M. Class will begin promptly at 9 A.M. on Thursday and conclude at 5 P.M. on Friday.

TAX DEDUCTION:

Educational expenses, including tuition and travel costs, are deductible if they improve or maintain professional skills. Treasury Reg. 1.162.5.

REGISTRATION & INQUIRIES:

National Law Enforcement Institute, Inc.
P.O. Box 1435
Santa Rosa, California 95402
(707) 545-3355 (8 A.M. to 5 P.M. Pacific Daylight Time)

FACULTY:

William T. Peters, Albuquerque, N.M. (31 year law enforcement veteran, F.B.I. and New Mexico Law Enforcement Academy, retired; formerly conducted and taught psychological profiling at the F.B.I. Behavioral Science Unit, Quantico, VA; veteran homicide detectives routinely rate his presentations as the best they have seen); **Frank Salerno**, Homicide Bureau, Los Angeles County Sheriff's Department (25 year police veteran; primary investigator of "Hillside Strangler" cases; task force coordinator of "Night Stalker" murder cases); and **Dr. Hal Fillinger**, Assistant Medical Examiner, Philadelphia (the 25 year veteran whose presentations are a must for even the most seasoned homicide investigator).

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June 17, 1986

General Membership Meeting

President Barry called the General Membership meeting to order at 5 p.m. The By-Laws requirements of a quorum were met.

Federal Litigation

The membership was updated as to the situation of the "Three Year Plan" and the demands of the city attorney for their support of the plan. They were also advised that the Board of Directors had already rejected the demands

of the city.

After debate of the potential ramifications, a motion by Brother Mike Paulsen was made and seconded by Brother Jeremiah Morgan to support the position taken by the Board of Directors and reject the demands of the city attorney to drop the appeal of the 0-0-100 ruling and the proposed charter amendment. Motion passed unanimously by voice vote

Assessment

At the May Meeting of the Board of Directors, a motion was made to bring the issue of an assessment to the next meeting of the general membership for discussion. President Barry outlined the legislative program for the November 1986 election. He also discussed the overwhelming defeat of Proposition "D" last June and its ramifications.

After discussion, a motion was made by Secretary Linehan to propose to the membership via mailed ballot, for their approval or rejection, an assessment of one hundred dollars (\$100.00) of each member, to be withdrawn at the rate of twelve dollars and fifty cents (\$12.50) per day period. The purpose of this action is to raise campaign funds to defeat a petition drive that would give our chief of police additional powers of suspension from ten to thirty days and the Police Commission the ability to demote by one rank.

In the event that the petition does not qualify for the November 1986 ballot, an assessment of fifty dollars (\$50.00) will be taken at the rate of twelve dollars and fifty cents (\$12.50) per pay period for a campaign fund to seek passage of an economic benefit for our membership. Motion passed by a vote of hands, 35 yes and 3 no.

There being no further business before the general membership, the meeting was adjourned at 6:05 p.m.

Respectfully submitted,
Daniel J. Linehan,
Secretary

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Practical Psychological Profiling Seminar Monday, September 29 - Thursday, October 2, 1986 SANTA ROSA, CALIFORNIA

A veteran F.B.I. profiler, one of the country's top law enforcement instructors, will present an intense four day program that will teach you how to create accurate suspect profiles in homicide, sex related homicide and rape cases. This is not a theoretical course. It is designed to provide immediately useful and practical information that will allow you to solve cases and apprehend suspects without outside assistance. The course will consist of 32 hours of formal instruction, plus two evening workshops where officers will apply what they have learned to their own unsolved cases. Each officer may bring an unsolved case for discussion, with the anticipation that some of these cases will actually be solved as a result of the course.

pool, 6 tennis courts and a spa. Walk to a variety of shops and restaurants. (Santa Rosa is located 50 miles north of San Francisco on U.S. 101. The Airport Express (707) 526-1360 provides regular and inexpensive door-to-door service between San Francisco International Airport and the hotel. A commuter airline, WestAir, connects Santa Rosa to San Francisco, and the flight is free if you book it in conjunction with a United Airlines flight to or from San Francisco.

SPECIAL LAW ENFORCEMENT GROUP RATE: \$39.50 single OR DOUBLE occupancy (two persons, two beds for the price of one). You must tell the hotel you are attending the National Law Enforcement Institute's seminar.

LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED, AND RECORDINGS WILL BE PROHIBITED.

