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THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION



NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 19

SAN FRANCISCO, NOVEMBER, 1987

NUMBER 11

Agnos Leads — Runoff Is Next

by Tom Flippin, Editor

Art Agnos led the field in the mayor's race after Tuesday's vote. Final tallies showed Agnos with a commanding 48.2% of the ballots cast. Second place finisher, John Molinari garnered only 25% of the vote.

According to independent polls, Agnos began the race back in January trailing Molinari by many percentage points. Molinari had been raising money and unofficially running for the past two years. Agnos' strong, positive campaign has been increasing his standing in the polls steadily throughout the year. The most recent poll, taken just before the election, showed Agnos

pulling well in front of Molinari.

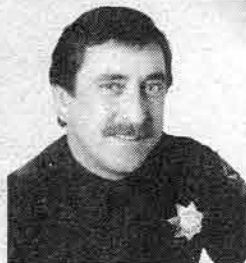
Art Agnos was endorsed by the POA in August; an event which he called "one of the most important of his campaign." Art has been a longtime supporter of many of the POA's issues, such as collective bargaining with binding arbitration and rectification of Tier II's inequities.

Agnos' election as mayor would signal a significant turnaround in the relationship between the POA and City Hall. Given his strong support for our issues, we want and need Art Agnos to win the runoff election, which will be held on December 8th.

GET OUT AND VOTE...AGAIN!

City Hall Shell Game

by Bob Barry
President



Feinstein Reneges on Police Supplemental Appropriation

Mayor Dianne Feinstein has reneged on her firm commitment to approve a \$504,000 supplemental appropriation which is sorely needed to continue the Bureau of Investigations "weekend rebooking duties" on an overtime basis.

After a lengthy meeting in her office on July 31, the Mayor was convinced, not only by the POA, but by the Administration as well, that this supplemental appropriation was absolutely necessary if the department was to continue providing the public with the highest level of service possible.

The situation today, however, is that the Mayor's concern for the public's interest and welfare has apparently waned substantially. Mayor Feinstein slashed the appropriation by \$300,000 and has again told the Administration to "live within its means." The "means," however, are meager at best, and the public, during the

(See MAYOR, Back Page)

Special Election Results

The results of the Special Election held the week of September 28-October 2, 1987 are as follows:

"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."

YES-443 NO-185

An Administration Out Of Touch

by Ron Parenti

A young police officer dies after fighting a lengthy battle with cancer, and no representative from our police administration (save the district Captain) attends his funeral.

During the recent Papal visit, officers' schedules and hours of work were changed dramatically with short notice and no consideration for the impact this would have.

The Police Chief, his Deputy and Commanders rarely (if ever) visit the district stations to meet with the rank and file.

Personnel grievances are on the rise. Rules and agreements are ignored.

These situations all demonstrate little or no concern for the patrol force by this administration.

When Police Officer Marty Casey passed away there was no appearance at his funeral by a ranking Police Administrator. Certainly attendance by the Chief or Deputy Chief of Patrol would have shown concern, not only for Marty's family, but for the rank and file of this Department. It is as important as anything else he does, that the Chief show he cares enough to make a public appearance.

The schedule changes necessitated by the recent Papal visit have been written about ad-nauseum. However, one more point must be made. After all the criticisms made regarding scheduling and work conditions for "non-emergency special events," one would think the police administration would have learned from past experiences. Why wasn't the POA consulted early on before the Papal visit to give input into the change of working hours and conditions (ie: rest areas, food, etc.). I am not suggesting the POA should have dictated policy. However, the Chief should have recognized there would be many concerns in addition to them keeping the Pope safe. The Chief should have directed his Deputy Chief to discuss before hand with the POA how this plan was to be implemented. I am sure both parties could have come to a mutually agreeable understanding, and it would have been better than what we would wound up with.

I hope the administration understands the POA's aim is to work hand in hand with the Department for the betterment of everyone. This administration needs to realize its strength is in its people.

Uniform & Safety Report

Changes Ahead for Pants and Hats

by Don Woolard, Chairman
Uniform and Safety Committee

The department Uniform and Safety Committee met on October 22, 1987. Members present were Deputy Chief Casey (committee chairman), Deputy Chief John Jordan, Captain Henry Eidler, Officers Jim Speros, Joe Reilly and Don Woolard.

After collecting extensive research from other departments throughout the state, Police Officers Association Director Joe Reilly presented a uniform hat policy which outlined the wearing of the service hat. San Francisco is one of the few departments which requires that the hat be worn at all times. Acting on behalf of a suggestion by Lt. Jack Ballentine, and because of recent incidents directed towards the patrol force regarding the wearing of the hat, the committee decided it was time to take some action to set policy.

The following was approved by the committee and will be forwarded to the Chief of Police, in the form of a revised General Order, for his approval.

Officers, while on duty, shall ensure that their hats are serviceable and immediately accessible within the passenger compartment of their assigned vehicles. The wearing of the uniform hat is mandatory.

(See UNIFORM, 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

Deadline for December issue:
November 23, 1987

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Widows and Orphans Aid Association

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by V. Pres. Fred Pardella at 2:10 P.M. Wednesday, October 21, 1987 in the Traffic Bureau Assembly Room, Hall of Justice. Trustee F. Jordan absent, all other Officers and Trustees present. Among other members - P. Pres. M. Kemmitt & P. Pres. W. Hardeman.

LOIS KWAN-LEONG was reinstated by unanimous vote of the Trustees.

COMMUNICATIONS: The following donations were received: VINCENT HOFFMAN, through Sgt. Del Zompo, Taraval Station; Mr. & Mrs. Batinovich in memory of Genevieve Geary; Gail Kaylor in memory of Genevieve Geary; Charles Beraldo in memory of Genevieve Geary; Marilyn Swisher in memory of Genevieve Geary. The regular bills for salaries, benefits, supplies presented by Tras. Parenti — APPROVED.

Parenti also announced the following deaths: JAMES COX — Born in San Francisco in 1902, Jim worked as a plumber before he joined the Department in 1927 at age 25. He was assigned to Richmond, working there for two years before he was transferred to Headquarters Company. After working the night desk for several months, he was assigned to the Chinatown Detail. Jim worked this detail until it was terminated and was then sent to the Bureau of Special Services. He served for 4 years there and was then transferred to Mission Station, working there until his retirement on disability in 1959 at age 57. While on the Chinatown detail, Jim worked

with Henry Strong, and was his best man at his wedding. Henry proceeded Jim in death by 2 months. Jim was 85 at the time of his death.

