

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION 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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NUMBER 10



HALL OF JUSTICE 1906

Prop. A Will Save Neighborhood Police Stations

by Lt. Thomas Suttmeier,
SFPD Planning Division

Just think for a moment about the last earthquake you felt. In all probability, it was the most recent which occurred Saturday, September 19, 1987. Remember your first feeling of fright, then of concern? I was sitting in my living room when the quake struck. It felt like some giant hit the house with a large hammer. And do you know what? That quake barely registered on the Richter scale. What does this mean? This means that when a large earthquake strikes again as it did in 1906, it won't just cause concern, it will cause massive destruction. Homes, businesses, schools, churches and public safety buildings will be destroyed. People will fill the streets looking for leadership, help and reassurance. Fires will rage and those trapped in the debris will cry for help.

In April of 1987 the Police Department, in conjunction with the Bureau of Architecture, presented a study entitled "Are We Prepared?" to your City government. The study focused on police facilities; the overriding theme is that we are **not** prepared. Passage of Proposition A will ensure that the plan developed in the April feasibility study

will be implemented. This will ensure that all police facilities are brought to contemporary building codes and acceptable levels of seismic safety. It will also provide for two stations to be upgraded to a higher level of seismic safety. These two stations, Taraval and Potrero, will join Northern to complete the seismic triangle. Simply stated, these three key police stations will be built to resist a major earthquake. These three stations will be designed with a seismic core of reinforced concrete, emergency generators, communication facilities, an armory and emergency supply room, as well as an assembly area for personnel, which will allow top-level commanders the ability to deploy their forces to those areas of the City where the need is greatest, and to ensure that the leadership necessary for recovery will not falter.

What else will Proposition A provide?

- It will provide community rooms for public safety. These rooms will encourage and foster communication between the police and the public they serve.
- It will provide access and accommodation for the

(See PROP. A, Back Page)

United We Stand

by Daniel J. Linehan,
Treasurer

A few months ago the Board of Directors voted to ask our membership, via mailed ballot, permission to affiliate the POA with the International Union of Police Associations (IUPA). This question will be put forth at the next regular election of our directors this January.

I recommended a yes vote for the simple reason of our continued representation of our members' best interests. We now enjoy a few benefits on the national level, i.e. \$50,000 death benefit for the surviving dependents of officers killed in the line of duty and overtime protections under the Fair Labor Standards Act (FLSA).

However, every year some members of Congress attempt to reduce, and sometimes eliminate, these simple and justified protections. We are painfully aware of our rising national debt, and our fight will become harder with

each passing year. We must join in a single united voice in Washington if we are to keep these protections.

Additionally, there are bills in Congress to increase the death benefit to \$100,000, but this measure consistently fails due to our inability to reach a majority of our nationally elected officials. The IUPA will become our vehicle to make our voices heard.

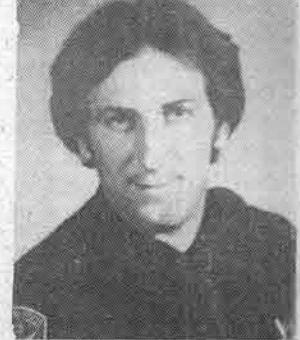
IUPA Victory

The IUPA has been successful in placing a ban on the cop killer teflon bullets, keeping this unnecessary threat to our safety out of the hands of the people who would do us harm. As you know the teflon bullet can penetrate all vests now in use in police departments throughout our nation. This was a tremendous victory for the IUPA because they were forced to oppose the politically power-

(See UNITED, Back Page)

Papal Visit

by Ron Parenti,
SFPOA Vice President



The recent Papal visit necessitated the change of many police officers' work schedules. Reasons for this are apparent and understandable. However, once again Deputy Chief Jack Jordan has demonstrated his lack of understanding of what this means to the individual officer. Once again, this administration has violated their own written policy (Department Special Order 86-47, Non-Emergency Special Event Assignments).

To explain: some members of this department had their normal hours of work changed so drastically that their shift began a full 10 hours earlier than usual. Additionally, numerous officers had as little as three or four hours off between shifts.

The need for increased numbers of on-duty officers during the Pope's San Francisco visit is perfectly understandable. San Francisco needed these men and women to work extra hours and needed to make serious schedule changes to accommodate His Holiness' schedule. The issue here is the financial compensation due for this non-

(See VISIT, Back Page)

The Notebook Needs You

We need your articles to make this the best possible newspaper.

Articles should be sent to:
Tom Flippin, Editor, POA Notebook
c/o P.O.A.
510 7th Street
San Francisco, CA 94103

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Widows and Orphans Aid Association

The regular monthly meeting was called to order by Pres. John Newlin Wednesday, September 23, 1987 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. Among Trustees, Officers and Members present were 3 Past Presidents, Bill Hardeman, Mark Hurley and Mike Kemmitt.

ROBERT BIGGERS was reinstated as a member by unanimous vote of Trustees.

COMMUNICATIONS: Following donations received: MAGOWAN FAMILY FOUNDATION (Safeway Stores) for continued fine work by members of the Department, MRS. VIRGINIA LYNCH — through the Chief's Office; MR. RICHARD PETERSON, from Dell Rapids, S.D. for assistance by Officer Harry Soulette in finding his misplaced auto; MRS. ADELINE BRAGG in memory of her son, Allyn Bragg.

Regular bills for salaries and benefits presented by Treasurer Bill Parenti. Approved. Parenti also noted the following deceased members: HERBERT BRANDT — Born in New Jersey in 1903. Working first as a special police officer, he joined the Department in 1933 at age 29. Herb worked at Co K, fixed post, for a short time, was then assigned to Potrero staying there for a year. He was assigned to Headquarters (working in Vice) for several years. From Vice to Richmond for 4 years, then to Northern Station, remaining there until he retired for service in 1959 at age 56. Herb was 83 at the time of his death.

EDWARD FLYNN: Ed was born in San Francisco in 1911 and worked as a clerk before becoming a policeman in 1939 at age 28. He was assigned to Traffic Bureau, fixed post, remaining there until appointed Sergeant in 1949. He was transferred to Park, working there until reassigned to Traffic Bureau as a fixed post Sergeant. From Traffic Ed went to the Central Warrant Bureau, dispatching patrolmen to serve various warrants for a

period of 10 years. Becoming eligible for a Day Watch, Ed was transferred to Park Station where he remained until his retirement for service in 1969 at age 58. Old timers will remember Ed and his wife, Madeline cutting quite a swath on the dance floor at our Police Officers Ladies Night. They turned this to good use, working cruise ships, teaching others to dance. Ed was only 76 at his death.

KENNETH SAMUELS: Ken was born in San Francisco in 1923 and worked as a grocer before joining the Department in 1947 at age 24. After attending the Academy, he was assigned to Park, staying there for 3 years; then to Mission, also for 3 years. He was transferred to Traffic Bureau, Accident Investigation. Ken was made an Assistant Inspector in 1964 and was assigned to Hit & Run Detail. He became a Sergeant in 1970 and a full Inspector, also in 1970, remaining in Hit & Run until 1971, when he was transferred to Legal staying there until his retirement for disability in 1973 at age 50. Ken received a 2nd grade in 1964 for investigation in a Hit & Run/personal injury leading to the arrest of the guilty person. Ken was a young 64 at his death.

REPORT OF TRUSTEES: Recommendations by Miss Minuth, Hibernia Bank, approved by the Trustees, resulting in an increase in income of \$19,388.

GOOD OF THE ASSOCIATION: The next regular meeting was set for Pres. J. Newlin Wednesday, October 21, 1987 at 2:00 P.M. Traffic Bureau Assembly Room, Hall of Justice.

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.

Fraternally,
Bob McKee, Secretary

A Remembrance

by Dennis Bianchi,
formerly of the Mounted Unit

It's not often in one's entire life that a person forms a bond with a partner so secure, so solid and so deep that conversations need not be held to communicate the most basic or complex desires of either partner. The partnership and the bond is of such great quality that it seems the two are always in rhythm, always in synch. There may be times when disagreements arise, but these are less frequent than average, and the points disagreed upon are respected and then resolved.

Such was my partnership with a recently departed member of the San Francisco Police Department. Although many did not know his name was Ned, many did know he was a powerful, handsome bay horse who worked (calmly and bravely) through every conceivable traumatic event in which a horse could be put. His 24 years of service with the Department were 24 years of duty performed admirably. Few, if any, members were as consistent, hard-working or loyal. Ned's mere presence could quell violence, bring joy, inspire admiration and bring out the best in all those about him. If a definition of a police officer is ever completely agreed upon, I'm sure Ned would have fit the definition perfectly. He was the definition of a police horse.

Ned's death at 28 years of age left me with two sad thoughts. First, he never really got to roam and relax in the clover. He was given a bouquet by the Mayor, a fitting tribute, but there just wasn't enough time left to enjoy his retirement. Second, and this is selfishness I realize, I no longer have his company. I feel it was my great, good fortune and honor to be his partner the years I was with him. I know the City is a better place because he was here and served so well.

I wish you all such a partner. It would enrich your life.

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The San Francisco Police Officers' Association

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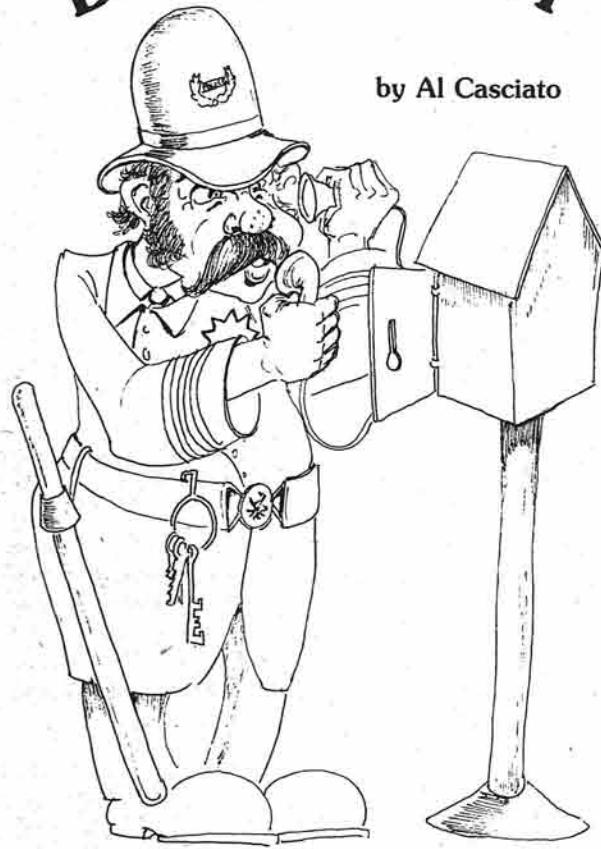
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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
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AROUND THE DEPARTMENT

by Al Casciato



Police Rock Band? If Roland Tolosa (Co. D) has his way there will be a police rock band playing in the schools and police functions soon. Roland, a drummer, is looking for guitarists, keyboard players and vocalists. He will probably need two or three of each to keep the band operational between work, court and vacation schedules. Contact Roland at 553-1544 (days) or write 1240 Valencia St., S.F. 94110. It will be great P.R. for all of us if Roland is successful — Let's all help him.

Ron and Gin, Kern Investigations, are very proud of their son Patrick who, on July 1, 1987, entered the United States Military Academy, West Point, as a member of the Class of 1991. Patrick, who played football for the Novato High Hornets, has already joined the Frosh Team at the Point and will pursue a full academic and athletic program. We wish Patrick the best of luck and all the success possible in his new career.

Potrero Baby Boom. First arrivals for four couples at Potrero Station may mark the beginning of the new baby boom era. The happy and proud parents, along with their lil boomers are, in order of arrival:

Aug. 7, 1987 to Matt and Lisa Krimsky — Melissa Joan, 7 lbs. 11 oz., 19".

Aug. 23, 1987 to Charles and Dorothy Bonnici — Chas. Angelo III, 6 lbs. 2½ oz., 19¾"

Aug. 31, 1987 to Patrick and Lisette Mullins — Kimberly Marie, 8 lbs. 4 oz., 21"

Sept. 12, 1987 to Bill and Graelia Coggan — Brendan William, 7 lbs. 14 oz., 20½"

Congratulations to all and best wishes for the future. "All are doing well" is good news for friends and family of Reno Rapagnani (TAC) and Leanna Dawdyak (Co. D). On Sept. 4th, Rose Ann, 5 lbs. 5 oz. was born after a very rough pregnancy. Today all are doing very well on

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the slow road to recovery. Congrats, best wishes and good health to parents and lil one...

Retirees:

Phil Barsetti is working part time for Tiffany's and recently had a great time assisting in the making of a Bartel and James commercial which used "just a few small diamonds". Phil reports that the two guys you see on T.V. are super guys and just a scream to have lunch and work with.

Gale Wright, after spending two years tuning up the house, has hung his realty license at Summit Realty in Daly City but spends most of his time waterskiing at Lake Berryessa.

John Bulen and Frank Kalafate are running PSO Insurance at 22nd and Dolores as a front for the International Police Assn. Seems all they do is plan trips all over the world and always have a host of visiting officers and families staying with them.

Joe O'Malley has been seen at the Westlake bowling alley and sneaking on to a golf course with a group of friends.

All are having fun and that's the way retirement should be.

Overheard at Mental Health: "...90% of what people say at home would land them in a mental hospital if said publicly..."

DA's office held a ½ way to 80 party for Asst. DA Bill Fazio this past month. H. B., Bill...

A reader (person who doesn't want his name used) called to ask how come the results of the stress survey conducted here in May '87 by the Illinois Institute of Technology were never published. Maybe they lost the results — or maybe someone didn't like the results — or maybe they discovered there is no stress here — or — or — Do you care?

Gardening tip: for years I've waged a war with gophers. I've spent countless dollars on traps — gas — poison, etc., to no avail. Three weeks ago I visited the local store to restock the arsenal. As I viewed the latest pellets I told the tale of woe to the salesperson. In hushed tones, the salesperson said to me, "Come here." Feeling uncomfortable, I whispered "What's wrong?" "Shhh", S.P. said, looking around to make sure no one was listening and said, "Don't tell anyone I told you. Use bubble gum; the real sticky kind, because when gophers chew it they suffocate." Whispering thanks, I left to purchase 5 squares of bubble gum for 25 cents. I felt guilty; like I was doing something wrong. Well, anyway, I tried the bubble gum, ½ square at each hole, and the last gopher activity detected occurred 8 hours later. It's been now 3 weeks and no gophers — knock on wood.