SIGN-IN/TIMES:

Sign-in and receive course materials on Monday, September 29 from 7 A.M. to 8 A.M. Class will begin promptly at 8 A.M. on Monday and conclude at 5 P.M. on Thursday.

TUITION:

\$210 per person if registration is received by 5 P.M., August 29, 1986. (Includes Profiling Workbook.) Persons registering after August 29 must pay the regular tuition of \$250. To qualify for the special \$210 tuition, telephone registrations must be received by 5 P.M., August 29 and written registrations must be post-marked no later than August 29. Visa and MasterCard accepted. NOTE: Upon specific request, we will delay billing to meet your agency needs, including billing after the October 1 fiscal year.

TAX DEDUCTION:

Educational expenses, including tuition and travel costs, are deductible if they improve or maintain professional skills. Treasury Reg. 1.162.5

*Requests for refunds will be honored up to 5 P.M., September 19, after which cancellations will be subject to a \$20 service charge. No refunds will be allowed for cancellations received after 5 P.M., September 23, 1986. Registration for this popular course will be limited. Persons with pre-paid tuitions will be guaranteed attendance should overflow occur.

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FACULTY:

William T. Peters, a 31 year law enforcement veteran, started his career as a street officer in Albuquerque in 1955. He joined the F.B.I. in 1962, and for 21 years served as a Special Agent throughout the United States and Latin America. He was one of the original members of the F.B.I.'s Behavioral Science Unit, and prepared psychological profiles for police agencies throughout the country. Upon retiring from the F.B.I., Bill returned to New Mexico where he was placed in charge of all academic training and psychological profiling for the New Mexico Law Enforcement Academy. He now serves as a consultant to police agencies, and lectures extensively for the National Law Enforcement Institute. Experienced officers throughout the country routinely critique his presentations as being the best they have ever seen.

LOCATION:

Flamingo Resort Hotel, Fourth & Farmers Lane, Santa Rosa, California 95405. (707) 545-8530 or (800) 848-8300 (in California). (From U.S. 101 take Highway 12/Sonoma Exit to Farmers Lane, turn North to hotel.) Ample free parking. The hotel features an Olympic-size swimming

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N.L.E.I. is a nonprofit organization dedicated to continuing excellence in law enforcement.

Thanks

Dear Mr. Barry,
Hello! Thank you and all of the Police Officers Association for all that you have done for me.

I was grateful for the first wheelchair, and find it too wonderful that I will be receiving a "Racer." You will never know how happy that makes me.

The trip to the Monterey Aquarium was beautiful. I also love my hat, T-shirt and badge.

Thank you. Thank You!!
With Love and Gratitude,
Tina Verduzzo

Thanks

Dear Bob,

Thank you for the plant you sent me after my recent surgery. It's always nice to know that the P.O.A. is thinking about its members.

Thanks Again.
Fraternally Yours,
George L. Huegle

Thanks

June 19, 1986

Mr. Daniel J. Linehan
Secretary, San Francisco
Police Officers' Assoc.
510 Seventh Street
San Francisco, California
94103

Dear Mr. Linehan:

Thank you for your recent correspondence concerning S. 104 (H.R. 3132), a bill which will regulate the manufacture and importation of armor-piercing bullets.

On January 3, 1985, I introduced S. 104 which amends the Federal criminal code to define "armor-piercing ammunition;" excluded from this definition are "shot gunshot required by Federal or State regula-

tions for hunting," frangible projectiles for target shooting" and "projectiles that the Secretary of the Treasury determines are for sporting purposes." S. 104 also imposes an additional mandatory sentence on anyone who uses or carries a firearm and is in possession of armor-piercing bullets during the commission of a violent crime.

The Senate considered this matter on March 6, 1986. By a vote of 97-1 the Senate passed S. 104, adding two amendments, one of which bans bullets that can only be used in handguns, and the second exempts ammunition used for industrial purposes as determined by the Secretary of the Treasury. The Senate then substituted the text of S. 104 for the

companion measure H.R. 3132 and returned the bill to the House.

This bill goes far to limit the proliferation of ammunition which might be sought by persons determined to engage in crime. As defined by this bill, the ammunition that is regulated has no real sporting purpose. I believe this legislation achieves a fair balance between the legitimate interests of law enforcement and sportsmen.