JOHN MERRILL — Born in San Francisco in 1908, Jack worked for Bank of America before joining the Department in 1936 at age 28. He was first assigned to Headquarters Company, working Radio Cars, detailed out of the Chief's Office for a period of two years. Assigned to the Bureau of Inspectors he worked Vice Detail. Jack was appointed an Assistant Inspector in 1945, a full Inspector in 1947. His last years, in the Bureau were spent on the Pawnshop Detail. He retired in 1969 on Service. He received a C/C for the investigation and arrest of a suspect wanted for 6 hot prowls and rapes of females. Jack was 79 at the time of his death.

REPORT OF TRUSTEES: Miss Minuth, Hibernia Bank reported that the Market was really in a state of flux, as all know who read the newspapers. The Trustees had authorized the sale of some stocks that had netted a good profit. Losses, on paper only, of other investments resulted in a loss of 12% in our portfolio, which is 1/2 the loss reported by Standard & Poors. The trustees will meet with Investment Management of Hibernia on Friday, November 20, 1987 to discuss the probability of increasing the benefit despite the portfolio loss. Miss Minuth feels that the stock that we have will come back close to the level at which they were purchased.

GOOD OF THE ASSOCIATION: Members were reminded that Nomination of Officers will be held at the November meeting. Two Trustees must run, Treasurer must run. There will also be nominations for President & Vice President. Any member interested attend the November meeting and make your wishes known. V. President Fred Pardella set the next regular meeting for Wednesday, November 18, 1987, 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:45 P.M. in memory of our departed Brothers, James Cox and John Merrill.

**"Give Imports the Boot—
Buy American and
Look for the Union Label."**



Lions Club Police Officer of the Year

On Saturday, October 10, 1987 at 7:30 P.M., the San Francisco Council of Lions Clubs honored Police Officer Victor Aissa, at their annual Police Officer and Fire Fighter of the Year Awards Ceremony. The ceremony and dinner took place at the Fort Mason Officers' Club.

Officer Aissa is 41 years old and an 18 year veteran of the San Francisco Police Department. After completing his academy training Vic was assigned to Central Station, where he worked for three years. His next stop was a four year assignment to the accident investigation unit of the Traffic Bureau.

In 1977 Vic transferred to his present assignment at Ingleside Station. For the past 10 years he has worked the daywatch plainclothes unit and handles a variety of tasks.

In 1986 Vic and his partner Nick Rubino were instrumental in an intensive undercover narcotics investigation that targeted drug dealers who were plaguing Ocean View Park. Along with officers from the Narcotics Section, Vic and his partner literally returned Ocean View Park to the children of the neighborhood.

In January of this year, Vic and his partner developed

information that identified an individual who was responsible for a string of armed robberies in San Francisco and Daly City. After days of surveillance and further investigation, they spotted the suspect driving through the Ingleside District and arrested him on charges of armed robbery and weapon possession. During the course of the arrest, another individual in the suspect's car was arrested for violating parole and narcotics possession.

In a complimentary report prepared by their supervisor Vic and his partner were described in this way:

"The diligence, dedication, and superior intelligence of these two officers never ceases to amaze me. They consistently remove dangerous criminals from the streets of San Francisco and should be commended for their efforts."

Vic Aissa is equally talented in the sport of handball as he is in police work. He represents our department on the handball court in the Police Olympics and has won several championships.

Officer Vic Aissa has been awarded one silver and two bronze Medals of Valor, as well as four Police Commission Commendations.

San Francisco Veteran Police Officers Assn.

The regular monthly meeting of the San Francisco Veteran Police Officer's Association will be held on Tuesday, November 19, 1987 at 12:30 P.M. at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd., San Francisco, California.

President's Message:

We hosted seventeen retired members of the Oakland Police Department. Their President Al Cunningham, led us in the Pledge of Allegiance. Further, the solidarity of brother officers was evidenced by generous contributions to the Officer Martin T. Casey Fund not only by our membership, but by those visiting officers from Oakland.

Officer Casey passed away recently leaving a widow and three small children. Those wishing to contribute to the fund for his family may do so by sending checks payable to the Martin T. Casey Fund, to his former partner, Officer Mike Eversen, Company E, San Francisco Police Department, 841 Ellis street, San Francisco 94109.

Dick Castro, President

Sol Weiner Reports:

Any member wishing outside employment should contact Sol at the Police Credit Union as he has some employment opportunities.

Sick Call:

Joe Dunagan is ill at home. Deputy Chief Ryan is recuperating at home.

New Members:

Raymond J. Canepa, we welcome you into our Association.

In Memoriam:

John F. Merrill 10/6/87. Officer Martin T. Casey, Northern Station, passed away after a long battle with cancer.

At the last meeting a collection was taken for the Martin T. Casey Fund — \$356.00 was collected. Then the San Francisco Veteran Police Officers Association contributed \$25.00 for a total of \$381.00. At this point, our President contributed the difference to make the contribution an even \$400.00.

Jim Cole P.O.A. Rep., stated at the last meeting that Los Angeles will settle in a few days for about 4% pay raise.

Membership 779
Attendance last meeting 97
Dick Castro, President
Bob Pardini, Secretary

The San Francisco Police Officers' Association NOTEBOOK

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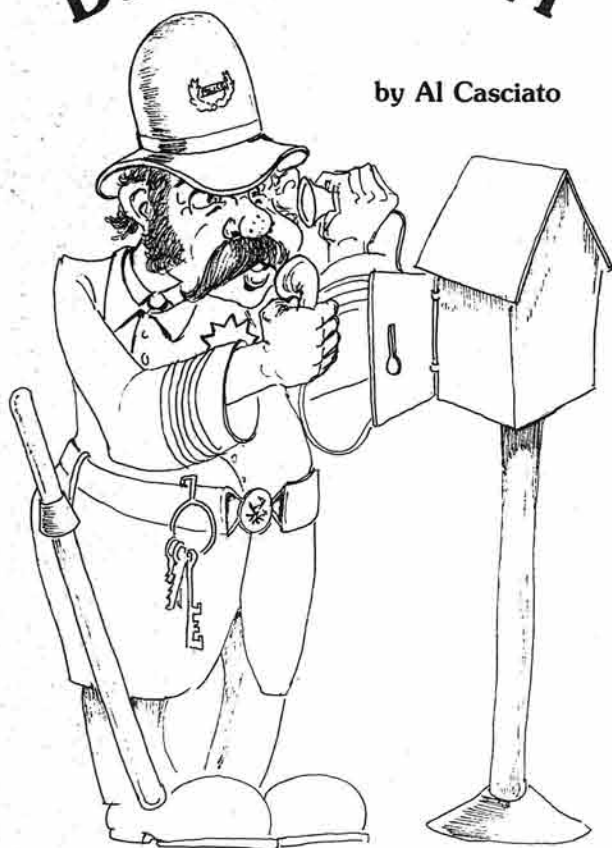
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- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary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

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AROUND THE DEPARTMENT

by Al Casciato



Stock Market Crash. What affect on our pension system?