Reminder: Get your tickets early for the Nov. 14th fund raiser for the Police Post of the American Legion at the Police Athletic Club. Call Joe Long, DA's, 553-1800 or Mark Hurley, 553-9290.

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ART AGNOS for MAYOR
ARLO SMITH for DISTRICT ATTORNEY

PROPOSITIONS:

A - Police Facilities Bonds	YES
C - Health Facilities Bonds	YES
G - Citizen Complaint Agency Budget	NO
I - Deputy Sheriff Retirement Payments	YES
J - Employee Rep's Retirement	YES
K - Nurses' Retirement Exemption	NO
L - Appointment of County Clerk	NO
O - Health Service Board Elections	YES
Q - Minimum Firefighter Staffing	YES
S - Poly High Referendum	YES
T - Public Land	YES

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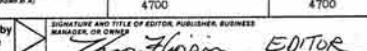
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Rap's Corner

by Reno Rapagnani



Goodbye 4-10 Plan

Well, now that the Mayor is 75 million dollars short in the City budget, and our own department is projected to be running a 2.5 million dollar deficit in overtime, the "4-10" plan looks like it might get the axe. Why, you ask? The only "fat" left to bail out the department might be the 70 new cars that are budgeted to make the "4-10" plan work.

The "4-10" plan is working in every possible way, what with crime stats going down and all. Too bad that poor financial planning by the Mayor and the Chairman of the Board of Supervisors' Finance Committee, Supervisor Jack Molinari, will cause the "4-10" plan and overtime to disappear.

Pope's Visit

Thank God and the SFPD that His Holiness had a safe visit to San Francisco. In this town, we can use all the Papal blessings we can get! The Pope, who is also a strong union supporter (Solidarity), would probably have been dismayed to find out that members had their hours changed to avoid the payment of overtime. Vice President Ron Parenti was very upset with this prospect when he realized that the department was violating a previous agreement with the POA on overtime. I hope that Parenti got a Papal blessing, because he is going to need it if you consider where the Administration wants Ron to go!

Pray For No Demonstrations

When there is no money for overtime, the Department fronts a lesser number of police to handle demonstrations. This means we don't have enough police to do the job and you all know what happens when demonstrators realize that they have the police out-numbered...As I was writing this article, I was worried that the Tactical Company was once again being fronted to handle just such a demonstration — the wheelchair/handicapped planned demonstration of September 27, 1987. Even as my pen touched the page, I saw one of my Bomb Squad/TAC partners thrown to the ground on television — a concussion resulted...Beware, administrators and Finance Chair. If you don't give us the resources to handle demonstrations, you will be giving the demonstrators large awards

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when it is shown that the police department was cutting corners in not fielding the necessary personnel.

Good News/Bad News

The good news is that the Mayor, in front of numerous public servants, gave Bob Davis awards and high praise for his outstanding work in the Vice Crimes Detail. The bad news is that the Administration transferred Bob Davis out of the Vice Crimes Detail for using "poor judgment"...or was it the new rotation policy...or was it the...

Sour Grapes

Jack Molinari did not get the POA endorsement for Mayor even though he invited the entire Board of Directors to his house for food and conversation prior to the endorsement meeting. So now, with the help of some "Concerned Police Officers", he has invited more police officers to meet him and probably eat more food and have more conversations at his campaign headquarters. Maybe when he meets with these "concerned police officers" he can explain how he destroyed our pension system, weakened our pay formula, and screwed up the sick-leave pay-off, over hot dogs and beer...

Then, just before you "concerned police officers" have another press conference in front of your union offices, you might have Jack explain to you how he, as Finance Chair of the Board of Supervisors, screwed up (with the help of his "cloner") the city budget!!! After Jack has answered all those questions, you "concerned" might understand why the Board of Directors endorsed ART AGNOS for MAYOR. By the way, a good portion of those "concerned cops" don't even vote in San Francisco as they don't live here and, if Jack becomes Mayor, probably never will. He has had plenty of opportunities to do something about affordable housing for middle income folk, but I guess he has been too busy looking for more parking spaces...

A New "Birthing Experience"

I recently spent 4 nights and 5 days at Pacific Presbyterian Medical Center with my wife while "Rose", our daughter, was being born. What a great experience we had. The rooms are like that of a bed and breakfast inn, and there is an arm chair that opens to be a very comfortable hide-a-bed. The care given there is better than I've seen anywhere and is very unhospital-like — so, anyone planning on having a baby should check out this new facility. Total cost is \$0 if you belong to City Plan I - Health Select!

Nelder Endorses Agnos

On September 28, 1987, Supervisor WENDY NELDER, our staunchest supporter on the Board of Supervisors, endorsed ART AGNOS for MAYOR! For months, there was wide speculation that she would endorse Jack, but if you really look at who made that assumption, you will see it was Jack himself and other supporters — the continuing saga of the disinformation campaign of Jack Molinari...Supervisor Nelder has always been an independent thinker who weighs all sides of an issue before deciding — next time, Jack — ask the lady, not your supporters! Welcome aboard WENDY!

Training Bulletin Numbered 87-16

This has to be the most confusing training bulletin in the history of the department...For example, when citing for a suspended or revoked license you must record the proof of service Code A through N, however do not cite for 14601 of the Vehicle Code (driving with a suspended/revoke license) if the Code is A-H-I-N...Only city with the service code letter B through G, K or M after you have referred to the 14601 ready reference card which dictates the appropriate 14601 section. The best way to deal with this training bulletin is (1) only cite licensed drivers, (2) try to fold this training bulletin into a compact fold and then deposit in the appropriate file, (3) write a letter to the DMV and tell them to do their own job.

Working Together

Thanks to the DA's office and Inspector Rich Adkins of General Works for rebooking the suspect that injured Mike Travis of TAC in the latest wheelchair demonstration. Mike is doing fine and will return to work soon.

The Pope Fiasco

by Mike Keys, Co. C

Well, another dignitary has come and gone, and it seems there are still questions to be answered regarding taking care of the officers who work these events. Why can't the officers be fed properly and a few comforts shown to them? In this case, some of the officers were literally left out in the cold. It seems after the Queen's visit and other major events the department would have this down pat by now, but that's not the case.

Officers at Portrero had to secure Candlestick Park after the Giants' game, working 1700-0500 shift. They were made to work outside during these hours and were told to wear the nylon windbreaker instead of the heavy jacket. There were no reliefs or provisions provided for the officers to make the long shift a little easier to work. It seems a staging area could have been set up and a relief team to give the officers a break, or possibly a mobile catering truck could have been provided to see that the officers had hot drinks and some food.

It seems all the money squandered on the needless overtime paid for these events would be more than enough to provide provisions for the officers working as well as save the department money. So much overtime money seems to be paid for officers to perform non-police functions, myself included.

It seems that when these major events are being planned the ones left out of the planning are the officers who are going to be doing the work. With all the planning involved in these events why can't a separate committee be set up to provide for the working force?

Have it work in conjunction with the planned events instead of having a couple officers running helter-skelter trying to provide for and please everyone. A little organization would help. I think the officers should thank the only two officers who took care of the troops regarding food. Officers Mahoney and Inocencio of Co. C did a great job with the resources available.

I would like to see our POA get involved, but only to the extent of getting something from the administration in writing to see this does not happen again, and not in a monetary way.

Again, it seems that after every major event has come and gone the officers involved are griping, but by that time the event is over. Now it's not to say that an event such as the Pope's visit isn't going to have certain problems you can't foresee, that's inevitable, but caring for the officers isn't one of them. A little consideration for the officers would go a long way for moral and job performance.

I've talked with officers about the problem and there were some very good ideas brought up. If other officers have any thoughts or suggestions maybe you should contact your POA Rep to get the POA involved and see that something is done to eliminate this problem in the future. If you don't get involved now you can count on this happening again as will the griping after it's over.

San Francisco Police Officer's Wives' Association

POWCA SCHOLARSHIP INFORMATION

Applications for POWCA's 1988 Scholarship Award are now available through the San Francisco Police Wives'. POWCA is a California organization made up of Peace Officers' Wives' groups from throughout the state. The scholarship is made available to any dependent of a Peace Officer, who will be a high school graduate in 1988.

The theme of this year's essay is: DRUGS: HOW TO SAY NO. The awards are: first place \$2,000, second place \$1,000. To receive an entry form, please contact Pat Barsetti or Wanda Manini at 681-4507. All entry forms must be returned by January 10, 1988.

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On Routine Patrol

by Joe Reilly



I promised myself that I would devote this column to the positive and humorous aspects of being a San Francisco Police Officer. I had been looking forward to the recent Papal Visit as a welcome change from the pursuit of the two minute response time and the "one mover - two parkers" method of measuring the quality of police service. On the positive side, the visit was successful, with no major problems. However, there was little humor to be found. I can appreciate the organizational and logistical nightmare that a visiting head of state brings, particularly one with the stature of John Paul II. The Pope, being a gentleman, did not drop in unexpectedly; more than a year ago we knew he would be visiting San Francisco. But up to the last minute, the uncertainties were outnumbered only by the unanswered questions.

I felt slightly fortunate and slightly guilty that I didn't have to report for a second twelve hour shift with only four or five hours (or less) in between. My day off was cancelled, as was everyone's, but it was all overtime for me. Officers on my detail who weren't off (and who worked a ten hour day) received, at most, an hour overtime for their efforts. A few even found themselves having to report back for a regular ten hour tour of duty that same evening after the day's events concluded. Having your normal tour of duty moved ahead eleven hours in some cases is a lot to ask, even of a police officer. Emergency personnel understand emergency situations. I don't see the Papal Visit as an emergency. The Police Officer's Association believed that an administrative understanding had been reached with respect to such Special Events, which would provide equitable conditions and compensation. The agreement wasn't honored.

The usual rebuttal to such complaints has a lot to do with a historic and idealistic perception of police officers who are expected to be ready to give 110%. Dare I suggest that police officers want a fair shake? Is it possible that cops have needs that aren't completely satiated by a sense of duty? Standing at the threshold of such radical thought, I begin to understand how someone possibly could have no more incentive than a steady paycheck.

The resources required to police an event like the Papal Visit cannot be bought, but, nonetheless, the resources were available and the job got done. Are the values which have motivated generations of police officers wasting away, or are police becoming a shadowy reflection of contemporary society? The pressures of our society in the 80's have certainly changed the nature of police work. What kind of person chooses to be a police officer today? Among the myriad of reason to be found, I would hope that a willingness to be of service still ranks high on the list. Maintaining that willingness to serve is another matter. The Pope's visit may have left local church cupboards a little bare, but how empty has our own cupboard become?

After standing in the sunshine at Candlestick for several hours, I sported a curious sunburn across my face, caused by the visor of my hat. In front of the bathroom mirror that evening, skin lotion in hand, it occurred to me that a peace officer couldn't help but be impressed just a little with a man of peace like John Paul, regardless of his own religious outlook. I was a little pleased with myself for having boiled down the entire experience to such an esoteric thought. Slapping on a little more skin lotion, I knew my sunburn would soon fade, but I wondered how long it would be before I was burned again. Will these issues fade as well? I'm sure that somewhere out there somebody has his fingers crossed in hope that they do. My sunburn covered over, I turned on the late news to review the day's events. The pile of books which I had collected to study for the promotional exam which never was now serves as a makeshift coffee table, but I'm still careful to not spill anything on them. As John Paul waved a goodbye to the adoring crowds, I was glad it was over. But it was a memorable visit.

Dr. Ron Spinka, MD

921 The Alameda
Berkeley, CA 94707
527-4825

Is This a Hollow Department?

by Mark Hawthorne, HQ

You may wonder why I am asking that question. Let me start off by saying that any good organization is led by good, competent, quality leaders who maintain the integrity of their word; who lead by example; and who insure, through the initial training process, the continuing high quality control that is necessary to maintain a superior level of competence in our organization today. We don't see this occurring.

What we are seeing is the break down in the quality of training and level of competence, greater apathy, and a self-righteousness by some (if the shoe fits) who can't find their a-- with both hands.

Good leadership begins at the top and should trickle down. But how can we accept "quality" leadership in upper management when we see the Chief violating his own contractual agreement with the personnel of the department. I am making reference to Department Special Order 86-47, issued 10/09/86, which relates to non-emergency, special event assignments. It seems the Chief feels that he has the authority to declare when there's an emergency and when there's not. I believe the Chief to be saying, by his actions, "Do as I say, not as I do." The trouble is the appointed Chief (Frank) isn't saying too much or doing too much, but brother Jack is running the show. How could this happen? I make reference to the wholesale switch of watches, hours, etc., in the name of the Papal visit (which, incidentally, was known to the Chief approximately 9 months ago). But to alleviate future shortcomings legislative action can be pursued in the long run, and on the short side, perhaps a suit for violation of a contract? In any event, it seems to me the intent was to cut overtime and expenditure of money. How can that be done when whomever is running the show is requesting 200 S.F. Sheriff's deputies, 250 C.H.P.'s, and 24 D.A.'s investigators to join the menagerie.

The aforementioned is but one aspect of the incompetence and lack of quality leadership being displayed. The Papal visit is a one time event, but, on a day to day basis, here are some of the more glaring injustices.

The administration is all but ignoring the initial training and advanced training that, by its very nature, should be scrutinized. I'm making reference to the Academy and the F.T.O. programs. When was the last time someone was really terminated from either program? When was the last time incompetent recruits went on to the F.T.O. program, successfully completed the F.T.O. and were then turned out onto the public? I realize that, over a period of time: months . . . years . . . decades, even the most unglifted mental midget can carry on like a real police officer. Unfortunately, that's not the point. It seems the administration, in trying to fill the numbered slots, will not accept or condone a rigorous training program that terminates incompetence. The academy program since the early 80's is a joke. It's been revised and revised to the extent that if an individual makes it to the Academy, they are pretty much assured they will have a long career with the department. One might blame the recruiting process, and rightfully so. But the administrators of the department have maintained a detached stance in that area also. So why will the individual have a long career? Because when the individual gets to the F.T.O. program they're only evaluated once a month. But that's O.K.; if

the individual falters, keep remediating until it's learned, done right, or the member retires. The academy and F.T.O. programs have lost their credibility!! Now, let's say some of those individuals who have been having problems in the academy and F.T.O. were put out on the street. What happens? Some of them even make sergeant, exemplifying the Peter Principle: People tend to rise to their own level of incompetence. And what are they doing as sergeants? They're being carried, as they were through the academy, through the F.T.O., and on regular patrol.