As you know, the bill passed by the Senate will allow the sale of existing armor-piercing bullets, while the bill passed by the House would not. Under both the House and Senate bills, it is illegal for an ammunition dealer to willfully sell armor piercing ammunition after receiving notice from the

Secretary of the Treasury that the ammunition is armor-piercing. Both bills would also require armor-piercing ammunition manufactured in the future to be marked. It is often the case that armor-piercing ammunition which is currently on the shelves is not readily identifiable as such. The requirement that the dealer must receive notice and that his sale must be willful would provide some degree of protection to a dealer who sells his current stock of unmarked ammunition without knowledge that it is, indeed, armor-piercing. However, there are those who believe the Senate bill would ensure that such innocent dealers are not acting in violation of the new law. Please be assured that I will keep your views in

mind as we proceed to deal with this legislation.
With kindest regards and best wishes,

Sincerely,
Strom Thurmond
Chairman
Committee on the Judiciary

Thanks

Dear Bob & Members of the POA:

Wanted to thank you for the beautiful plant that you sent me. It cheered me greatly.

I'm progressing along slowly but steadily with approx. another month 'in bed' to go. After that I should be fine.

I'm going nuts lying around but otherwise am doing well. I'll look forward to seeing you upon my return to "action."

Thanks Again,
Kevin F. Shelley

RECOVERED THEFT AWARD FOR SAN FRANCISCO POLICE OFFICERS

Submitted By D/C John Jordan, F.O.B.

THE BAD NEWS: Every 31 seconds, another car is stolen somewhere in the United States. In California alone, there were over 163,000 vehicle thefts in 1984.

THE GOOD NEWS: Thanks in large part to the regular duty officers of local police departments and California Highway Patrol offices, 86 percent of stolen vehicles are recovered.

For contributing to this recovery of stolen vehicles, **Officers Clifton F. Fogarty and Denise L. Whitlock of the San Francisco Police Department** received the coveted "10851" Award from the California State Automobile Association Inter-Insurance Bureau and the California Highway Patrol.

Officers Fogarty and Whitlock received the 10851 Award on Thursday, May 22, 1986 at 11:00 a.m. at the S.F. Police Chief's Office, Room 525, Hall of Justice, 850 Bryant Street.

The award is given to uniformed officers for outstanding achievements in vehicle theft recovery.

The awards were presented by CSAA Vice President of Public Services, Donald B. Soldani and CHP Golden Gate Division Vehicle Theft Coordinator, Lieutenant Gary Norman.

CURRENT STATISTICS ON VEHICLE THEFT 10851 AWARD

1985 - Statewide

- * 178,622 vehicle thefts
- * 155,496 stolen vehicles recovered
- * 87.1% recovery rate

Individual Award Recipients - 10851 Award Golden Gate Division California Highway Patrol May 22, 1986

Officer CLIFTON F. FOGARTY - San Francisco Police Department: 6 recovered vehicles, 6 arrests

Officer DENISE L. WHITLOCK - San Francisco Police Department: 6 recovered vehicles, 6 arrests.

FACT SHEET 10851 AWARD BACKGROUND

* Co-sponsored in northern California by the California State Automobile Association Inter-Insurance Bureau (CSAA-IIB) and the California Highway Patrol (CHP).

* Named after the number in the California Vehicle Code Section pertaining to vehicle theft (Ten eight fifty-one).

* First awards were made May 11, 1984 in the CHP Central Division to Fresno P.D. and Coalinga area CHP.

* Recognizes superior efforts in the recovery of stolen vehicles and the apprehension of vehicle thieves by law enforcement officers.

CRITERIA

* Given to uniformed officers of participating agencies who, during a twelve month period, meet any of the following criteria:

1. Make six separate theft recoveries cleared by arrest.
2. Recover a total of twelve stolen vehicles, of which a minimum of three must be cleared by arrest.
3. Develop information which results in the identification of a theft ring and subsequent arrest of two or more suspects, and the recovery of at least ten vehicles.

* Given to uniformed officers of police departments in cities of 100,000 or less population who, during a twelve month period, meet any of the following criteria:

1. Make six separate theft recoveries cleared by arrest.
2. Recover a total of eight stolen vehicles, of which a minimum of three must be cleared by arrest.
3. Develop information which results in the identifica-

tion of a theft ring and subsequent arrest of two or more suspects, and the recovery of at least six vehicles.

* Criteria is based on an existing program used by the CHP to recognize superior efforts by Department personnel.