Academy Classes canceled. Look for EWW to supplement the personnel shortage. During Chief Gains' term we dropped to around 1400 and many officers bought homes on the O.T.: Remember paying O.T. is cheaper than hiring and easier to control — The budget crunch should be with us until about 1992. Then look for a massive hiring circa 1969-79 and 80-81.

D.P. (Disability Pay), is it being abused? Is it time to think about changing the policy before someone tries to change it for us? Do you know that your retirement fund contributions pay the D.P. salaries? The department saves money when people are on D.P. while the pension fund suffers. Let's think about protecting the system for those who really deserve and need it.

For the person that broadcasts the song "Take This Job and Shove It" over the various PIC Channels — you're an officer safety hazard, and it doesn't take a genius to quit.

Have lunch with a group of retirees and you hear: "Treat every citizen as if they were your family..."

"No wonder they hate us. We treat them like s_____ and then ask them to vote for us."

"...Never thought COPS were so stupid that they'd need a general order for each _____"

"So many rules. No one can remember them all. God only had 10 commandments."

"Good beat officers are worth their weight in gold..."

It takes great restraint not to pound a child abuser — that's why we're professional — but ...

On the lighter side.

Attention Mr. and Mrs. America and ships at sea.

Deadline San Francisco:

Recently at the St. Cecilia's Festival Kick Off Dinner-Dance Lt. Tony Ribera looked on (agape and agog!!) while Sgt. Larry Barsetti passed under the Limbo Bar, not once — but twice!! Winning the competition. A large field of competitors, including the seventh grade girls, were similarly surprised. Over heard was an astonished Tony R. who said, "when I saw that I actually grew hair — well a couple anyway!!"

Phaser — Taser: Shades of Star Trek — will our side arms be obsolete soon? If some researchers in Texas manage to control an electrical current it won't be too long afterwards that a single officer will be able to control a barroom brawl.

**Compliments
of the
George Holmberg
Family**

Triumph, Failure, or Snowjob?

The O.C.C.

by Matt Krinsky Co. C.

An Overview

The San Francisco Office of Citizen Complaints (O.C.C.) was established in 1984, by an overwhelming vote from the citizens of San Francisco. Its inception was mandated due to a common misconception by our citizens; that the Internal Affairs Division of the S.F.P.D. was incapable of doing a good job. Since its inception, the O.C.C. has been the subject of severe criticism, scrutiny, and maligning.

It has seen the rise and fall of two directors: Eugene Swann and Frank Schoeber. Nobody remembers Swann too well, and the consensus was that Swann knew as much about administrating the O.C.C. as a pig knows about Sunday. Frank Schoeber, a man of breeding, attainment, discipline, and common sense, was ousted by the media of this city.

The O.C.C. has attempted on numerous occasions to justify its existence and, failing that, has used numerous excuses and alibis for its failure; a lack of operating funds being first on the list.

Goals

The O.C.C. has attempted to achieve its goal of being the "Professional Standards Agency" of the San Francisco Police Department. Recently, Chief Frank Jordan released a professionalism tape, in conjunction with a special information bulletin, establishing a professionalism committee. The chief's hopes are that the department can police itself, by using peer pressure to clean its own house. That, indeed, is a noble endeavor. The O.C.C. could take a lesson from the chief.

Frequently, we hear the O.C.C. referred to as "a watch dog agency" (among other things). I cannot find one officer who will support the O.C.C.'s credo, nor can I find an officer who is even remotely satisfied with the manner in which the O.C.C. has conducted its investigations, policies, or procedures. Two directors in four years, need I say more?

The Problems

The poet said it best: "Let me count the ways...." The O.C.C. has been concerned (too concerned, unfortunately) with statistics. Stats, stats, stats, are what seems to matter now. Stats justify existence, money, power, and authority. The enormous pressure connected with being the director of this agency is apparent ask Swann or Schoeber.

Principally, however, the true blame must fall on the people who are hired as investigators of this agency. The investigators have not been impartial. Nay, they apparently have actively incited, led, or otherwise forced particular statements out of complaining parties.

In one particular instance that I am personally aware of, an officer was accused of being rude. The officer had absolutely nothing to do with the case and brought this to the attention of the O.C.C. The senior investigator told this officer "Sorry, Officer, we just don't have time to investigate every little thing..." Is this the kind of professional, impartial, and caring person we, as police officers, want investigating us? Where are our rights? Who is protecting us? How can we defend ourselves when a one-sided, complainant-partial system is in action to defeat us before we can say a word?

The Solution

The O.C.C. could learn a lesson from Los Angeles, San Jose, and San Diego, whose departments provide for the protection of its members and the citizens alike, without sacrificing integrity, or compromising principles. Several options exist, which, if implemented, could increase respect for both the O.C.C. and the San Francisco Police Department. These include, but are not limited to:

1) Expunging complaints (other than those listed as improper conduct against the officer) from an officer's O.C.C. jacket after five years. They do it on your driving record and your criminal history, in some cases. If police are being treated as criminals, why not give us a break too?

2) Removing the tape recorded answering machine from the O.C.C. immediately. It serves no useful purpose whatsoever, and enhances the ability to make a complaint. More than one officer has been the victim of this device, especially at the hands of someone with an axe to grind. The complaint may never be investigated, but it remains in the officer's O.C.C. jacket. (Big Brother, oh, Big Brother...)

3) Hire trained, impartial, professionals, who will have a minimum of 40 hours of ride-a-long time in the busier districts. This will give the investigators a little taste of life outside the ivory tower and give them first hand knowledge of what police do and what police have done to them. It will further help a caring, educated investigator to be able to distinguish the truth from a lie.

4) Insist that all complaints be made in person, in the

complainant's own writing and words, without the benefit of an investigator's prodding or leading statements. If the complainant cannot speak or write the English language properly, an interpreter, with a tape recorder, will be made available. Telephone messages should not, under any circumstances be taken. If a complainant cannot make it to the O.C.C., an investigator should be assigned to respond to the complainant's home.