How do I know this? As a member of the Crime Scene Investigations unit, I have had sergeants and lieutenants ask me, a lowly police officer without the intelligence of a supervisor, what to do. Then I have had other who have done something, but it was the wrong something. Or the classic authoritarian power play, as exemplified by the Chief: I'm ordering you, because I'm a captain, or a lieutenant, or a sergeant. And, of course, I (not wanting to be insubordinate by telling them they don't know what the hell they're doing) respond in kind to their direction . . . whatever they have.

Ah yes, I can go on and on, but I think I've made my point. Chief, you're setting a hell of an example, and your subordinates are following your example very well. Keep up the good work. Eventually, when all of the good people retire or quit, you (or some other chief) and the special interest groups will have your numbers to do with what you wish.



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Excerpts from the book *Alone With God*
by Campbell McAlpine

by Jim Crowley, Homicide

The great purpose of the Lord Jesus coming to earth was to bring man back into relationship with God. Sin had separated man from God and God in the greatness of His love desired that relationship be restored. God had pronounced the death sentence upon sin, "the soul that sinneth, it shall die" (Ezek. 18:4) and because "all have sinned and come short of the glory of God" (Rom. 3:23) it required someone who was sinless to come, take the punishment for sin, so that man could be reconciled to God. This is the great message of the cross of Christ, and the Christ of the cross... "but God demonstrates His own love for us in this: "While we were still sinners Christ did for us" (Rom. 5:8). When we respond to the convicting work of the Holy Spirit, acknowledge and turn from our sins, believing that Jesus died for our sins, and rose again from the dead, the miracle takes place, and we are reconciled to God. What a miracle this is, in which God the Father, God the Son and God the Holy Spirit, are all operative. Jesus said "No one can come to me unless the Father who sent me draws him," ... (John. 6:44). The

Notebook

Holy Spirit convicted us of sin (John. 16:9) and we were renewed by the Holy Spirit (Titus. 3:9).

The immediate result of this new birth is that we are brought into relationship with God. "Yet to all who received Him, to those who believed in His name, He gave the right to become children of God." (John. 1:12). A new life is imparted and we are immediately indwelled with the Holy Spirit who witnesses with our spirit that we are children of God, assuring us of our relationship with God who is not "Our Father who art in Heaven."

Eternal life is a knowledge of God. One of the many definitions of a true Christian was given by the Lord: "Now this is eternal life: that they may know You, the only true God and Jesus Christ, whom You have sent." (John. 17:3). Thus knowing God starts by receiving eternal life, which is given to all who believe on the Lord Jesus Christ. Obviously the knowledge of God at that time is small, but relationship has been established and there lies ahead for the believer a wonderful, glorious, exciting future of spending life and eternity in an ever increasing knowledge of God and His beloved Son Jesus.

The Apostle Paul asked all the people in the church at Corinth to do something - as he was closing his letter to them: "Examine yourselves to see whether you are in the faith: test yourselves. Do you not realize that Christ Jesus is in you - unless, of course, you fail the test?" (2 Cor. 13:6). Will you do this now? You have to check yourself, but let me give you a list of the biblical proofs of a person who has come into a true relationship with God.

1. A person who is a Christian knows it without any shadow of doubt. The Holy Spirit gives the absolute assurance that we belong to God through Christ. You know "The Spirit himself testifies with our spirit that we are God's Children." (Rom. 8:16) "He that believes on the Son of God has the witness in himself." (1 John. 5:10).

2. A change has taken place in the life. "Therefore, if anyone be in Christ he is a new creation, the old has gone, the new has come." (2 Cor. 5:17).

3. There is a desire to obey God.
We know that we have come to know Him if we obey

(See EXCERPTS, Page 16)

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We know that we have come to know Him if we obey

(See EXCERPTS, Page 16)

**Husband & Wife Retreat—
November 20-22, 1987**

THE TIME IS NOW!!!

How often do you hear the words "where did the time go?" We speak not of hours, but of months and years. Calendar leafs slip away, lost in the energies of living. There was a time when husband and wife walked so close together; bound by affection for each other. The structure of today's society seems to put a wedge in that closeness and the path they once walked has widened till each go in their own direction. They lose sight of each other, causing untimely judgements, leading to unfortunate consequences.

Our Police Department has a shaky foundation on solid marriages; statistics will bear that out. The faces and voices of the children whose heartache is evident and visible is enough to make any parent avoid the finality of divorce.

One of the reasons for giving this retreat is for couples to take time out from the pressures of everyday living and do a little re-discovering. The setting again this year is in the Santa Cruz Mountains (the peace and beauty of this area is worth the trip). You will sail thru some uncharted waters with Chaplain Mike Ryan. God has blessed him with skillful navigating powers, and the course will be calm. Chaplain Mike wants to do this retreat because he cares about the men and women of the S.F.P.D., and about their families. We, from Cops for Christ, care about you too. We have a good time in those mountains, and a fresh wind clears away many emotional problems. Last year God blessed us all and a happy group of husbands and wives left and have been on a steady course ever since.

Husbands, talk to your wives. Wives, talk to your husbands. You owe it to yourselves!

We look forward to a great weekend with you.

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Police Couples Retreat

November 20-23, 1987

Co-sponsored by the Family Support Program and the Fellowship of Christian Peace Officers.

Where:

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\$130.00 per couple, covers private room and all the food you can eat!



The leadership team will include:

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Some of the subjects to be covered:

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A Critical Incident

by Dave Herman,
Notebook Staff

In last month's issue of this publication Officer Michael Keys submitted, and had printed, an article which addressed some relevant issues regarding this department's operations.

As a result of some critical comments put forth in those articles, Officer Keys was called in by his superior and informed that some members of the upper hierarchy in the department were displeased with his commentary. This act, whether a form of deliberate intimidation, or some prelude to reprisal against Officer Keys, raises some very provocative questions about our ability to disagree on any particular issue.

Officer Keys exercised the most fundamental of rights in expressing his views, and this publication was the vehicle by which his audience was reached.

It is relatively unimportant whether one views his articles pro or con, but it is absolutely essential that that opinion be allowed. No fear of retaliation, reprisal or other form of pressure should be tolerated in such a situation, and no individual administrator or group of administrators has the right to dictate the terms by which our individual guarantees are exercised.

This incident may have been nothing more than the act of a bruised ego. I hope it is not reflective of some group's idea of policy when a divergent view is presented. But, if it is, then a very dangerous precedent has been set, and immediate action should be taken to insure that Officer Keys (or any other individual's) rights are not repressed by such acts.

AIDS Infection Precautions

The following letter has been received by the Department of Public Health and is being reprinted here for informational purposes:

I am writing about your proper workplace precautions against AIDS for your staff...

...A new report from the Centers for Disease Control (CDC) described infection of three health care workers with the AIDS virus (now called HIV, human immunodeficiency virus) after skin exposure to the blood of infected patients.

Although the exact route of the HIV transmission in the three cases could not be fully proven, it appeared likely that spattering with blood from infected individuals, getting onto the health workers hands, or into their eyes, resulted in infection of the health workers. Studies indicate that the risk of HIV infection after such exposures is extremely small, and that these three cases represent very unusual occurrences. In each case, the health worker had some form of skin rash or dermatitis — that may have provided the route of entry for the virus. Nevertheless, the publication of this report has stimulated renewed interest in the precautions that are necessary during contact with HIV infected blood or other body fluids. CDC has published guidelines for persons having such contact. The guidelines include recommendations that:

1. Gloves should be worn when handling blood specimens, blood-soiled items, body fluids, excretions and secretions, as well as surfaces, materials and objects exposed to them.
2. Hands should be washed thoroughly and immediately if they become accidentally contaminated with blood.
3. Blood spills should be cleaned up promptly with a disinfectant solution, such as household bleach.
4. Care must be taken to avoid accidental wounds from sharp objects contaminated with potentially infectious material and to avoid contact of open skin lesions with material from HIV-infected patients.

To reduce the risk of HIV infection in the occupational setting, it is important that all persons who have contact with any blood or body fluids to be aware of these guidelines.

The Health Department will be glad to facilitate the implementation of these infection control guidelines by providing you with additional information and personnel to conduct staff trainings. As we have agreed, members of our respective staffs have already begun working together to devise practical methods of compliance with these guidelines. I will be monitoring this process in order to assure the health and safety of our City employees.

The San Francisco Police Department is in the process of developing an extensive training program to ensure that its members are fully knowledgeable as to what precautions are necessary to prevent infection.

Employee Time Bank Proposal

by Mike Hebel,
Welfare Officer



Should police officers suffering from extended illnesses or terminal diseases be placed in dire financial jeopardy when their accrued leave benefits are completely depleted? The POA thinks not and is taking concrete action to support its belief.

Serious illness is personally devastating. When coupled with the absence of financial benefits, it is a complete catastrophe. To have this occur to one police officer is to have too many occurrences.

State Legislation

The California Organization of Police and Sheriffs have, through Assemblyman Richard Floyd, introduced legislation amending California's Government Code so as to require, statewide, public agencies to establish time banks.

Twice this legislation has passed the State Assembly and Senate. Twice it has been vetoed by Governor George Deukmejian.

On February 25, 1987 Assemblyman Floyd again introduced public employee time banks legislation — AB 923. It is a two (2) year bill which will not be brought to committee until 1988 and if passed and signed by the governor would not become effective until January 1, 1989.

The POA has decided not to wait. Even if passed, there is no assurance that Governor Deukmejian will sign it. January 1989 is too late.

POA Proposal

The POA proposal would amend the San Francisco Administrative Code by adding Article XVI, entitled "Employee Time Bank."

This legislation would permit each city employee to donate earned vacation time, overtime compensation, or sick leave to a time bank, maintained by each city department, for the benefit of any employee organization.

The employee organization to which time has been donated may charge against the time bank account to reimburse employees, designated by the employee organization, who have an extended illness or terminal disease and have used up all available sick leave, overtime and accrued time off.

This is a proposal to permit the transfer of earned and accrued leave benefits, through employee organizations, to financially desperate co-workers suffering from serious illness.

This proposal will be circulated to all other city

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employee organizations/associations/unions and then presented to the Board of Supervisors. Its passage requires a majority both by the Board of Supervisors and signature by Mayor Feinstein.

AMENDING SAN FRANCISCO ADMINISTRATIVE CODE BY ADDING:

ARTICLE XVI EMPLOYEE TIME BANK

Sec. 16.800. PURPOSE AND INTENT

The purpose of the employee time bank is to allow city and county employees with earned and accumulated leave benefits to transfer these leave benefits to an employee organization of their choice. The leave benefits would be distributed, through the employee organization, to employees who are suffering from serious and debilitating illnesses and who have used up all their available leave benefits. The intent of this ordinance is to allow city employees to provide a measure of financial security for other city employees who have an extended or terminal illness and who have exhausted their leave benefits.

Sec. 16.801. TIME BANK ESTABLISHED

The City and County of San Francisco shall permit each of its employees to donate earned vacation time, overtime compensation, or sick leave to a time bank, maintained by each city and county department, for the benefit of any employee organization.

Sec. 16.802. TIME BANK USE

Each employee organization to which time has been donated may charge time against the time bank account to reimburse employees, designated by the employee organization, who have an extended or terminal illness and have used up all available sick leave, vacation leave, overtime, and accrued time off.

The hours donated shall be converted into a monetary equivalence at the rate of compensation to which the donor employee is entitled and recorded in an account for the benefit of the employee organization selected by the donor employee.

Each employee organization to which time has been donated may charge time against the time bank account to reimburse employees who have an extended or terminal illness to the extent that time computed in monetary equivalence is available for use.

Sec. 16.803. ADMINISTRATIVE FEE

A reasonable administrative fee for maintaining the time bank may be assessed by the departments against the time donated.

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(Service) Retirements

Sgt. Robert Jones
Insp. Herbert Lee

CSAA Urges Motorists To Keep Cool In Heavy Traffic

Heavy stop-and-go traffic during road construction can interfere with driving schedules and can often cause tempers to flare.

The California State Automobile Association (AAA) urges drivers stuck in traffic to follow these suggestions:

- Always be courteous to other drivers.
- Allow sufficient time in your travel plans to compensate for unscheduled delays.
- Plan ahead so that you are aware of alternate parallel routes. Before traveling, consult maps from CSAA or other sources.
- Be patient.
- Stay alert. Munching on high protein snacks in the car can help keep you awake during hypnotic bumper-to-bumper situations.
- Follow common-sense driving rules such as using turn signals and maintaining appropriate following distances.
- Don't press for the right-of-way even if you're entitled to it.

Always use safety belts and child restraint systems when traveling.

For daily commuters, CSAA suggests keeping up-to-date on construction projects by listening to radio traffic reports before leaving for work. When conditions warrant, motorists may want to start for work earlier or later than usual or adjust their routes, if possible.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue

We have had many inquiries concerning when we will hold our next Retirement Planning Seminar. After much consideration we have decided not to hold a seminar this fall as we have done the last two years. The reasons for this decision are many, primary of which is that we have had poor turn outs in October. This is understandable — in October people are looking forward to the holidays, football, and other autumn activities and not giving much thought to retirement planning.

This situation changes with the coming of the new year. Suddenly people are thinking of the future and retirement. "Come the new year" we get many more inquiries about retirement planning and much more enthusiasm for a seminar. So we will have a spring seminar, most likely in April, as we have in the past, and hope to have a full house. The more attendees there are, the livelier the seminar. Guest speakers respond better to audience participation.

Our goal in presenting these seminars during the past three years has been to present a well-rounded program on planning for living a long and healthful life in retirement. This covers all aspects of retirement from the

psychological, physical and financial, to the emotional impact of retirement. Those preparing for retirement seem to plan well for one or two of these but neglect others. Our aim is to gently jolt attendees into giving consideration to all aspects. Once the basics have been covered in the first part, we move on to discussions of state and federal taxes, estate planning, financial investments and, not to be forgotten, the benefits of exercise and diet.

We spend much of our working years building a secure life for ourselves and our loved ones. The seminars aim to graphically show you how far you have come and what you have already accomplished in your efforts — and to fill in any gaps you may have, so your future efforts will be as fruitful as the past ones have been.