* Limited to uniformed officers. However, an exception may be made for officers specifically assigned to vehicle theft investigations for superior efforts.

AWARDS

* Departmental Plaque — given to the law enforcement department when the first officer(s) in the department qualifies for the 10851 Award.

* Individual Officer Plaques — Given to the qualifying officer in recognition of achievements in vehicle theft recovery. It becomes the officer's personal property. The initial recipient(s) receives this award in conjunction with the presentation of the Departmental plaque.

CSAA has joined with the CHP in the 10851 Award because of its concern for the motorist. The CSAA-IIB is vitally interested in helping motorist keep their insurance rates down by preventing vehicle theft and recovering those vehicles that have been stolen.

As an auto club, the CSAA supports the 10851 award because it recognizes those law enforcement officers who do an exemplary job of recovering the property of motorist, many of who are CSAA members of insureds.

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FOR A PERPETUAL TROPHY!!

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Keeping the rules simple:

1. Team consists of 4 (four) persons.
2. Association members only.
3. Bowling three games.
4. Total pin count.
5. Scratch.

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PAL GOLF TOURNAMENT

The San Francisco Police Activities League is sponsoring a golf tournament at Peacock Gap Golf and Country Club in San Rafael on Friday, August 22, 1986. Mr. Mitsufumi Okabe, owner of Okabe Sports, 1726 Buchanan St., 921-0466, is sponsoring Sgt. Tom Del Torre of the San Francisco Police Department Community Services Division. Sgt. Del Torre picked up the sponsor's check and a few pointers as he was unable to mention his handicap for the coming tournament. The proceeds from the tournament will sponsor a summer training program for the PAL Law Enforcement Cadets. For further information regarding participation, sponsorship or donation of a prize, contact the tournament directors, Jim Brown. or Ken Davis at (415) 695-9977.



Sgt. Tom Del Torre and Mitsufumi Okabe.

SFPD CREW - OLYMPICS 1986

By Sgt. Tom O'Connell

The SFPD was represented by oarsmen **Bill Coggin**, **Steve Balma**, **Mike Lalwson**, **Mary Heffernan**, and **Tom O'Connell** at the California Police Olympic crew races held in Newport Beach. Three races were contested, all 1000 meters. The Four with coxswain was rowed by **Coggin**, **Balma**, **Lawson**, **O'Connell**, and **Mary Heffernan** as coxswain. **Bill Coggin** and **Mike Lawson** rowed a pair, and **Tom O'Connell** rowed a single.

There were seven boats entered in the Fours race, two boats from LA, two from San Diego, one from Newport Beach, one from Orange County Sheriff's department, and one boat from the SFPD. After the start and twenty strokes, LAPD held open water on the field followed by SDPD, LADP2 and SFPD. SFPD put on a strong sprint, with 250 meters to go, overtaking LAPD2 and picking up on LAPD and SDPD. SFPD finished third and received a bronze. The winning time was 3:34; SFPD's time was 3:41. Records were broken by the first three boats, (Thanks, Mary, for a straight line to the finish!)

Lawson and **Coggin** won a bronze medal in the pair, placing third after rowing a heat and a finals race. The pairs is considered the hardest crew boat to race, and it was the first time **Lawson** and **Coggin** rowed as a pair. LAPD took

the gold, followed by SDPD.

In the singles **Tom O'Connell** finished second at 4:18. One silver, two bronzes — a good showing after not competing in the past three years.

We are planning to row the Head of the Estuary in late October, the San Diego Crew Classic in April 1987, the Police Olympics in June 1987, and the World Police Fire Games in San Diego, August 1987. There is also some talk with LAPD and SFPD about arranging a charter flight for all crews to the 1988 World Police Fire Games in Sydney, Australia.

We are presently rowing at Lake Merced. We are always looking for experienced rowers who would like to row competitively. If you are interested, please call **Tom O'Connell Co H (x1603) (3 - 11 PM)**, or **Mike Lawson Co E (x1564) (12 - 8 AM)**.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL BOXING AND JUDO

PAL Boxing and Judo continues to be offered to youngsters between the ages of 7 thru 18 at the PAL Armory Facility located at 14th and Mission Streets. For further information and signups, call Officer Joe Mollo 552-7495.