5) Provide a cover sheet with each complaint form, that the complainant reads prior to writing the O.C.C. complaint at the O.C.C. office. The cover sheet advises the complainant of the potential for criminal prosecution under the provisions of the government code, should the complainant file a false, fraudulent, or malicious complaint.

The cover sheet would have examples of what does, and what does not, constitute a complaint in every category from unwarranted actions to neglect of duty. An example could be listed in this manner: "If you are filing a complaint alleging excessive force, please read this:" What a complaint of excessive force is: After being handcuffed, the officer slaps, strikes, kicks you or grabs your hair, when you have no means whatsoever to defend or protect yourself. This is a complaint of excessive force.

What a complaint of excessive force is not: The officer places you in an uncomfortable or painful wristlock prior to being handcuffed, or the officer holds onto you in a manner you feel is too rough. This is not a valid complaint, as officers are taught to place people under control during a physical arrest, for your, safety as well as the officer's. In cases where the complainant seems to be a citizen at odds with a policy, procedure, or tactic, the complainant should be advised to call the officer's unit or district supervisor.

It seems to have reached a point where too many officers are being wronged, to one degree or another, by the O.C.C.'s inability to distinguish what a complaint is, by the O.C.C. taking every complaint (if not actively encouraging them to begin with), or by their failure to properly act on a complaint. A police officer of this department, on being accused of wrongdoing, should be afforded all the rights of any other accused. Although there is no arraignment or pre-lim for police in these matters, there must be a happy medium somewhere that can be reached.

I do not advocate the elimination of the O.C.C. On the contrary, I favor and support the objectives of the O.C.C. and its desire to enforce the professional goals and standards of this department. However, until such time as the O.C.C. sees fit to clean its own house and institute policies such as those suggested, the only way any of us is continued bungling, tomfoolery, and confusion. Statistics could be reduced dramatically, while maintaining, if not increasing the O.C.C.'s ability to perform. I think it's time we started going after the cops on dope, the cops on the take, the cops who batter innocent people without provocation, and the cops repeatedly misusing their authority.

By the same token, it's time for us to examine what constitutes a complaint, and what does not; and the hell with stats. Let's treat a petty complaint for what it is. "The officer sprayed foo-foo dust on my table" complaint processed by the O.C.C. is a classic example of how the O.C.C. has made up its mind to take every complaint they receive. It's time to change, gang. Change can only strengthen and benefit this department.

"AIDS" Burglars Sentenced

Eli Green and his son, Richard Green, were each sentenced to two years in State prison for one count each of residential burglary in connection with a scam in which the nomadic defendants preyed upon elderly homeowners claiming that they would spray their homes with "something to prevent the AIDS virus" and then would burglarize their homes.

"This was a very difficult case, in that the elderly witnesses in this particular case were not able to remember details, and one key witness was unable to testify," District Attorney Arlo Smith said of the sentences which were handed down by Superior Court Judge Lawrence Keyes. The defendants had pled guilty to the charges on Sept. 21.

"Assistant District Attorney Nador Vadas who prosecuted the case, San Francisco Police Inspectors Tim Cadigan and Jerry Evans and Officer Tim Mayer all did exceptional work on this case," Arlo Smith stated. "Often in these cases it's difficult to even locate the defendants because of their nomadic existence."

A juvenile, who is Richard's alleged cousin, was also accused of being a part of the home invasion scheme wherein the defendants took approximately 20 minutes to burglarize six homes over a period of about a month and a half earlier this year. The youth was remanded to Juvenile Hall by Municipal Court Judge Leonard Louie and thereafter pled guilty to four counts of residential burglary.

"This type of crime, targeting the elderly, is particularly offensive and to use the scam of 'spraying for AIDS virus' is even more reprehensible," District Attorney Arlo Smith stated.

Rap's Corner

by Reno Rapagnani



Good Bye Horses

The Jordan Administration indicated that due to fiscal shortfalls in the Police Budget, certain specialized units would be eliminated. Too bad for the Mounted Unit; on October 16 at the Cow Palace's Grand National Horse Show and Rodeo, the S.F.P.D. Mounted Color Guard won the Blue Ribbon (1st Place) in the Color Guard Teams Competition. The team members were:

Officer Laura Carroll - Riding "Runner"
Officer Stanley Buscovich - Riding "Ray"
Officer Dennis McClellan - Riding "Ed"
Officer Corrado Petruzzella - Riding "Spike"
Hostler Dennis Whitlet

ALL members of the Department should write a letter to the Chief, Mayor and Chairman of the Finance Committee (John Molinari) and tell them to stop playing games with the Police Budget.

Other units to get the axe are the Muni Transit and the Tactical Company. Next time there is a problem on a bus line or there is a major demonstration in the City, maybe we could have the aforementioned group of individuals handle the situation.

Positive Campaign

If there is one lesson we can learn from the Mayor's race, it is that negative campaigning doesn't work. I have been accused by some "concerned officers" of being too negative about Supervisor Molinari...So in trying to be positive about that particular politician, let me say that after the District Election Charter Amendment Proposition P is successfully passed by the voters this election, that Jack is successful in running for the Board of Supervisors...unless of course, he's running for the Board of Supervisors in the same district!

This column is going to be a bit short this edition, due to the amount of time that I have been spending on the Agnos Campaign. Things look good for Art — one week before the election, but alot of work remains to be done. I am proud of the POA's early involvement in this important Mayoral Campaign. When the polls were not favorable, and the local newspapers were trashing Art daily (after taking their respective business) this POA endorsed Art Agnos for Mayor. If you know Art like I do, you know that Art will never forget that the POA was on his side, when it counted.

Positive Feedback

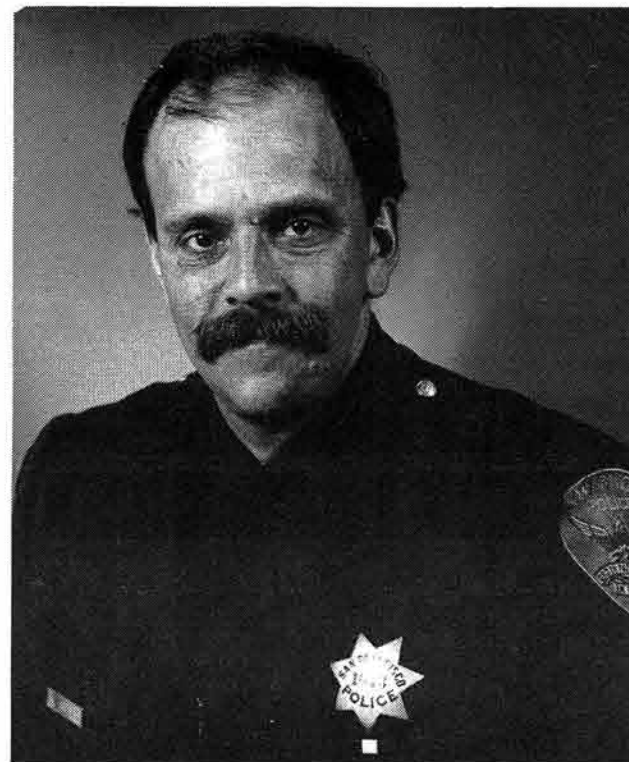
I did receive a letter from long time POA Activist Gale Wright (now retired), who felt that my criticism of the SFPD Training Bulletin 87-16 on the proper citation for 14601 CVC Violations (driving with revoked/expired driver's license) was humorous but negative. Gale suggested that I find out who wrote the training bulletin and see if there was a way to make the training bulletin a little clearer...Gale, I will do what you suggest and see if we can get the 14601 CVC program off the ground.