Between now and our next seminar in the spring, we would like to encourage anyone thinking of retirement to give us a call, drop us a line, or stop by the P.O.A. office. We welcome your input. One question or comment could trigger a new item to be covered that we haven't yet thought of. Your interest increases our interest and enthusiasm in our seminar planning. We hope to hear from you.

Vote No On Prop. "G"

by Bob Barry,
President

When the Office of Citizen Complaints was established by voter approval in 1982, the Bar Association of San Francisco stated that the OCC would be staffed by professional civilian investigators...and would promote efficient, cost-effective investigation of citizen complaints. The Bar Association went on to state that supervisory rank police officers then staffing the Internal Affairs Bureau could be reassigned to law enforcement work.

Finally, the Bar Association stated that the creation of the OCC will give the public and police "greater confidence" that the complaint-resolution process is impartial.

These predictions, however, have not been borne out. San Francisco police officers, as in other cities where

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civilian investigative agencies have been created, have not been reassigned to law enforcement duties. Police officers still investigate complaints against officers resulting, in many cases, in a duplicative effort and higher costs to San Francisco taxpayers.

In recent public hearings, resulting in scathing criticism of the OCC by some former advocates — the American Civil Liberties Union, San Francisco Bar Association and Criminal Defense Lawyers — these groups stated that the OCC has been ineffective and has become the "public relations" arm of the police department.

While we may have differing opinions on what the OCC has become, one thing is clear — the OCC has been mismanaged from its inception. Its operation has been politicized, and confidential information, detrimental to both complaining citizens and police officers, has been leaked publicly in violation of state law.

The OCC is now asking for more funding so they can "do a better job". More funding, however, particularly with a fiscal crisis on our hands, is not the answer. Better management of existing resources is, in our opinion, the more correct approach to doing a better job. Proposition "G" should be soundly rejected on that basis.

Last year the Office of Citizen Complaints spent \$768,000, and this year the proposed budget is \$858,000 — nearly a 12 percent increase. Should Proposition "G" be approved by the voters, it will remove the existing budget limitation ceiling provision from the city charter creating the potential of funding an additional half million dollars for a "white elephant" with little to show for it. We urge you to vote NO on Proposition "G".

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It Could Happen To You: A Tier Two Case Study

by James M. Ahern

It was less than a year ago, but to firefighter Gerry Engler it seemed like a lifetime. In 1986, Gerry nearly died three times, but each time he fought back to see another day. What a nightmare!

Doctors told Gerry that as a firefighter he had been exposed to a toxic chemical which created a virus in his heart. The virus destroyed the mitral valve, a valve that allows the blood to flow into the lungs for oxygenation. This condition caused his heart to become enlarged.

In July of 1986, Gerry had a valve operation and his life seemed to be getting back to "normal." But the following September, he felt sensations in his chest and was admitted to the cardiac care unit. Gerry's wife, Cindy, was called and told that he had been hospitalized for arrhythmia (his heart had sped up and his blood pressure dropped). Gerry received heart massage with electrical shocks to the chest and remembers passing out with the thought of not coming back to life. The subsequent operation allowed Gerry to resume his everyday life, but he would not be allowed to return to duty as a firefighter, a bitter reality.

Yet, there was another reality that was beginning to set in; the financial reality. Even though Gerry's doctor stated that he was 100% disabled as a firefighter, his lawyer stated that he would receive only what the San Francisco Charter provided — a 50% disability award.

The Engler family would receive approximately \$16,500 per year, or 1375 per month. Of course, medical expenses related to the disability would be paid by the City. The Engler family pays \$200 per month a members of the Bay Pacific plan and additional expenses for dental care. With two children, Jonathan, age 6, and Bonny, age 3, the Englers can anticipate substantial dental bills in the future.

As Gerry recalled, "When I took this job I realized that I could get hurt, that's part of the job. I thought my family would be covered by the City. But who thinks about total disability? No one thinks it can happen to them. And when it does, firefighters and their families are not mentally and financially prepared. Most firefighters do not understand how the retirement system works."

Firefighters hired after November 1976 are governed by the "New" or "Tier 2" system. The dual system has created frustration, apprehension, and confusion. Firefighters that work side-by-side receive different benefits, yet the risks are the same.

In Gerry's case, since he was not qualified for service retirement at the date he became disabled, he would receive 50% until he qualified for a service retirement after 25 years of service and reaching age 50.

In terms of a cost of living adjustment, Gerry's service or disability retirement allowance or the death allowance to his spouse would be increased (or decreased) as of July 1 of each year by a maximum of 2% of the initial allowance.

A "Tier 1" firefighter would have received between 50 to 90% as a result of retirement for incapacity. Economically, the Engler family could have survived with the higher percentage award.

"My family," Gerry revealed, "would have been better off financially if I had died." If Gerry had died, the Engler family would have received his full salary until Gerry would have reached the age of retirement, then the family would receive no less than 50%.

When asked if he would have done anything differently, Gerry replied, "I would have been more careful upon

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entering a burning building and after a fire, especially during overhaul, when there is a danger of exposure to toxic chemicals. But that's just it, if you're too careful, you don't get the job done as it should be done."

What are firefighter Engler's options? He could accept a light-duty job with the Department if one is available. The advantage would be that his salary would not be cut in half as it would be with the disability award. Gerry could receive the disability award and find a light-duty job in private industry, but that has limitations. If he receives a disability retirement and found another job before age 55, his disability allowance could be reduced. Gerry's disability retirement allowance plus the salary he received from work could not exceed the salary he would be receiving if he still held the rank he had at the time of retirement. There is disagreement as to the legality and interpretation of this Charter provision. Another option would be to resume his studies at City College, where, as a student, Gerry was drafted into the United States Army. At this stage the uncertainty exists because the doctors (Gerry's doctor, Retirement Board doctor, and the Department Physician), lawyers, and the Fire Department Administration play a vital role in determining Gerry's final option.

Just when Gerry is striving to provide financial security for his family, he discovers that he may receive only 50% of his salary. Suddenly, his career and family's financial well-being are in jeopardy. Other San Francisco firefighters may face this crisis—it could happen to you.

Regardless of the future, firefighter Engler is thankful to be alive and for those who helped him and his family in time of need. As Gerry said, "The firefighters at Station 26 were 'super.' They helped us move, and they were always there to lend a hand to my wife and my children. I also received help from Father John Greene (Fire Department Chaplain) and the officers, Dick Nyhan, Gerry Doherty, and Jim Garvey. I made a big difference."

Does the San Francisco Charter protect aggressive and dedicated firefighters? Who should bear the cost of injury, the City or the firefighter? San Francisco reaps the advantages by having an excellent fire department; it is reflected in low fire insurance premiums, quick emergency response and the assurance that firefighters perform above the beyond the call of duty.

San Francisco Fire Fighters Local 798 strives to improve medical coverage, to obtain a paid dental plan, and to eliminate provisions of the two-tier retirement system. The Gerry Engler case is but one example of how a particular Charter provision affects a firefighter's family. Where there is an inequitable disparity, there must be a change. With your help, Local 798 will work toward that objective.

Reprinted from *The Mainline*
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I Wonder If?

by Mike Keys, Co. C

I know it's a song that's been sung before, but I had some thoughts regarding the pros and cons of this department since the era of the Consent Decree. I wonder if the department is better today because of the Consent Decree or not.

I came in prior to the Consent Decree. The department seemed to run well; probably not great, but there was no turmoil as we have today. I came in young and naive, not thinking of much except being a cop. Then came the first promotional test I took around 1975-76. After that test my eyes were opened as to the direction this department was to eventually take, but even then I didn't know to what degree.

It seems that as the years went by no one cared until the candidates started going for the gold; the lieutenant's test on up, that's when people really started crying foul. I've been in fifteen years and have taken only two promotions, and both of those were tainted, fixed, rigged, whatever you want to call it.

I wonder if the department had taken a position that things would have turned out differently? Had they taken a position and demanded excellence; telling the consent decree they would only accept the best qualified; give your battery of tests but stand by the results. No jockeying the scores or fooling with the test in any way. Take the same position with the city, getting them on our side instead of letting the POA stand alone to fight it out in court. I feel that had they taken a strong position they would have gained great respect from the rank and file, regardless of the outcome, knowing that the department was at least trying for quality. How can a department not take a position of demanding only the best be promoted, regardless who they are, to supervisory positions? How can they ex-

(See WONDER, Page 14)



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Proposition Q:

To Provide Minimum Levels of Fire Protection For the City and County of San Francisco

by James M. Ahern

San Francisco Firefighters and citizens made a concerted effort to submit 37,589 signatures to the Registrar of Voters to qualify a charter amendment for the November 1987 election. With an amazing signature validity rate of 79.6%, the measure easily qualified. Citizens signed this petition to maintain the quality of fire protection in San Francisco. And rightly so, because with staff reductions, firehouse closures, and inadequate budget funding, fire protection is in jeopardy.

For years, San Francisco Firefighters Local 798 attempted to bring these issues to the attention of elected officials, but to no avail. For years, citizens attempted to bring firehouse closures to the attention of elected city officials with the same negative results. In 1980, for example, a Fire Committee was formed by the Midtown Homeowner's Association to reactivate Truck 20, one of four stations closed that year. The Fire Committee held a town meeting and collected more than 700 signatures to oppose the elimination of Truck 20. City officials received these signatures but were unable to resolve this problem. Working within the political structure, this highly motivated neighborhood association could not succeed in its efforts to restore fire protection. What is their alternative?

In terms of the budgetary process, Chief of Department

Phipps requested \$1.8 million in equipment for the 1987-88 budget, of which \$676,000 was approved—two-thirds less than requested. Chief Phipps stated his case to Mayor Feinstein without success. What was his alternative?

In the August 1987 issue of Firehouse Magazine, when asked, "Do you need to make major improvements in facilities or equipment?" Chief Phipps replied, "Yes, definitely." Phipps stated that since many firestations and buildings were built in the 1950's, problems have developed into a "major concern." Regarding equipment, Phipps commented, "We've fallen a little behind and I'm hoping to bring that back up in the next couple of years. Sixteen years ago we bought 13 pumper trucks. That's nice but, unfortunately, 16 years later, we're faced with a major replacement issue. We've managed to replace some of those, but at the same time we're still falling a little behind. I've got to keep that equipment up; that's our lifeblood."

The San Francisco Fire Chiefs' Association recorded its displeasure with a letter to Mayor Feinstein "protesting the unrealistic cuts in the Fire Department's budget for equipment and maintenance." The Chiefs' Association realized what inadequate funding represents:

"If a steady maintenance and replacement program is not enforced, the resulting deterioration can only result in a greater fire loss for the public and additional hazards for both citizens and firefighters."

Another segment of concerned individuals voiced objection to budget cuts. What is their alternative?

Well, that is why firefighters and citizens joined forces to seek support for a charter amendment that would:

- 1.) Require neighborhood public hearings before any

(See OFFICERS, Page 15)

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Officers' Efforts Are Recognized

On Tuesday, June 30, 1987, at noon, the San Francisco Police Department and the Friends of Police honored two police officers with the "Officer Recognition Award" for the months of May and June. Police Chief Frank M. Jordan, and a representative from the San Francisco Board of Supervisors presented the award at a luncheon held in the Hyatt Regency's Palm Court.

The recipient of the award for May, 1987 is Robert DelTorre. A 15 year department veteran, Bob is assigned to the Tactical Division and patrols the Parks and Recreation Areas of the city.

June's honoree is Kenneth Sugrue, a third generation San Francisco police officer, who is also assigned to the Tactical Division's Park Patrol.

Both officers are members of the Department's SWAT Team, and participate in crowd management details whenever events occur involving large numbers of people.

The "Officer Recognition Award" is given to police officers who routinely display acts of kindness, or give extra effort in the performance of their duties that sets them apart from their peers.

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FOR THE MONTH OF MAY, 1987
OFFICER ROBERT J. DELTORRE
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Bob DelTorre, a native San Franciscan, and graduate of Riordan High School is a 15 year veteran of the San Francisco Police Department. After his academy training, Bob spent time patrolling the Central and Ingleside Police Districts.

In 1975 Bob transferred into the Tactical Company, where he is currently assigned, and it is in this unit where Bob has been involved in a variety of unique and often difficult tasks. He was one of the original members of the Police Decoy Program, where he often posed as a defenseless individual who might be a good target for street robbers.

Bob has also spent time on the small Honda Motorcycles that can maneuver through congested, high crime areas. While Bob was on this assignment in 1979 he and his partner were confronted by a group of Asian gang members. The officers were investigating a call of gun shots being fired, and gang members were suspected of doing the shooting. During the investigation both officers physically struggled with the youths. Bob DelTorre took a .25 caliber automatic handgun away from one suspect while his partner relieved another gang member of a loaded .38 caliber revolver. As a result of this incident, their commanding officer cited the officers for outstanding bravery and courage, when he recommended them for a Silver Medal of Valor.

During his career as a police officer, Bob DelTorre has been awarded three Silver Medals of Valor, five Bronze Medals of Valor, four Meritorious Conduct Awards, and four Police Commission Commendations. He has over 140 Captain's Complimentary Reports, and numerous let-

(See PROP. Q, Page 14)

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Board of Directors Meeting

September 15, 1987

Present: Deignan, McDonagh, Garcia, Ovanessian, Suslow, Taylor, Johnson, Hawthorne, Chignell, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry. Absent: Mattoch, Santana. Excused: Maloney, Reilly.

PRESIDENT'S REPORT

Night Differential Settlement Talks

President Barry recommended should the city attorney want to reduce the back pay award, that the Board of Directors end their settlement talks with the city attorney's office regarding the night differential pay/overtime issue and proceed to Superior Court. Motion by Chignell seconded by Rapagnani to take the night differential pay/overtime issue to court was approved by voice vote.

Prevailing Rate Salary Survey/PERS Lawsuit

President Barry recommended that the Board of Directors drop the POA's prevailing rate salary survey/PERS Lawsuit in light of the similar S.F. Firefighters lawsuit which was rejected by the California Supreme Court. Motion by Flippin seconded by Cole to withdraw the prevailing rate salary survey/PERS lawsuit was approved by voice vote.