PAL CADET IN-SERVICE TRAINING

A selected number of PAL Law Enforcement Cadets have been assigned to the Hall of Justice for the annual Summer In-Service Training. Their training includes assisting certain investigative units from July through August 21, 1986 four hours per day Mondays thru Fridays. The Cadets are reimbursed for their expenses through the proceeds of the annual PAL Golf Tournament which will be held on Friday, August 22, 1986 at the Peacock Gap Golf and Country Club in San Rafael. A reminder to all interested Golfers who would like to play in the tournament to call PAL Headquarters for further information (821-1411).

PAL FOOTBALL

Signups have been completed for the upcoming PAL Youth Tackle Football for boys 9 thru 13. Although physical conditioning will begin shortly, any boy still interested in signups may call PAL Headquarters (821-1411) for further information. The season will begin in September with about half the games played out of town. There will be three divisions: 1. Midgets (13-14). 2. Junior Midgets (11-12), and 3. Pee Wee (9-10 years old). The headquarters for the teams continue to be Kimball Park located at Geary and Steiner.

PAL HEADQUARTERS MOVE

The PAL Headquarters recently moved to the new Academy Site located at 350 Amber Drive. Any mail should be addressed to P.O. Box 31114, San Francisco, CA ZIP 94131-0114. Our telephone is 821-1411.



Father's Day Kite Festival sponsored by Kitemakers of San Francisco at the Marina Green recently. All proceeds to benefit the PAL.



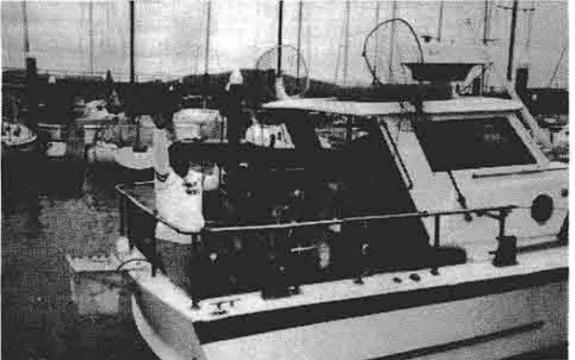
Registration for the many Kite Flying Events.



Kite Festival Director Leland Toy (right) with volunteers.



Kite flying Judges at work.



Bon voyage on the first fishing trip of the season for PAL kids. (photos by Herb Lee)



Life preservers for all hands.



PAL Fishing Crew members with some of the children aboard the PAL fishing vessel.



Helping to get lines untangled.



Pete Franceschi, Director of the PAL Baseball Program surrounded by coaches and players. The occasion was the PAL Bantam Baseball All Stars Game held recently. The All Star Game is known as the Peter Franceschi All Star Game.



Some of the PAL kids waiting for the daily lineup.



Izzy Martinez, one of the hundreds of volunteer PAL Coaches, helping sell hot dogs.



PAL Intermediate Baseball Director Leo Guillory with some of his players. The Directors and coaches all volunteer their time for the kids.



PAL Bantam Baseball Director Stan Chiarucci before the All Star Game.

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COMMISSION OVERTURNS SUSPENSIONS

By Paul Chignell
writer

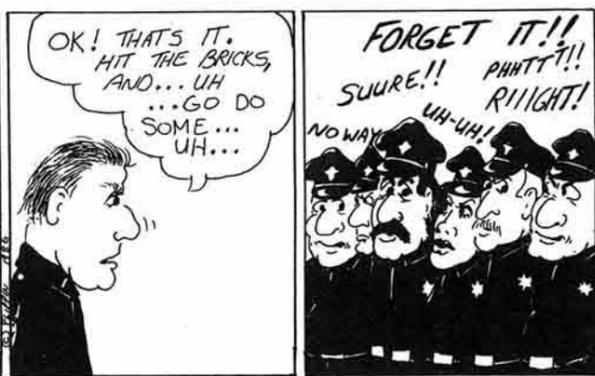
The San Francisco Police Commission recently overturned two suspensions imposed by Chief Frank M. Jordan after arguments made by Police Officers' Association representatives.

Bill Bray of the Southern Station suffered a suspension as a result of his testimony before the Alcohol Beverage Control Board. Bray was represented by Secretary Dan Linehan who convinced the Commission to unanimously reverse his suspension.

In another case Terry Gregory of the Central Station was given a five day suspension involving an excessive force case. Gregory was represented by POA President Bob Barry who convinced the Commission to unanimously overturn his suspension.

Members should be aware that appeal rights are available in certain cases if suspended by the Chief.

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