Lifesaver

Officer Ken Cantamount of Park Station recently saved the life of a stabbing victim by using pressure techniques to the wound. A letter was sent to Mayor Feinstein from 2 paramedics from the Health Department commending Ken for his capable and quick actions. The Mayor forwarded the letter to Chief Jordan to "handle this commendation in the appropriate manner" — how about a Police Commission Commendation, Sir???



Officer Dennis Carlomagno



Officer Ronald Artale

Golden Gate Breakfast Club Hero's Day

On Wednesday, October 7, 1987 at 7:15 A.M. the Golden Gate Breakfast Club honored Officers Dennis Carlomagno and Ronald Artale at their annual "Hero's Day" Award Ceremony. The breakfast and awards ceremony were held at the San Francisco Press Club, 555 Post Street.

Officer Dennis P. Carlomagno is 44 years old and an 18 year police veteran currently assigned to the Mounted Patrol Unit in Golden Gate Park. His assignment on the Mounted Unit brings him into contact with numerous citizens and tourists on a daily basis; and because of his rapport with the people he comes into contact with he has received dozens of complimentary letters for doing an outstanding job on a daily basis. Dennis has also been the recipient of a silver and three bronze Medals of Valor for service above and beyond expected police service. He is a graduate of City College of San Francisco and Sacred Heart High School. He is married and the father of a son and a daughter.

Officer Ronald Artale is 38 years old and a ten year police veteran. Ron has served at Mission and Southern Stations prior to being assigned currently to the Mounted Patrol Unit. Ron has also served as a member of the Department's elite "Field Training Officer" Program. As a Field Training Officer, he was responsible for "on the job" training of police recruits, who had just graduated from the Academy. Ron has been awarded a silver Medal of Valor. Ron, a San Francisco native and graduate of Galileo High School, is married and has two sons.

In the early part of July, 1987 three separate sexual assaults took place in heavily traveled areas of Golden

Gate Park. The rapist was described in newspaper accounts as being on a "power trip" after he grabbed one woman by the throat and dragged her into the bushes and assaulted her. These assaults occurred on three consecutive week-ends, and after obtaining a composite drawing of the suspect, police conducted an extensive manhunt for the assailant. Two of those involved in this search were Officers Dennis Carlomagno and Ronald Artale. The suspect had been described as 35-40 years old, muscular build, weighing 200 pounds and having a chipped or missing front tooth.

On August 5, 1987 Officers Carlomagno and Artale were on their way home from work, driving separate vehicles when they spotted the suspect stalking a woman on Kennedy Drive in Golden Gate Park. Because the suspect so closely matched the composite drawing, they pulled over to investigate further. When Officer Artale called to the suspect, he answered them and both officers could then see that the suspect had a missing front tooth. At this point Artale told Carlomagno, "We got our man." Because they were off duty, neither Carlomagno or Artale had with them their guns or handcuffs, but they did not hesitate in identifying themselves as police officers and chasing after and capturing the suspect who was at this time running away. Due to their quick thinking and with disregard for their own safety, a dangerous and violent rapist was taken into custody and another victim was spared the degradation of sexual assault. The suspect, who by the time of the arrest was on parole, is now being held on \$1,000,000 bail and is awaiting trial.

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On Routine Patrol

by Joe Reilly



Alarm companies employ a wide range of remote devices to detect criminal activity. My personal favorite is the one I encountered on Columbus Avenue early one morning which was shrieking BURGLAR! BURGLAR! at the top of its electronic lungs. Much less sophisticated than that is the simple listening device which allows a security operator to listen for any sound coming from within a closed premise. Not too long ago, a security operator heard the sound of breaking glass come over the wires from a Mission District health food store. Officers from Co.D were soon en route as the operator anxiously monitored the sounds from the store. This health food nut could be heard opening drawers, cabinets, and trying the cash register. The operator listened intently for some sound to tell her that SFPD had arrived. Suddenly all noise ceased, making the operator think that the connection had been lost. Just as suddenly she hear a clear and distinct "Oh, NO!" come over the speaker. (We can't print what was really said.) The operator took this to mean that the police were 10-97. Following that, a furious level of suspect activity was heard as our bedeviled burglar tried to hide. Responding officers found a skylight broken in and a rope down into the store. With a swarm of cops and police dogs at every door and window, as well as looking down from the roof, the burglar decided to give it up. So well fortified was this store that the doors couldn't be opened from the inside. The suspect was ordered to climb back up the rope, but near the top he lost his grip and slid back down into the store giving himself a real nasty rope burn on both hands. (I can see the OCC complaint now "...officers forced suspect to hold rope tightly while torturing him by pulling it repeatedly through his hands...") Anyway, they finally got this guy out with a ladder. To the operator it must have sounded like a 1930's radio broadcast of "Gangbuster"...

During the recent National League playoffs in San Francisco, the TV cameras often turned to the Giant's dugout for a shot of Roger Craig's reaction to a particular play or an umpire's call. In the background, you could also see Bob Armanino (Tac), ever alert and on duty with the Candlestick detail. During the following game, suddenly it was George Pohley (HQ) standing behind the coach. Trying to find out what happened to Bob, it was discovered that he was now stationed at the other end

of the dugout. Digging a little deeper, it seems that one of those old baseball superstitions was responsible for the switch. Looking back at the whole thing, maybe they should have left Bob where he was...

...