VICE PRESIDENT'S REPORT

Pope's Visit

Vice President Ron Parenti reported to the Board of Directors that the administration of the Field Operations Bureau has violated the spirit of an agreement that the POA had negotiated with the department on the issue of the payment of overtime. Parenti had reports from several P.O.A. district station representatives that shift hours had been changed by the department to avoid the payment of overtime.

SECRETARY'S REPORT

The Secretary's report was on Page 11 of the September issue of the NOTEBOOK. Motion by Linehan seconded by Garcia to approve the minutes of the August 25th Board of Directors meeting. The motion was approved by voice vote.

TREASURER'S REPORT

The Treasurer's report was adopted by a motion made by Rapagnani seconded by Ovanessian. The Treasurer's report was adopted by voice vote.

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COMMITTEE REPORTS

Legislative Committee: Chairman Dan Linehan made the following recommendations for political contributions and positions of support or opposition on the November 3rd election charter amendments.

Proposition C: Public Health Facilities System Improvement Bond. A motion by Chignell seconded by McDonagh to support the passage of Proposition C was approved by voice vote.

Proposition G: Citizen Complaint Agency Budget. A motion by Flippin seconded by Garcia to oppose the passage of Proposition G was approved by voice vote.

Proposition I: Deputy Sheriff Retirement Payments. A motion by Chignell seconded by Hawthorne to support the passage of Proposition I was approved by voice vote.

Proposition K: Nurses' Retirement Exemption. A motion by Linehan seconded by Garcia to oppose the passage of Proposition K was approved by voice vote.

Proposition L: Appointment of County Clerk. A motion by Chignell seconded by Flippin to oppose the passage of Proposition L was approved by voice vote.

Proposition O: Health Service Board Elections. A motion by Cole seconded by Chignell to support the passage of Proposition O was approved by voice vote.

Proposition Q: Minimum Firefighter Staffing. A motion by Linehan seconded by Parenti to support the passage of Proposition Q was approved by voice vote.

Proposition T: Public Land (Consent of the Voters). A motion by Linehan seconded by Hawthorne to support the passage of Proposition T was approved by voice vote.

Proposition S: Poly High Referendum. A motion by McDonagh seconded by Chignell to support the passage of Proposition S was approved by voice vote.

Sheriff's Race: A motion by Fagan seconded by Chignell to not endorse any candidate for the office of Sheriff was approved by voice vote.

Arlo Smith for District Attorney: A motion by Chignell seconded by Linehan to support Arlo Smith for District Attorney was approved by voice vote.

SFPOA Tabloid of Endorsements: A motion by Chignell seconded by Linehan to appropriate up to \$3,000 to print 100,000 tabloids of POA endorsements was approved by voice vote.

Proposition A: Police Facilities Bonds. A motion by Linehan seconded by Rapagnani to manage an independent campaign for Proposition A not to exceed twenty-five thousand dollars was approved by voice vote.

Federal Litigation Committee: A motion by Linehan seconded by Garcia to recommend that the membership vote yes to the question of "Should the POA hire a testing expert to monitor the development of the promotional testing in order to protect the best interests of the membership?" The motion to vote yes to the question was adopted 12 yes, 3 no. Voting yes were McDonagh, Garcia, Suslow, Taylor, Johnson, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry. Voting no, Ovanessian, Hawthorne, Chignell.

NEW BUSINESS

Art Agnos for Mayor

A motion by Parenti, seconded by Flippin to contribute \$500 to the Art Agnos for Mayor Campaign Committee. Motion passed by voice vote.

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Defendant Caught by R.A.T. Gets Five Years

Michael Gordon, 31, of San Francisco and Palo Alto, was sentenced to five years in State prison for the robbery of an elderly woman in the Tenderloin District, District Attorney Arlo Smith announced.

Today's sentence was handed down by Superior Court Judge Edward Stern. Gordon was convicted on Aug. 27 after a Superior Court jury deliberated approximately 30 minutes about his guilt in the June 24 robbery. The robbery occurred in the afternoon of that day, and the defendant was apprehended by members of the undercover Robbery Abatement Team.

The RAT included San Francisco Police Officers William Langlois, Tony Rockett, Greg Randolph and Bob Aitchison, District Attorney Investigators Vaneta Pollett, Lee Tyler, Karen Hibbit and Ron Leon and members of the Police Department's Southern Station, Robbery Detail. The team went undercover in the Tenderloin area from June 19 to July 10 of this year to capture robbery suspects who were preying on the elderly.

Assistant District Attorney Robert Ring prosecuted the case to today's successful conclusion.

"It's the hard work and dedication of people like Bob Ring and members of the RAT that account for the District Attorney's conviction rate for those accused of crimes against the elderly being reported at 99 per cent," Arlo Smith said. "The types of cowardly criminals like Gordon should be behind bars, and that's what's been accomplished today."

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Pathways

by Bob Rogers

Looking in the Woods

I think it usually begins in late September. The summer is officially gone. The days become shorter, and there is an orange aspect to the afternoons that were so brilliant in July. School has begun for all those who go, and the beaches and other favorite places are left for more solitary folk. We begin the wait for Winter. There will be holidays and football seasons, but there will be too, as we wander through the October days and into the November gray, the steeling up for what is the end of another year.

When I was somewhere around thirty and had gone past the time when I would have been the fastest, the strongest, and brightest that I was ever going to be, a long Fall set in and set me back with the realization that, while there was all of that life left ahead, I was never again going to be able to feel that great charge of youth, energy, and strength. Sure I could stay in shape and slug away at jogging and hoist a few weights, but it wasn't going to be the same. And so, perhaps more than in all of the previous Autumns, I didn't look forward to Winter.

Maybe the events occurring in my personal life — coupled with working dreary shifts of midnight policing, drove me to thrash about in order to find some way out of feeling like I was beginning a downhill entry into middle age. I don't think I was looking for a recapture of youth, but in a way, I may have stumbled across something which seemed to rekindle an energy, strength, and feeling of well-being that I hadn't felt in several years.

If this had been just my own peculiar resurrection, then I probably would have gone quietly about practicing it without a peep. But over the years I've known just too many people who have found themselves feeling such an affection for this path, that I think a little thumping is in order.

This will be an endorsement of an activity that I believe can speak to almost anyone's condition. For the mules of force there will be as much strength and power testing as one could want. To those who enjoy speed — there will be the chances to fly; for those like me who like to wring out their sweat — there will be abundant chance for super-exhaustion. For those who want to get Indian close to feeling really alive in the mountains and woods, they can do this thing too. And for those who want to remember what it really felt like to be young, and strong, and filled with a zest, I think it's here. This is about Cross-Country Skiing.

Cross-Country — or Nordic — skiing has only recently become widely popular in the United States. It differs from Downhill or Alpine skiing in a number of ways which folks here have just started to appreciate. Rather than an activity which requires an often crowded resort where you might have to wait in line to ride an expensive lift in order to use costly equipment to hurtle downhill, this style of skiing really only requires snow and a much less expensive set of gear to go where you will.

Cross-Country skiing is simple: the getting around on skis. It has long been a way of life in the Scandinavians



Beyond racing or socializing — the chance to really get away.

countries and was originally brought here by the Northern European settlers. It allows one to traverse all types of terrain (including mountainous descents) and do so fairly quickly and efficiently. Children and older adults are able to master the simple fluidity of the moves, and athletes who race Cross-Country are reputed to enjoy the best overall fitness benefits of any sport (Cross-Country racers burn up more oxygen in their cardio vascular workouts than almost any other type of athletes and at the same time develop great overall body strength due to the effort they expend in using their poling and striding techniques.)

My introduction to Cross-Country was fairly basic. I had watched a TV special on the sport which had featured different aspects of what it was all about — Olympic skiing, family picnicking, and sport/recreational skiing. What had impressed me most I think was that there was skiing that could be had in any snowy meadow or along any forest path. Like so many cops from blue collar backgrounds, I had never learned to downhill ski when I was young simply because of the expense. When I was finally able to afford it, I felt awkward going out as a beginner — and I think I still felt that lift tickets, equipment, and all of the rest of it was more than I wanted to deal with.

Having watched that one show and faced with a long four-day weekend one December, I just decided to go up to Tahoe and find a place to try. Cross-Country wasn't quite as popular then, and there weren't that many people at the sporting goods stores who knew where I could go rent some skis and give it a whirl. But when I did, and after leaving Truckee and heading down Hwy 89 I passed a small A-Frame with a sign that said: Big Chief Nordic Skiing. I pulled in.

There was a young couple in knickers who ran the place. We stood around a pot belly stove that was glowing warm. They told me that there were group lessons at 10:00 and that the Big Chief Cafe was a good place for breakfast — it was. When I came back I was still the only one for a lesson, and so the fellow took me and the couple of skis and poles he had fitted me with — and we were off. (Maybe this is the right place to say that almost all of the places near Cross-Country trails offer lessons

— they're certainly worth the price. An introductory lesson will prepare you to enjoy, understand, and be reasonably competent at getting around.)

What I learned in that first lesson was that these light skinny skis propel you through the forest (uphill, downhill, or across the flats) by using the same principle that a kid would push a scooter or skateboard along a road. You push one ski down into the ground while putting your weight on it and then you thrust yourself ahead — gliding on the other. When that gliding ski begins to slow, you push down on it and send the other ski out ahead — and of course you follow. I learned how to use the poles to assist the process. I also learned how to do some basic downhill skiing and attempted the nifty trick of skiing uphill. (Learning how to stop well is one of those important things that you later wish you had been paying more attention to at the beginning.)

After a couple of hours — which is what most half-day lessons really are, the instructor told me to go off and enjoy what I had learned. I asked if maybe I shouldn't take some kind of next level lesson — he smiles and said no. He said something about playing with the basics — really getting comfortable with what I had been exposed to in that lesson, and then if sometime I wanted to do something like ski up the mountains around Squaw Valley, he could teach some of the Advanced Cross-Country Downhill. I asked if you could really ski up steep hills, he laughed again and said it always gave him a big kick to see the people riding the chair lifts at Squaw do double takes from the chair lifts when he skied uphill.

I've taken several people from all age and ability levels for their basic lessons, and they are still taught in pretty much the same way. Once the basics are covered, people seem then to gravitate towards three areas of concentration. Some people like getting out and away into the backcountry. They take sturdy equipment and ski miles into the forests — laying their own trails and often camping in the snow — enjoying the mountains in winter. Others tend to enjoy skiing fast — and competitively, along specially laid tracks where they ski loop courses — some as long as 30 kilometers. And maybe the largest group are the sport/recreational skiers who enjoy combining sane bits of both — perhaps taking a brisk ski to a stunning overlook, having a picnic lunch, and then just enjoying the exhilaration of being six, seven, eight-thousand feet high moving along snow-quilted corridors in the forest.

The areas closest to San Francisco are in the Sierras near Lake Tahoe. But there are places to ski wherever there's snow, and there are established Cross-Country resorts throughout California and the West. The benefits to skiing out of a resort is that there are facilities for instruction, rentals, sometimes lodging and most always food and drink. The established resort areas also make it easier for groups with members of different abilities to

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Walt Garry completing the shooting phase of the Biathalon (skiing and shooting).

ski their styles and keep in touch with each other throughout a day. (Cross-Country resorts are basic and relatively small compared to Downhill Centers. In one that I know of, the extent of the refreshment available is a large cauldron of hot apple cider.)

The largest Cross-Country Center in the United States happens to be one of the closest to San Francisco. Royal Gorge is located near Donner Pass (3 Hrs. from the Bay Area). Located at 7,000 feet are over 150 miles of machine-groomed trails throughout 6,300 acres. They have a day lodge, two overnight lodges, and 7 warming huts serving hot drinks throughout their trail system. They have several types of instruction and charge \$12.00 for trail passes. (They even offer childcare facilities.) While on weekends the parking lot and trailheads can be crowded, it is easy to get off and away into the woods.

Not far from Royal Gorge — close to Truckee, is the Tahoe Donner resort which offers panoramic skiing, good lessons, and excellent skiing on a smaller scale than Royal Gorge. Glen Jobe, a former Olympic skier, is one of the co-owners and has helped more than one cop get ready for the Police Olympics. The trail passes are a couple of dollars cheaper at Tahoe Donner and they offer night skiing as well.

Tahoe Nordic Center in Tahoe City offers lessons, rentals, and several miles of trails. While its altitude (lake level) sometimes makes the snowfall a little thinner, it works well when the resorts like Royal Gorge are being buried with snow. It is also the site of an annual Tahoe to Truckee Cross-Country Citizen's race. (A citizen's race is like a fun run where the participants range from hard chargers to have-fun skiers.) A couple of years ago during a midweek period, I was at the Tahoe Nordic Center and pleased at how my wife and I seemed to be the only ones starting off on the trails that day. As we began to push off, though, we greeted another couple. Lloyd Cunningham (Crime Lab) and his wife were starting out on that pretty day with what looked like an awfully good picnic pack and a wineskin of what was probably some health drink.

And of course, between Tahoe and Truckee is the Big Chief Nordic resort which is fairly small compared to the rest of the resorts, but offers good introductions to this Nordic Skiing.

Also on the Northshore are the combined Downhill and Cross-Country resorts at Northstar and Incline. These types of facilities solve the problems of having skiers in the same group or family who prefer one style more than the other. Squaw Valley and Alpine Meadows have experimented with some small Cross-Country or Nordic trails, but it is uncertain at this writing what they will be doing this winter.

The South Shore does not offer as much Cross-Country skiing, but with its attractive hotel rates and entertainment, staying there enables folks to enjoy the nightlife and then by driving a bit — say to Kirkwood or even the Northshore, get in some good skiing.

Kirkwood — another combined facility, is one of the prettiest and most invigorating of the Nordic Centers. It is located at one of the highest altitudes and seems to have snow often when the other places are spotty. There's a good skiing, instruction, and lodging available. It is the site of the Kirkwood Classic Race each December which is an early season testing ground for both serious and recreational skiers. Some of the best learning can come from watching really good skiers.

And of course there are the scores of trailheads into the National Forests and Parks which afford one the chance to really get away. These are best found by talking to the locals in any area — especially at the ski shops, for instance. Page Meadows and Sugar Pine State Park just south of Tahoe City are a couple of good areas to try.

If the Tahoe area isn't primitive enough, you might try the Mt. Shasta area and work your way south past Tahoe to Bear Valley and then on to Yosemite.