I took a tour of a flypaper factory once, and I'm reminded of it every time I visit the offices of OCC. Recently an officer and his POA representative found themselves there studying a "NO ON BORK" poster as they waited in the outer office. In time, the investigator appeared to usher the officers in for the interview, but the outer office door slammed shut behind her, locking the entire party out. Without her key and with nobody at the reception desk, it was clear that the investigation would be stalled and a serious blow dealt to the maintenance of police integrity. The officers, having that motto "Serving Our City" uppermost in their minds, quickly offered to kick the door down for the sake of police accountability (complying with 844 PC, of course!) When she turned, the investigator's reply was seen in the look she gave the officers, which could have belonged to someone who drank the water in Mexico. As it turned out, the door was opened before anybody had a chance to use those 10½ EEE's, and the interview went down in a rather innocuous fashion. Just to show that there are no hard feelings, should we send a bottle of Pepto-Bismol?

...

At CJ #1 during an early morning transfer, a wagon crew was busy with a number of prisoners to be processed. One particular buffed out arrestee had been keeping himself occupied by flexing and striking various body building poses in a vain effort to show everyone how bad he really was. Called up to the counter by the deputy, this recidivistic rascal strutted on up and did one more routine for everybody while giving the officers that "I can kick your ---" look. Now the deputy, used to showboats like this, commented, "You got yourself a penitentiary buff, huh?" The fearless flexer restored "Just 'cause I got muscles, that makes me a CON?" The officer who heard this exchange suprised everyone with his command of the English language. "You should not take offense at the deputy's comment," the officer interjected. "It's clear from a grammatical analysis of sentence structure and syntax that the word penitentiary was employed in an adjectival rather than adverbial context." This astute comment was followed by several seconds of silence. After a quick glance at each of the assembled officers, Mr. Muscles had analyzed the situation for himself and said "Don't mess with me, man, I don't got to say nothing; I want to talk to my lawyer right now!" I had heard that lack of literacy is becoming a major problem in crime circles....

...

PROBABLY NOT TRUE DEPARTMENT

Receiving an anonymous report of an animal sacrifice in progress, dispatched units discovered that it was an already butchered pig being prepared for a barbecue which was causing all the excitement. "Code 4, headquarters," radioed the officer, "no merit to the animal sacrifice, but we do have a good Hamacide here."

See you next month...(if they don't get me in the meantime).

S.F.D.A. Investigators Honored

San Francisco District Attorney Investigators Bruce Austin and Audrey Moy were honored in ceremonies Tuesday (Oct. 6) night in Stockton by the California District Attorneys Investigators Association.

Senior Investigator Austin was sworn in as President of the Association which has statewide membership of 600 investigators. The ceremonies took place at the association's awards banquet held in the Hilton Hotel in Stockton.

Senior Investigator Moy received the association's "Investigator of the Year" Award. The award was established to recognize the D.A. investigator whose accomplishments in their career and private life most exemplify the dedication, integrity and ability existing throughout the law enforcement community. Investigator Moy was selected to receive the honor by the Association's 11 member executive board. She has been a

member of the San Francisco District Attorney's staff for the past ten years and her work in the area of fraud investigation has been recognized by local and statewide organizations.

Senior Investigator Austin, who has been on the Executive Board of the California District Attorneys Investigators Association for the past three years, has been a member of the District Attorney's staff for the past 15 years. He has also served as President of the San Francisco District Attorney Investigators Association for the past 13 years. He recently attended the 135th session of the F.B.I. National Academy where he was elected president and served as class spokesman.

"I am extremely proud of Investigators Austin and Moy. They are a credit to the office and to the City of San Francisco," District Attorney Arlo Smith said.

Proposition 13 Extended

by Duane Collins,
Tax Consultant

Good news for taxpayers 55 years old or older! Most of us are familiar with Proposition 14, the property tax initiative from years past that limits the amount of property tax your county can charge you on your home. The limit is 1% of the assessed value of 2% due to inflation plus the cost of any home improvements. The catch is that the property value is either its 1975 assessed value or, its market value when **purchased or newly built**.

Now, thanks to Assembly Bill 60 and its proponent, Dave Elder (D-Long Beach: another DEMOCRAT!!!), you can transfer your Proposition 13 tax savings to your new home.

Here is how it works:

Let's say you own a home worth \$250,000, and, now that the kids are grown or are off to college, you want to move into a smaller residence with less maintenance or maybe a condo. The problem is you bought your home in 1957 for \$15,000 and your property tax is only a hundred or two a year. You cannot afford to move because the property tax alone will increase to \$2,500 a year! You can virtually pay cash for your home but do not want the \$210 a month in property tax increase. (When retired on a fixed income \$210 a month is a LOT of money!) Under AB 60 you can transfer your property tax base to your new residence as long as you meet the requirements and limitations.

They are:

1. Property owners or their spouse must be over 55
2. They must be residing in a home eligible for the homeowner's exemption
3. The property must be located within the **same** county as the prior home
4. The new home must be of **equal or lesser** value
5. The new home must be purchased or newly constructed on or after November 5th 1986
6. The new home must have been purchased within two years of the sale of the prior residence
7. The new home must be the principal place of residence

Now with these facts an interesting parlay comes to mind. You could take advantage of the one time \$125,000 exemption with this change in residence. You could sell your \$250,000 home and buy a \$125,000 condo, keep your low property tax base and pocket \$125,000 in cash **TAX FREE!**

This new law certainly brings many possibilities to mind. Consult your tax advisor, because this is the best piece of legislation to come along in a long time. Use it to your advantage.



**POLICE
POST
#456
NEWS**

Fellow Legionnaires,

The November meeting is Tuesday, 11/10/87. This is our annual Thanksgiving turkey raffle. Food and refreshments will be served. I plan on seeing a lot of you there. Meeting time is 8 P.M. at the POA building on 7th St.

December will be the month of our annual Post fund raiser. It will be held at the Police Athletic Club, located at the Hunter's Point Naval Shipyard. SFPDAC will be co-hosting the event. It has been a very hectic year for our Post, and this fund raiser is sorely needed as our financial situation is grim.

The event will feature good food, entertainment and a full bar. We will start selling tickets after November 10th. Tickets will also be sent out to each member by mail, and I urge everyone to purchase at least one ticket even if you cannot attend the function. Your support for the Post fund raisers in the past is greatly appreciated, and I am looking forward to your continued support this year. Come out and meet your new officers. Date and time will be on the tickets.

Joe Long, Commander
Post 456

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



As coordinators of our Retirement Planning Seminars, we feel that the following information should be brought to your attention. The subject matter should be most informative and beneficial to both active and retired members.

Blood Bank

We want to express our thanks to Inspector Thomas Vigo for enlightening us on the proper procedure for both active and retired members to obtaining blood and also in the event an emergency arises.

San Francisco Police Department Blood Bank Committee

Thomas Vigo—Chairman	553-1201
Jan McKay	553-1451
Bill Welch	553-1295
Bob Mahoney	752-6255
Roy Sullivan	553-1544
or SFPOA for information	861-4050

Eligibility

Any active or retired member of the SFPD and their family. This includes all sworn and civilian personnel. If a blood need comes to your attention, call one of the members of the committee for further assistance.

Emergency Blood Needs

It is not necessary to contact one of the committee members prior to receiving blood on an emergency basis. After receiving blood, the member should contact us and we can arrange for blood credit. This is a bookkeeping matter and can be accomplished after the medical emergency.

Scheduled Blood Transfusions

If a date is known when a blood transfusion is going to occur, a member should contact a member of the committee to arrange for a blood credit. We now have the capability of setting up designated donors (from low risk segments of society). There is a form that has to be filled out two days minimum prior to the transfusion.

Survivors of Deceased Members

We have been able to take care of widows and other survivors of deceased members in the past, and we do not see any reason why we cannot continue this service.

General Information

Although members of the Blood Bank committee may change, a list of the present members is on hand at the POA Office, 510 - 7th St., (415) 8615060. It is not necessary to be an active member of the SFPOA to receive benefits. It should be noted that the SFPOA has underwritten all expenses for this Committee since its inception.

Replacement of Blood Credits

Is not necessary for anyone receiving blood credits to have to replace them. However, we certainly appreciate any donation to the blood account. This is done by donating blood at Irwin Memorial Blood Bank, 270 Masonic Ave., or one of Irwin's branches and crediting your donation to the SFPD.

Best rule of thumb

Call with any questions and if we can help, we will.

Concealed Weapons

Our thanks also to Chief of Police Frank M. Jordan for bringing to your attention, Section 12027 P.C. which deals with the proper procedures that a retired police officer must comply with in order to have proper authorization required by law to carry his weapon upon retirement. "Dear Retired Members:

Effective immediately, retired members requesting renewal of their privilege to carry a concealed weapon per 12027 P.C. will be required to demonstrate proficiency with a firearm. Members who wish to have this privilege reinstated shall contact the Rangemaster at 553-1200 and make arrangements to requalify. The Rangemaster will prepare a memo, for the retired member to bring to the personnel sergeant's office, stating that the member has qualified. Members who fail to qualify will not have their

privilege reinstated.

Although this measure may seem harsh, recent legal decisions indicate a liability for the City if measures such as these are not taken."

Substance of Section 12027 P.C.

The agency from which a peace officer is honorably retired may, upon initial retirement of the peace officer, or at any time subsequently there to, deny or revoke for good cause, the retired officer's privilege to carry a weapon as provided in this subdivision.

A retired peace officer who retired after January 1, 1981, shall petition the issuing agency for renewal of his or her privilege to carry a concealed weapon every five years. Any peace officer who has been honorably retired shall be issued an identification certificate which shall give the retired officer the privilege to carry a weapon pursuant to this subdivision when the issuing agency has endorsed the certificate indicating that the privilege exists.

Where the officer retires after January 1, 1981, the endorsement shall specify the date when the endorsement is to be renewed again. A retired peace officer shall have no privilege to carry a weapon pursuant to this subdivision in the absence of the endorsement.

Benefits

The following article appeared in Modern Maturity publication, published in the Oct.-Nov. issue, 1987. Entitled "What should I do?" and produced by Annette Winter, it deals with the pros and cons of Social Security.

Still eligible for death benefit

My husband recently died in the hospital. Will this disqualify me from the lump-sum payment?

No, you may still claim the \$255 lump sum death benefit. If you are receiving benefits on your husband's earning records, the one-time payment will be sent to you automatically. If not, you'll have to file an application.

Watch out for extra earnings

I retired last year and draw Social Security, a small pension, and a small salary from a part time job. I've been told I'll lose benefits if I earn too much. In addition, I'm being taxed on my salary and have been advised I'll probably never benefit from that tax. What's going on?

Let's start off with the loss of benefits. You don't give your age, but if you are under 70, the information received is correct: you may lose part (or even all) of your S.S. benefits if you have earned income above a certain amount.

For 1987 that amount is \$6,000 for persons under age of 65, \$8,160 for those 65 through 69. There's no ceiling on earnings if you're 70 or older. These figures are indexed to average national wage levels and will probably go up for 1988.

(Dorcas Hardy, Commissioner of Social Security, is examining a proposal to eliminate the so-called earnings test for beneficiaries age 65 and over.)

Use of the word "ceiling" doesn't mean you can't earn more than that amount. But you will lose one dollar in S.S. benefits for every two dollars of earnings in excess of whichever ceiling applies to you; in effect, a 50 percent tax on those excess earnings. Under present law, the one-for two ratio will be replaced in 1990 by a one-for-three ratio for people age 65 through 69.

This catch is not accidental; S.S. retirement benefits were not intended as an annuity program but as a partial replacement of earnings lost when you stopped working. What does this mean in dollars and cents? Let's assume you're 66 years old, drawing \$6,000 a year Social Security, receive a small pension and interest on a couple of CDs. If you earn up to \$8,160 on your part-time job you keep all of your S.S. benefits. But if you put in extra hours and earn another \$2,000 in 1987, in 1988 your checks will stop until you've forfeited \$1,000 in benefits. In addition, your employer will withhold \$143 out of that extra \$2,000 for S.S. tax and you will pay federal (and perhaps state) income tax on the whole \$2,000, despite having forfeited \$1,000 in S.S. benefits that are not taxable (at your presumed income level).

Your net income from the extra \$2,000? Somewhere in the area of \$600-700, depending on your tax bracket. More bad news: The advice that you probably won't benefit from the tax withheld from your payment is correct. Your benefit may be recomputed, but the refiguring will bring an increase in benefits only if your earnings in the current year are greater than earnings in the lowest earnings year in the original computation—unlikely for part-time work. Even if your particular situation results in little or no income tax liability, you will have to pay 7.15 percent in S.S. withholding, then face the one-for-two dollar loss when you go over the limit.

The bottom line: Unless you're 70 or older, earning more than the S.S. ceiling each year may not pay off financially (although it may offer other incentives).

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Cop Bashing

Editor's Note: Since this letter was written by President Barry, Supervisor Molinari has continued to play "cop basher". During a televised debate on October 25, he again made reference to police harassment of strikers. Also, during a recent Board of Supervisors' meeting, Molinari said police officers don't need parking near their stations. His advice was to park somewhere in the district and walk to the station, thereby "learning their district".