There are several members of the Department who have had a lot of Cross-Country experience. Walt Garry of Juvenile, Bob Gillespie of Investigations, and Duane Otis of Robbery are on the board of the International Police Winter Games. They all have Cross-Country experience and are each terrific guys to talk to when looking for information. Bob and Duane are more recent comers to Cross-Country — both having been Downhill skiers, but have taken to this new pursuit. Walt Garry has transferred that same affection he's had for running and is an enthusiastic Cross-Country skier. (I'd like to add that for everyone who has known Walt through his "Running Through My Mind" column or through his on the road encouragement of runners, he's still out there helping and encouraging and has a lot of Cross-Country expertise to pass on.)

Jeff Brosch (Homicide) mixed and matched some borrowed equipment last year and emerged as the top Nordic Skier at the Police Games — winning a silver cup the size of a horse trough. Ed Kenny of Homicide is both a racer and family skier. Morgan Peterson is an enthusiastic skier who has been able to stay fit skiing even with nagging running injuries. I know that Dave Boyett at Central, along with Bill Cooke, have been doing some Cross-Country the past few years. (Bill Cooke, primarily a downhill skier, was surprised at the ease with which he could compete in this totally different style. He won a medal his first time out at Cross-Country.)

And, while Bill is an exceptional athlete, Walt and Bob have told me that "races" they organize for the Police Games are structured so that people enjoy what they're doing, and that over 90% of all entrants to the Police Games win medals — which is probably an accommodation to the notion that even as a sport this is more an involvement of the skier with the skiing and not with competition.

For those to whom this all is totally new, I emphasize how easy this is to begin and enjoy. Little formal instruction is needed, and preparation isn't extensive prior to one's putting together his own way of enjoying and profiting from the winter. There will not be an overly awkward period of beginnerdom, and there seems to be a lot fewer of the "Look how beautiful I am," ski fashioned snobs that one stumbles across at the "in" downhill resorts.

Take a slide through the woods and give this a try. You owe yourself and your family a good healthy enjoyable winter. Get a hold of me or any of the people in the Department who do this. There's easy help in getting past the seeming hurdles like chains, where to rent equipment, where to go, and what to do generally to get ready.

There are many good stores to get info and equipment.

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Alpine House in Marin has excellent equipment and rentals. R.E.I., Marmot Mountain Works, Sierra Designs — all in the Berkeley area are also good source places. The Northface Stores offer rentals, equipment, and like the others, information. In the Lake Tahoe area the Alpenglow stores in Truckee and Tahoe City are excellent, as is the Basecamp store in Tahoe City. But remember, you can simply get yourself to one of the Centers and rent equipment — trying several types before you have to deal with buying anything.

Comfortable clothing (loose) in layers is essential. Everyone will dress too warm initially and so have some layers to peel off before you become drenched. Until you actually begin, you won't know your own body's way of handling the exertion in the snow — so be ready to shed or add or do whatever to be comfortable. Again, feel free to get a hold of any of us and let us give you the benefit of our prior screw-ups.

(In one of the upcoming issues — as the snow starts to fall, we'll publish an updated and current list of the Cross-Country Centers with costs and directions. Also, the paper is certainly a good place to bulletin board a list of accommodations available. Two seasons ago my wife and I rented a beautiful two story cabin within walking distance of Royal Gorge for \$600 per month. With compatible combinations of families or groups, this beats the Brosch/Rogers Syndrome of speeding up to ski in the morning and then zombiing back to San Francisco later that night.)



Uphill striding — or the author playing with age and gravity during pre-season training.

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Prop. Q

(Continued from Page 10)

firestation could be closed or relocated.

2.) Establish that the current 41 firestations remain the minimum number of firestations in San Francisco.

3.) Establish that the daily, on-duty firefighting staffing levels be increased one firefighter per engine company.

4.) Requires that firefighting equipment, stations, and facilities of the Fire Department, including High Pressure Pump Stations, be adequately maintained to perform in any emergency, such as fire or earthquake.

5.) Resolves the ongoing conflict with the Port Commission about the funding and repairs of the Fireboat and its station.

6.) Grants authority to the Chief of Department and the Fire Commission to adequately fund firefighting equipment and staffing.

With the passage of Proposition A (Earthquake Preparedness Program) by an 89% yes vote in the November 1986 election, the water supplies system was updated and improved. Proposition Q will provide the necessary equipment and firefighters to complete the fire protection and Earthquake Preparedness Program.

The basis premise of this Charter Amendment is: "... establish the necessary minimum levels of fire protection to guarantee that the City will have the necessary stations, equipment and staffing, and that such equipment stations and facilities are kept in proper repair so they will function in time of emergency for the benefit of all the citizens of the City and County."

Firefighters and citizens offer Proposition Q as an alternative to staff reductions, firehouse closures, and inadequate budget funding for maintenance of fire stations and equipment. Support Proposition Q—VOTE YES ON PROPOSITION Q—TO PROVIDE MINIMUM LEVELS OF FIRE PROTECTION FOR SAN FRANCISCO.

Reprinted from *The Mainline*
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Wonder

(Continued from Page 9)

pect to function in the future if their position is to sit back and take what comes. They're paying for their 'non-stance' position today.

The Consent Decree had an effect. I guess it's up to each individual to determine whether the change has been positive or negative. Some of the pros and cons I see are:

Pro — the department does have more minority officers. The Consent Decree has been achieving its goals. There is nothing wrong with numbers of any ethnic group, minority or non-minority, as long as they're qualified. I don't think anybody can argue with that.

Con - 1) The lowering of standards has increased the incompetence level among Q-2's all the way up in the ranks to outrageous proportions.

2) We now have numerous splinter groups in the department, all working against the other.

3) The POA has been put in a difficult position to represent and satisfy everyone concerned.

4) Morale is at an all-time low; and I mean low.

5) I see more officers quitting or retiring at minimum age when they used to stay, and even more talking about leaving than ever before.

6) The officers being disciplined for a variety of reasons seem to be at an all-time high from years past.

7) Racial tensions seem to have surfaced and festered since the coming of the Consent Decree and it seems to be spreading to other city agencies also.

8) Many officers do not have any desire to get promoted anymore. Their incentive has been taken away, and that's not good.

9) People who took the promotions under the present conditions can't understand why they have not been accepted. I can't see why someone would take a job they didn't deserve and expect to be welcomed with open arms. I guess you can always justify it by saying 'If I don't take it someone else will.' I find it hard to believe someone would forego their personal pride to admit being inferior just for a promotion. It would have been nice to have all the candidates take a stand and not let themselves be manipulated.

10) Some minority members are upset because the Consent Decree, by getting involved, actually cost them a promotion or altered their position on the promotion list.

11) Last, but certainly not least, is the officer who is going to stay with this department. They're looking to see what their future might be knowing the city and the department will do nothing to try to rectify this misguided situation and knowing it's only going to get worse. It has to take its toll on the officer's attitude and job performance eventually.

These are some of the pros and cons as I see them today. You be the judge as to whether the Consent Decree has been effective or not. I would also like to make it clear this letter was not written to offend anyone, but, I hope, to make the department take an honest look at itself.

Again, thinking back, I wonder if the city hadn't sold us out what would have happened. I wonder if the department had stood up to the city instead of caving in to politics what would it be like today? I wonder if there was no Consent Decree what the department would be like. I wonder if?

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Officers

(Continued from Page 10)

ters from appreciative citizens.

Currently Bob is a member of the Department's SWAT Team, and patrols the various parks throughout the city.

On his off duty time Bob has taken an interest in helping handicapped athletes. For five years he was the Chairman of the Police Charity Football Program, that raised over \$60,000 for the Special Olympics. He is presently on the advisory Board of Directors for the Special Olympics.

Bob is 35 years old and has an older brother, Tom DeTorre who is also a San Francisco Police Sergeant.

FRIENDS OF THE SAN FRANCISCO POLICE DEPARTMENT OFFICER RECOGNITION AWARD FOR THE MONTH OF JUNE, 1987 OFFICER KENNETH SUGRUE TACTICAL COMPANY

Ken Sugrue has been a San Francisco Police Officer since April of 1980. After completing his academy training, Ken went through field training at Central Station. From there Ken spent the next 4½ years at Ingleside Station. At the completion of three of those years at Ingleside, Ken became a field training officer. Field training officers train and evaluate police recruits in actual day to day police situations. Training officers must have a good working knowledge of the job, and be able to be a role model that recruits can emulate. Ken developed these skills in a relatively short time, and served as an F.T.O. with distinction.

Ken is currently assigned to the Tactical Company and patrols the city's many parks and open recreation areas. He is a member of the Department's SWAT Team and is frequently called to be part of a crowd management team when demonstrations or protests occur in San Francisco.

Ken has received two Bronze Medals of Valor, one Meritorious conduct Award, and one Police Commission Commendation over the course of his seven year career.

An example of his work was described by his Sergeant in a complimentary report written in March of 1987. Ken and his partner had stopped a car, whose driver had just committed a traffic violation. As he approached the car, Ken saw that one of the passengers in the car had a gun in his hand. Ken saw another passenger drop a syringe onto the floor of the car. The subjects were narcotics abusers and were taken into custody without serious incident. The quick, decisive action on the part of the officers prevented the incident from escalating into an armed confrontation. This type of alert attention to duty is the hallmark of Ken Sugrue's service to the city.

The first Sugrue to join the San Francisco Police Department, Tom Sugrue (Ken's Grandfather), did so in 1925. At that time he was issued Police Star Number 1129. Tom passed the star on to Mike Sugrue, Ken's father, and after 30 years of service, Mike passed it on to Ken who proudly wears it today.

Ken is a recent graduate of San Jose State University. He received a Bachelor of Science in criminal justice degree with honors, as he maintained a 4.0 grade point average in his college courses.

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First S.F. Conviction for Computer Hacking

District Attorney Arlo Smith announced the first criminal conviction in San Francisco Superior Court involving an adult computer "hacker". Defendant Steve Cseh, 25, of San Francisco, pled guilty Aug. 3 as charged to a violation of section 502 (b) of the California Penal Code, a felony, admitting he obtained telephone services with fraudulent intent by means of a computer.

He was sentenced by Superior Court Judge Laurence Kay to three years probation and ordered to perform a full 120 hours of community service. Judge Kay also reduced the offense to a misdemeanor in light of the defendant's making full restitution to the victim phone company, U.S. Sprint. Assistant District Attorney Jerry Coleman of the Office's Special Prosecutions Unit insisted — and the Court ordered — that the defendant's computer and modem (computer connection to a telephone) be turned over to U.S. Sprint to help defray the phone company's costs in detecting the defendant's thefts.

"A team of investigators from U.S. Sprint and Pac Tel Security worked for weeks in the early Spring of 1987 to detect the hacking activity and finally trace it to the defendant's phone," D.A. Arlo Smith noted. The case centered around the use of a computer and its software to illegally acquire a number of U.S. Sprint authorization codes and then use such codes without permission of their registered users to make long-distance calls. Under legal authority of a federal phone communication interception statute, phone company security personnel were able to monitor the origin and duration of the illegal calls for a three week period last March. That effort enabled the in-

vestigators, along with Inspector George Walsh of the San Francisco Police Department's Fraud Detail to obtain a search warrant of the defendant's residence. "Computer equipment, a software dialing program, and notebooks filled with codes and phone numbers were seized," stated Assistant District Attorney Coleman, who prosecuted the case for the District Attorney's Office.

U.S. Sprint had initially reported more than \$300,000 in losses from the use of their codes during the past two years; however, the investigation efforts could only prove specific losses of a lesser amount traceable to Cseh during the three week monitoring period. "It is probable that other computer users had access to the hacked Sprint codes throughout the country due to dissemination on illegal computer bulletin boards," added Assistant District Attorney Coleman.

District Attorney Arlo Smith noted: "While the amount of loss attributed to — and restitution ordered from — this defendant was relatively small, it is nonetheless significant that we are vigorously investigating and prosecuting computer crime in San Francisco."

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Sheriff Hennessey Hails New Law

San Francisco Sheriff Michael Hennessey termed "critical" Senator Quentin Kopp's Classification Senate Bill 381, signed into law by Governor Deukmejian on September 24, 1987. The new law, which goes into effect on January 1, 1988, enables county jail officials to identify inmates who had been charged with crimes committed while previously incarcerated.

Sheriff Hennessey, who asked Senator Kopp to carry the legislation, praised the Senator's vision and commitment to preventing crime wherever it may occur. "Senator Kopp recognized early on," stated Hennessey, "that crime does not stop at the front door of our jails and prisons. It is no less a crime when robbery, murder, rape or assault is committed in our county jails by one prisoner against another, or against staff."

"SB 381 is landmark legislation that will enable county jail and state prison officials to track and classify those who commit crimes while in jail," said Hennessey. "With over 55,000 people in California's jails, many of whom are merely awaiting trial or are released immediately after arrest, we have an obligation to protect them from becoming victims by ensuring their safety and security during custody."

Senator Kopp, who received widespread praise and support for SB 381 from law enforcement executives throughout the state, was joined by ten co-sponsors for the bill from the state Assembly and Senate.

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Excerpts

(Continued from Page 6)

His commands. The man who says, "I know Him," but does not do what He commands is a liar and the truth is not in him." (1 John. 2:3-4)

4. There is a love for other Christians.

"We know that we have passed from death to life, because we love our brothers. Anyone who does not love remains in death." (1 John. 3:14).

5. There is a desire to know God better.

"As the deer pants for streams of water, so my soul pants for you, O God." (Psalm. 42:1).

6. There is a desire to know and do the will of God.

"Not everyone who says to me, "Lord, Lord, will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven." (Matt. 7:21).

What is the result of your examination? Some of you reading this article, will, I am sure, be able to say with the Apostle Paul, "because I know whom I have believed and am convinced that he is able to guard what I have entrusted to Him for that day" (2 Tim. 1:12). If, however, you are a reader who failed the examination, realize it is a greatest discovery to know where you are, or are not, with God. No one will ever call on a Saviour unless he realizes he has a need. If you desire to know God as your Father and Jesus Christ as your Lord, obey the Word of God as it encourages you to do the following:

Acknowledge your need.

Agree with what the Bible says about you. "All we like sheep have gone astray, we have turned everyone to his own way" (Isa. 53:6) "For all have sinned and come short of the glory of God." (Rom. 3:23).

Look to the Lord Jesus.

He is the only Saviour. He is the only way to God. He said: "I am the way, the truth and the life; no one comes to the Father except through me." (John. 14:6).

Believe in Him.

Believe that he loves you, he died for you, he took the punishment for your sins, that He, Jesus, "died for our sins according to the scriptures; and that He was buried, and that He rose again the third day according to the scriptures." (1 Cor. 15:3-4).

Receive Him as your Saviour and Lord.

"But as many as receive Him, to them gave the power to become the Children of God, even to them that believe in his name. (John. 1:12).

Confess Him as Lord

That if you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised Him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved." (Rom. 10:9-10).

If you would want to discuss this further, please feel free to contact any one of the leaders of "Cops for Christ" or Department Chaplains Father John Heaney or Mike Ryan.

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Life On the Beat



Novato City Council Election

by Bob Bernardini,
Co. A

Frank Uren, a Novato Planning Commissioner who had previously held a Novato City Councilman's seat for 4 years, is confident that he will recapture his Council seat this November. Uren has been strongly identified as a representative of the people; and not one who panders to large businesses, who would develop aviation at Hamilton, and some builder's organizations who want little control on building in town. Frank Uren states, "I will continue to work to maintain the hometown atmosphere that brought us all to Novato." Frank's strong hometown feeling are not just words; check his past position. He means what he says.

As a Councilman and a Planning Commissioner he has continually pushed to expand green belts and demanded a strong professional Police Department and other vital city services.

Frank Uren's return to the Novato City Council at this time is very critical — his voting power will bring the current Council into balance — big business will not have its way with Frank, who has continually sided with the majority of Novato citizens.

I strongly recommend that those of you who live in Novato take the time to cast a vote for Frank Uren in order that we can all continue to live in a sensibly governed community.

Once upon a time a neighborhood's beat cop led a more relaxed life, with more time for chats with local business proprietors. This scene in San Francisco's Noe Valley is reminiscent of those days — a slow one, perhaps, for crime.

(Reprinted from The San Francisco Examiner, Wednesday August 19, 1987)

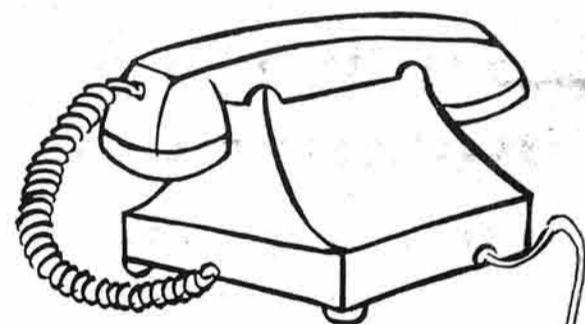
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Thanks

To the POA

Thank you for the Mass and the beautiful flowers. Your kindness and sympathy are greatly appreciated.

Sincerely,
The Allen Family

Bob Barry, President
SFPOA

Dear Bob:

Thank you very much for attending the recent luncheon at the Clift hosted by the California Democratic Party's Northern Finance Council.

I enjoyed spending time with you and look forward to future opportunities like this one to discuss issues of concern to California's Democratic Party.

It was good to see you.

Best regards,
Gray Davis
Controller,
State of California

Dear Bob, Paul, Ron:

I can't thank you enough for the representation and moral support you afforded me during my recent dilemma. I certainly was scared by the allegations and fingers pointed in my direction, (Chief, Press, Etc.). Your help and words of encouragement made the unbearable bearable, and made the outcome one in my favor. Thanks again.

Sincerely,
Stephen P. Morz

Ron Parenti
SFPOA

Dear Ron,

Much, much heartfelt thanks to you and all the other guys at the Northern for the personal time spent in locating me in the Sierras to advise me of Michael's accident.

They say that time heals ... but we'll always remember your help.

Sincerely,
Carolyn Nichols
& Tony

Thank you again,
Nancy Porter

Dear SFPOA,

We give heartfelt thanks to the POA and its members for the beautiful floral display you sent to the funeral of our son, Michael.

For a young man not yet 18, he had many friends and acquaintances among the members of the S.F.P.D.

We feel it an honor he was remembered.

Sincerely,
Carolyn Nichols
Tony Nichols

Dear Bob,

Your friendship and support means a great deal to me. Thank you for sharing my 47th birthday, and thank you for sharing my goals and visions for San Francisco.

Together, we will meet the challenges of forming San Francisco's future.

Nancy Walker

Please Give Credit

Dear Don,

I am pleased that we are returning to the +P+ ammunition. However, in your short article I was surprised that you didn't mention Larry Camilleri's contributions in bringing this issue to light. I know Larry did considerable research and took a lot of unnecessary heat from fairly high levels and for the most part had very little support from the POA. I think Larry deserved mention.

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Letters

NET Responds

This letter is in response to the article written last month by Officer Mike Keys of Potrero Station. Officer Keys criticised the NET program, and in my opinion his criticism is founded on several misconceptions.

The NET program is a temporary police response to the recent increase in violent drug related activity in and around the housing projects, primarily in the Northern and Potrero Police Districts. The drug sellers have become so brazen, particularly in the Sunnydale area, that they have all but run the police out of the area. Lone radio cars responding to service calls by the many law-abiding residents in the Sunnydale projects have been met by epithets, bottles and gun fire. Officers encumbered with regulation police hardware are a poor match for fleetfooted teenagers who outrun pursuing officers at will. This same intolerable criminal behavior has been experienced by station officers at the Buchanan mall in the Northern and the Ocean View area of the Ingleside. Mission Station Officers need not be informed of the criminality at the Valencia Gardens and the Army/Harrison projects.

First a disclaimer: I am as puzzled as brother Keys why the administration would disband the highly effective Bayview Narcotics Task Force. This small group of Potrero Station officers completely ran the dope sellers out of 3rd & Palou. This is an accomplishment that, in my eight years of narcotics work, the Narcotics Detail was unable to do. I can only surmise that given the magnitude of the problem, a handful of motivated officers was deemed "outmanned" in terms of the Potrero nar-

cotics problem.

The NET program is what I think a municipal police department should be doing in terms of narcotic enforcement. The idea of a sixty person narcotics detail pursuing the upper and middle level drug seller, while neglecting the street level thugs that are the cause of nearly one hundred percent of the citizen complaints is folly. When was the last time someone complained about the multi-kilo dealer next door? It doesn't happen. I feel the upper level traffickers should be left to the resources of the Federal Drug Enforcement (BNE). As the narcotics detail is now arranged, they have a liaison with the state & federal authorities, a small major violators section and NET. Long over due.

I have to admit there have been problems, and there will continue to be. When the Golden Gate Division was told to "Go get 'em" we had an empty office with no telephones, no radios, few vehicles, no prisoner holding facilities, no CABLE terminal, a symbiotic collection of station patrol officers, narcotics officers and the remains of the Patrol Bureau Task Force.

As it stands now, after a month of operation, we still have no prisoner transportation abilities, no holding areas for prisoners, no computer, nothing but the desire to help the men and women of the patrol force retake the projects from the drug dealers, their accomplices and sympathizers. The only way we can do this, and I mean the only way, is with the help of you guys in the stations. Every member of Golden Gate and Metro NET is from the Patrol Force; there are no bureau people, and we know our roots!

What we ask of you is some tolerance, and a little

Notebook

Thank You All

Fellow Officers:

Words and thoughts don't come easy to me, and I'll never be able to tell you this in person. I need to share this with all of you now.

Serving as a Police Officer has been one of the most rewarding and enriching aspects of my life. Not only for the selfworth I felt serving and protecting others, but for the opportunity to serve alongside such dedicated and inspirational people.

You all have helped me and my family through the most difficult of times. The fact that you have been there for me when I needed your support means so much to me.

I am comforted by the words "We take care of our own." I only wish that I could be on the giving end rather than the receiving.

I thank God everyday for blessing me with such warm and caring friends.

May God Bless each and every one of you, and from my family to yours, I thank you from my heart.

Fraternally yours,
Sgt Rene LaPrevette
Golden Gate NET
Cindy, Brian,
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If any of you retired members have any real estate questions, give Daryl Lorin Clem a call —

Retired Ingleside Station

Editor's Note:

Officer Martin T. Casey #2127 died on Saturday, October 3, 1987 after a long, courageous struggle against cancer.

We will miss him.

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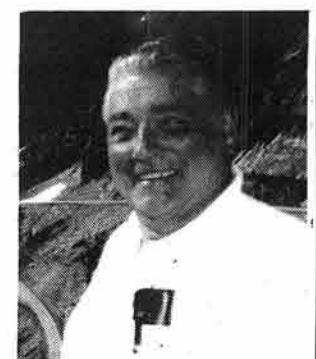
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SPORTS



It's Rodeo Time Again

by The Lone Ranger

Last year's Grand National saw the Police Department win the First Annual Bulldog and Tie Competition against their rivals in the Fire Department. This year the Fire Department is expected to avenge their defeat and swear to leave us in their dust. Fat Chance!

Returning for their second go-around are defending champs Dan May, Hondas, and Jim Baca, Management Control, who swear they won't be beaten. The remaining team members, Northern Station's Jim Calonico and Tony Parra, John Hallisy, PTBS, and Dan Linehan, Co. B, will round out the Police Department teams. All promise to return victorious or ride into the sunset.

The bulldog and tie event is fast and very exciting. Each team will have two members. The Cow Palace will provide a steer (approximately 300 to 400 pounds) and the steer will be led by a rope into the arena. The rope will then be passed to the team members on the ground. When all the teams have their ropes a shotgun blast will start the event. One team member will then race to the steer, grab the horns and attempt to gain control. When control is gained the other member will drop the rope, run the steer's trail and remove a ribbon. The ribbon is then taken to a designated spot. The first team to the spot with the ribbon is the winner. Simple. Should a tie between a police team and a fire team occur, a showdown will take place. Each team will be required to complete the event a second time. However, after the ribbon is removed the member with the ribbon will run the distance of the arena to a waiting horse. The horse will be mounted and raced to a finish line.

The entire night of October 21 will be filled with fun and excitement for the whole family. The Cow Palace has again graciously provided a \$3.00 discount for dress circle tickets for this night only.

A special package has also been prepared consisting of a no-host bar, barbecue, the show and free admission to the dance following for only \$14.00. That's a great deal.

Come out and root your team to victory and after the show dance the night away. In order to avoid delays at the ticket window, all discount tickets and dinner package requests should be mailed as soon as possible with the coupon provided in this paper.

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SPORTS



Is This Guy Nuts?

Rodeo Backgrounder: Bull Riding

Eight seconds can be an eternity when you're trying to stay on top of a spinning, lurching, snorting bull. At the very least, it takes a positive mental attitude to ride bulls.

In rodeo's most dangerous event, the cowboy tightly wraps a rope around his gloved hand and then lowers himself onto the angry bull as the gate opens. The rope which serves to secure the rider, has a cowbell at the end of it. The rider tries to sit forward and uses his free arm and his body to stay on the bull.

The rider scores points by maintaining control and position, regardless of what moves the bull makes. Recoveries look spectacular but they lose points because the rider got out of control and had to regroup.

Spurring is not required, but the cowboy may gain additional points by real spurring action, not just shuffling

his feet and grabbing for a new hold.

THINGS TO WATCH: A bull bucks differently than a horse, so the cowboy must be prepared for a downward lurch which could throw him forward over the bull's head. Look for how hard the bull kicks, lunges, and hits the ground. A bull that "sunfishes" and "shows its belly" gains more points.

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Bronze for Horseshoers

by Dave Herman,
Sports Editor

SFPD's contingent of horseshoe tossers captured a total of five bronze medals at the recent World Police and Fire Games held in San Diego. The crew: Denny McCellan, Co. E; Joe Stone, Co. E; Sam Watt, City Hall Traffic Control; and Mike Travis, Tactical.

Joe Stone finished fourth overall for a Bronze in the individual event. The team made up of Mike Travis and Sam Watt also took a fourth place Bronze home. The second team from San Francisco, Joe Stone and Denny McCellan, walked away with a Bronze Medal to complete the sweep of fourth place.

Congratulations and "a job well done" to all of you guys.

Flehr Hohbach Test

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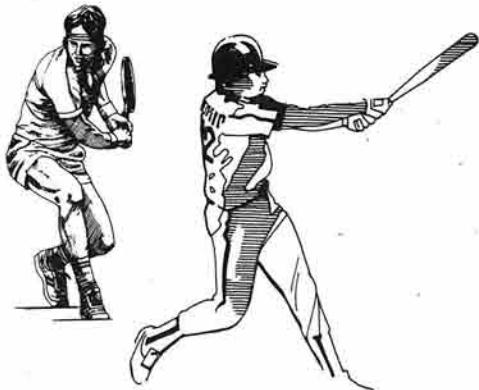
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What Am I Doing Here?

by L.A. Perez, Co. D

BBRRINNGG! The alarm clock rings, and I wearily stumble out of bed. I glance over to see if my wife is awake, when I suddenly realize that I'm not home. I'm at some cheap dive motel in the seedy section of Oxnard, CA. The motel is patrolled by a guard dog at night, and the "Magic Fingers" on the bed doesn't work. So what am I doing here? Well, Oxnard is 45 minutes away from Malibu, and in two hours I'll be competing in the Fifth Annual L.A. Sheriff's Public Safety Triathlon (1/2 mile ocean swim, 20 mile bike and 6 mile run). I didn't feel like paying \$100 bucks for a room in Malibu for what is going to be the last triathlon of this racing season.

Professional triathlete Kim Bushong of the L.A.S.D., 130 individual police/fire/lifeguard triathletes and 70 relay teams from Southern California will be there. I drove all night from Co. D after the Pope left Candlestick Park, so I could be here to represent good ol' SFPD and Northern California law enforcement.

I'm not looking forward to racing against Kim Bushong. He's kicked my butt for the Gold Medal at the California Police Olympics for three years in a row. At the last Police Olympics, he beat all of the relay teams and made me feel like hanging it up when he trounced me by 12 minutes. I've got his picture taped up in my workout room at home with two simple words inscribed across it, "BEAT BUSHONG." When I don't feel like riding my bike, swimming at the pool, or going out for a run, a simple look at this picture provides me with the proper training motivation. Bushong is a former professional cyclist who raced in the prestigious Coors Classic Bike Race and was a top 10 finisher at the Hawaii Ironman Triathlon Championship. He's fully sponsored by the national Triathlon Training Camp in Irvine, CA and also teaches there. He's never

been beaten by any cop, and here I am in his hometown. What am I doing here?

Before I leave, a quick safety check of my bike is in order. The tires are pumped up, the brakes are squeezed to determine proper adjustment, and the gears are shifted through. I've invested some of my overtime checks into this baby or the "the other woman" as my wife likes to call it. The frame is made of light-weight, strong carbon fiber oversized tubes and it's decked out with a wind-cheating rear disk wheel. This \$2,500 bike weighs only 19 lbs and hopefully it will give me some payback today. For my pre-race breakfast I down two soft oatmeal cookies, one can of Diet Coke, and one bottle of Gatorade. There is some method to this madness. The cookies will provide me with quick energy carbohydrates; the caffeine in the coke allows my body to metabolize fats for additional energy; and the Gatorade will keep me from dehydrating in the hot, humid weather conditions at Malibu. I wheel my bike into my car and head over to the race.

I'm the first one to arrive at 6 AM, and I pick up my race packet from the registration table. I carefully pin my race number on my SFPD racing singlet. I ride my bike for a few miles to warm-up and place it into its proper slot in the transition area. I inspect my helmet for any cracks. I have one of those blue aerodynamic "smurf" helmets which I have adorned with SFPD riot helmet labels. My gear is carefully assembled on the ground to insure a fast transition from swim to bike and bike to run. Every second counts, and you could lose a triathlon with slow transition times. I've done 25 of these this season, and everything's been laid out the same way every time.

The triathletes start arriving, and I strike up a conversation with a S.W.A.T. team member from the L.A.P.D. He informs me that his department gives him five hours of physical training on the clock per week. "Tell me something I don't already know," I think to myself. At 8 a.m. I line up at the beach start with the rest of the lunatics. Most of us are wearing wetsuits because the water's a cold 56 degrees. I haven't seen Bushong so far, and I'm starting to feel confident. My hopes are quickly dashed when I see Bushong sporting his sponsor's full length Quinta Roo wetsuit. All of the top pros wear this type of wetsuit. I've got a cheapo body surfing wetsuit that is cut in the shoulder and thighs.

AAAOGAHH! The air horn sounds off and starts

(Continued on next page)

Michael's

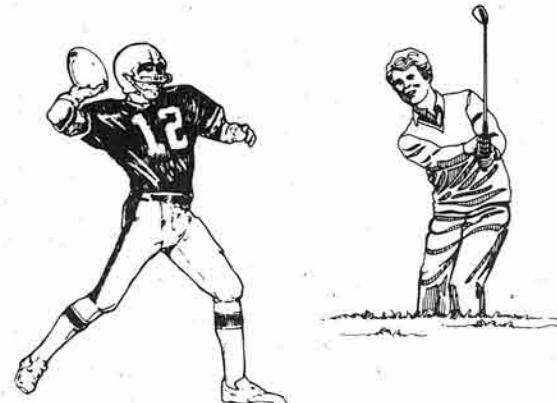
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SPORTS



(Continued from Page 22)

the race. Two hundred swimmers simultaneously hit the water and thrash it into foam. I tuck in behind Bushong and let him take the lead. He's an excellent open water swimmer, while I'm mediocre at best. He took the two mile, open water swim Gold Medal with ease at the last Police Olympics and holds the record for one of the fastest swim times at the Hawaii Ironman. I figure if I can draft behind him in the swim I can save myself for the ensuing bike and run. After 500 yards, Bushong slowly pulls away from me and I follow another swimmer to the end of the swim course.

I quickly zip out of my wetsuit and rush to my bike which already has my bike shoes clipped into the pedals. I toss the helmet on my head, jump on the bike and take off in pursuit of Bushong. I slip my feet into my shoes and fasten my helmet while riding to save time.

My legs feel fresh as they start to push a 53 x 15 gear, and my speed starts to pick up. A relay cyclist comes up to my side, and we converse amiably for a short time. He informs me that his new Schwinn Paramount bike feels better than sex. Wow, is this guy a hardcore cyclist! My second wind comes into play, and I continue to increase my cadence to an average speed of 27 mph. I leave the relay cyclist behind and catch some of the other cyclists. At the bike turnaround I finally see a familiar figure...Bushong. I notice that he's laboring up a hill as I spin up to him. I ride by him as fast as I can and try to hide the strain from my face. Bushong doesn't chase, so I increase the gear to a 53 x 14 and start hammering to increase my lead over him. When I enter the transition area a minute separates us, and the spectators are surprised to see me ahead.

I ease out of bike shoes, and they remain attached to the pedals. I run barefoot to my spot, rack my bike, and slide into my running shoes. I tear out of there with my jersey in my hand and put it on while I'm running to shave off those precious seconds. When I ran by some of the observers one of them said, "SFPD...that guy came all the way from San Francisco." That gives me a little encouragement, and I push the pace and check my watch. My legs are starting to loosen up after the hilly bike ride, and I'm running 5:15 miles. My lead has been increased to a mile and a half over Bushong, and I've got to pace myself so I don't blow up.

At the run turnaround a surprise awaits me. I am not in the lead. An athlete named Richard Devore from the California Parks Police is. With three miles to go, he's got a sizable half mile lead. I ignore the pain in my legs and lungs and instead think of a depressing 400 mile drive back to the City if I lose. I speed up the tempo and catch him with 500 yards to go for the finish.

"Are you a relay runner?" he asks. "No, I'm an individual. How about you?" "Individual." "Let's go." I pull into the

lead with 300 yards left. By looking at the shadows on the ground, I can see that Devore has ducked in behind me. This allows me to cut the wind for him and save his energy expenditure while he ponders when to sprint. My lungs feel like someone poured napalm into them, but I try not to breath hard or turn around and give Devore a clue as to how tired I really am. The roar of the crowd vibrates into my head when they realize they're going to witness a sprint finish for first. The decisive moment is getting closer. I begin to wonder if those grueling sprint workouts on the track will pay off.

With 100 yards to the end, Devore makes his move and jumps from behind me to the finish line. I counter and pull up alongside him. I pump my arms and legs for all they're worth. Those oatmeal cookies begin to make their presence felt in my throat. My surge pulls me past Devore and takes me to the finish line for the win. I try not to throw up as I quickly bend over to get air and look for my guts on the ground. Eight minutes later, Bushong crosses the line and offers his congratulations. I thank him and head to the showers to get ready for the awards ceremony and the all-you-can eat free barbecue at the Malibu substation.

The pain eventually subsides, and a giddy feeling emerges. We did it, we won! That's right, "we" and not "me." I look forward to these races so I can represent the SFPD in a good light and negate the "fat cop in the doughnut shop" stereotype. If it wasn't for this job, I wouldn't have much initiative to stay in shape. What am I doing here? Hey, I want those Southern California officers to point us out at any athletic event (Softball, Soccer, Judo, Track and Field etc.) and say, "Watch out for those SFPD guys, they're animals." Slowly, but surely, that's starting to happen.



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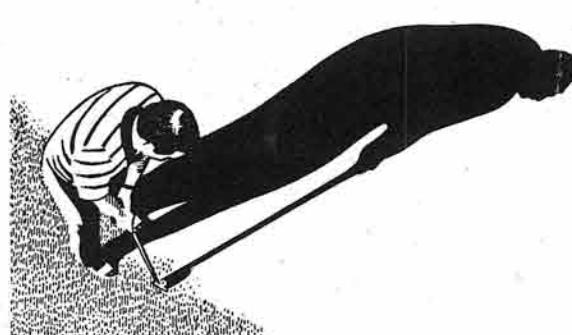
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ON THE STREET/Tom Flippin



Editorial Comment

Blast Off

This column was going to be about the November election and its importance to us as police officers and as members of an association which is dedicated to protecting our rights and benefits. I still want to remind everyone to vote November 3rd. This election will shape our department for years to come! However, a couple of recent incidents prompt me to set election issues on the back burner.

First of all, the conduct of the brass hats during the planning for the Papal Visit was absolutely outrageous. Contemptible, ignorant and incompetent are just a few of the words that spring to mind when one reviews their performance. Ron Parenti's article in this issue details the problems the POA had with the administration, but consider some of the following vignettes.

Several officers worked 10 hours on Thursday (until midnight) and then had to come back to work three hours later. How safe does that sound?

The administration initially refused to feed the men on the line, relenting only when the CHP said they weren't coming if their men weren't going to be fed. Ten hours without a meal ... and how about one so-called leader's statement that "these guys are cops; they can look out for themselves." Such compassion is remarkable.

Thanks to the efforts of the POA (and particularly of Ron Parenti), most of us got the chance to have a cup of hot coffee and a snack at the beginning of the long detail. The high muckety-mucks absolutely refused to cough up the funds for such a frivolous purpose. It didn't seem so frivolous to me early Thursday morning standing in the fog and wind at the Golden Gate Bridge.

I'm sure there were many more such incidents, and I'd like to hear about them. Write in to the Notebook with your particular story (c/o Editor, SFPOA). Maybe we can put them all together and post them on the doors of the Hall of Justice.

This column is getting a little long, but I can't end it without addressing another problem which has surfaced. Dave Herman's story (See Page 7) on the reaction of Mike Key's article in the September issue touches one of the most basic rights that we have. And I don't mean rights as police officers but rights as American citizens. Mike wrote an article critical of administration policies. He did not refuse to carry out an order; he did not commit insubordination, he did not abuse his powers as a police officer. Nevertheless, he was called in by a superior and advised that the powers-that-be were very unhappy with his expression of opinion.

Last month in my editorial comments I made reference to the fact that this wasn't Russia and that I was free to complain about things I didn't like. It seems there are some members of the Department's administration who would be very comfortable working for the KGB.

"Flower Shop Bandit" Gets 40 To Life

John Henry Mixon, 29, of San Francisco was sentenced yesterday to 40 years to life in State prison for murder in the course of a robbery and the robberies of seven flower shops in San Francisco, San Francisco District Attorney Arlo Smith announced today.

Between July 6 and 31, 1986, Mixon robbed seven flower shops and on July 19, 1986, while attempting to rob the Pizza Pantry on Polk Street, he fatally shot Sergio Galvan an employee there. Mixon was found guilty of first degree murder and seven counts of robbery by a Superior Court jury on July 15. Assistant District Attorney Eugene Sweeters, director of the Homicide Unit, prosecuted the case. Superior Court Judge Timothy Reardon pronounced sentence.

"Gene Sweeters and Inspector Tony Camelleri of the San Francisco Police Department's Robbery Detail did excellent work on this one," D.A. Arlo Smith stated.



Prop. A might keep us off a fixed post like the one this guy has.

Prop A.

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handicapped.

- It will provide lobbies and interview rooms where residents can confer with an officer in private. It will provide a compassionate setting for interviewing those traumatized by particularly heinous crimes, like rape, incest and molestation.
- It will finally provide female officers with decent locker and lavatory facilities. Today, at some stations, women are changing clothes in the basement, as there are no adequate locker rooms available for them.
- It will provide safer detention by removing the bars and, instead, using laminated glass which will save lives and provide a safer environment.
- It will relocate the deteriorating and poorly located Juvenile Bureau. This facility is not the Y.G.C. but a division comprised of inspectors who specialize in helping juveniles and in investigating juvenile crime. The facility would be relocated from the Marina to the Mission where it would be centrally

United

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ful forces of the National Rifle Association. Because of the efforts of the IUPA this threat to police personnel no longer exists.

No Dues Increase

The cost of joining the IUPA will not increase your dues one penny. The required dues will come from within our existing budget. As your treasurer I feel that the protection of our members greatly outweighs the money spent. I urge you to look upon the affiliation with the IUPA as an insurance policy for your dependents.

Local Impact

Presently the POA is the only major city employee group that does not belong to the local Labor Council. It is a requirement of the Labor Council that a local organization must belong to an international association.

We have emerged as a very potent force in San Francisco, and our involvement has benefited our membership. Time and one half for overtime and holidays, night differential, Honda hazard pay and the correction of our salary formula did not occur by accident. The hard work of your Association was the direct reason that we have these benefits.

Joining the IUPA will allow us to join the Labor Council and continue our efforts on your behalf. Benefits such as a dental plan, reduced health costs for our spouses and dependents, educational incentives and other items professionalizing our department are just around the corner. However, we must join our fellow city employees in laying down the game plan if they are to become a reality.

Please join the Board of Directors of your Association and vote YES to affiliate with the IUPA. We cannot expect results if we are unable to be a part of the solution.

located and responsive to all of San Francisco's neighborhoods.

How much would the passage of Proposition A cost? Proposition A could raise the tax rate by approximately 1 cent annually. However, since San Francisco is retiring approximately \$100 million in past bond indebtedness, passage of Proposition A will not result in tax increase but will result in your City being prepared. It will also ensure that no neighborhood police station is closed because of obsolescence or deterioration.

Please join us in voting YES on Proposition A. It is necessary for San Francisco and it is necessary for you.

Visit

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emergency planned special event. Special Order 86-47 reads in part:

"The Field Operations Bureau shall determine the number of officers that are needed to police the special event and utilize the following:

1. On-duty personnel working their regular watch who can be spared from normal police duties within the district.
2. Officers working EWW. This group will include officers working beyond their normal tour of duty and officers working their normal watch off.

Under no circumstances shall a member's regular watch be changed to avoid the payment of overtime in the policing of an event of this sort."

Realizing the department needs certain latitude in scheduling personnel, the Association and department entered into a verbal agreement allowing the moving of officers' normal starting times by as much as three hours earlier or later. Any time beyond this 3-hour limit is to be compensated at the overtime rate.

Once the Association became aware of the drastic schedule changes that were to occur during this special event, President Bob Barry, Co. A Director Jim Deignan and I met with Deputy Chief Jordan. The deputy chief indicated there were limited overtime dollars available. The results: Department Special Order 86-47 would not be honored. Watches would be changed to avoid the payment of overtime.

While Deputy Chief Jordan may have serious financial constraints, that's not the problem of the working cop. It's the working cop who is told that his normal day off will be cancelled, the working cop is the one being told that vacation time cannot be used, the working cop is the one told he will work 12-hour days and the working cop is the one whose shift was changed up to 10 hours. In some cases the working cop is the one who had four hours rest between shifts.

When the Association questioned the wisdom of this entire plan, we were told that the working cop has to give a little extra. Give a little extra? Don't they do enough already? This was a non-emergency special event known to the department for at least a year. Where was the planning?

The men and women of this department were ready, willing and able to do the job. All that was asked was that a prior negotiated agreement be adhered to.