O.K., guys, get out here and walk your district...and bring in the votes for Art Agnos!

October 7, 1987

John Molinari, Member
Board of Supervisors
City Hall - Room -235
San Francisco, CA 94102

Dear Supervisor Molinari:

I am writing to you to express my outrage regarding the assertion you made at last evening's Annual C.O.P.E. Dinner at the Fairmont Hotel that the San Francisco Police Department is engaged in "harassment" of striking workers in San Francisco.

Your gratuitous, "shooting from the hip" comment that "when you are mayor, your police department will no longer harass striking workers", made merely to ingratiate yourself with a particular constituency has no basis in fact, and I resent the implication that our officers are engaged in conduct detrimental to striking men and women in San Francisco's work force.

As in other cities across the country, when a tense labor situation occurs and police officers are on the scene, there will always be some tension between the police and striking workers, particularly when arrests occur on the picket line. However, absent aberrations to the contrary, on an overall basis, the San Francisco Police Department has a very good working relationship with the labor community in San Francisco, and your attempts last evening to undermine that relationship — to create divisiveness purely for political reasons is a total disservice to all workers in San Francisco.

I have headed the San Francisco Police Officers' Association for nearly eight years now, and during my tenure, I believe I have made great inroads into the labor community in an attempt to identify problems so that we all have a better understanding of each other's roles and responsibilities. The process of constant, constructive communication is working, and in spite of your attempts to create and foster division within the labor community, the lines of communication will continue.

As an example of our commitment to a harmonious police/labor relationship in San Francisco, both from the POA and department's point of view, numerous meetings involving the POA, labor officials, and police administrators under both Con Murphy and Frank Jordan have taken place in preparation of labor demonstrations and the establishment of picket lines. Very few negative occurrences have arisen because of this type of communication.

In addition, plans are now in progress to have labor officials become involved in our ongoing in-service training program at the Police Academy. Once again, labor's involvement at this level, where veteran officers receive their forty hour refresher training course is a crucial step toward enhancing police/labor relations. This training will give us all a better understanding of each others needs and concerns.

With respect to your comments earlier this week that the police department is "out of control", I again take great exception to that statement and repudiate it on its face.

While I may disagree with certain policies promulgated by Chief Jordan and his staff, I can state to you without qualification that our department is very much under control.

Citizen complaints have been reduced dramatically, arrests have increased and the delivery of police services, especially our response time for serious incidents is at a very acceptable level.

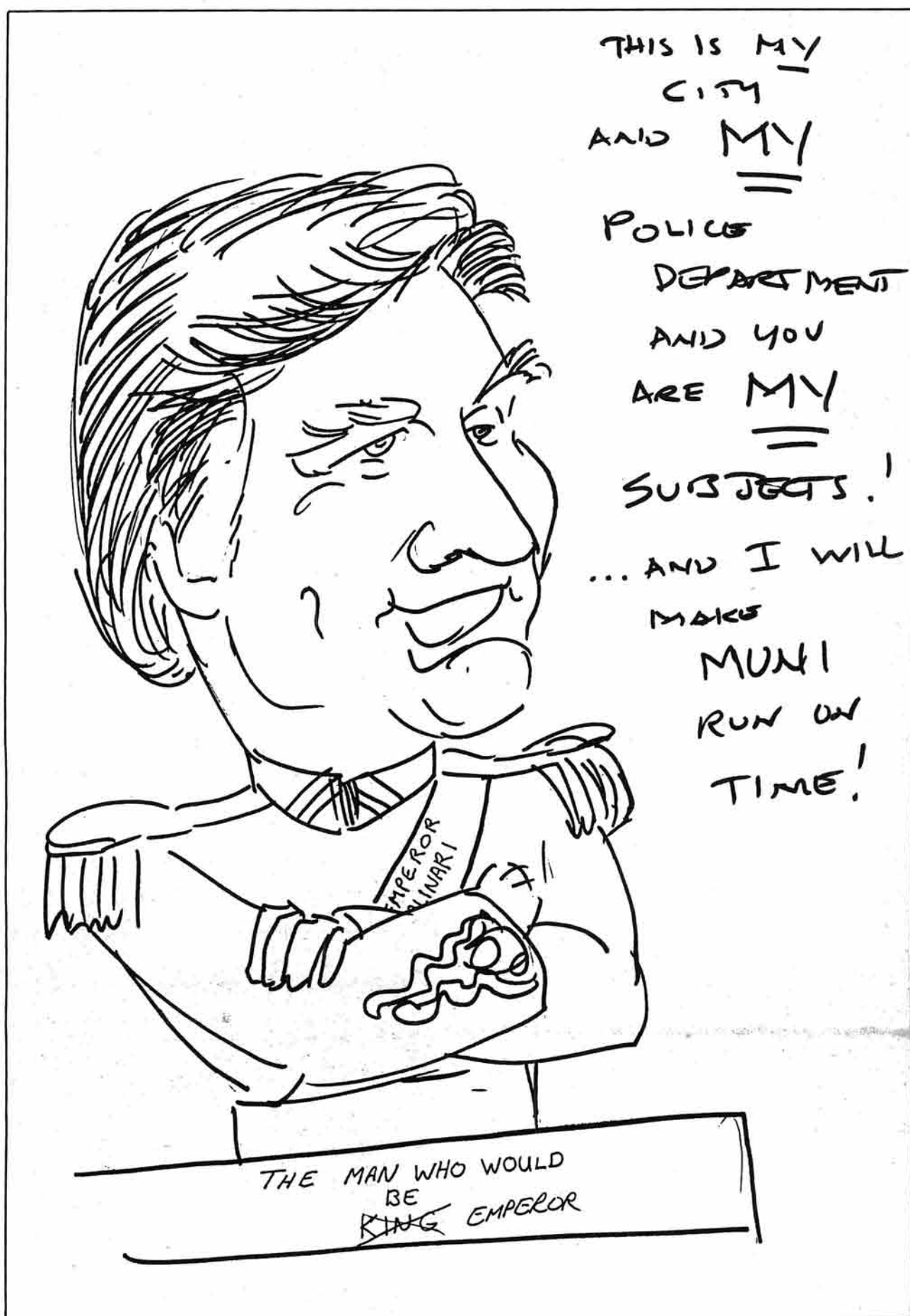
In addition, while the demands upon our department and its officers continue to increase, the level of funding to accomplish our mission continually decreases, yet we continue to provide our citizen with the highest level of service to which they are entitled.

In conclusion, I would caution you on continuing these unwarranted, false and misleading accusations against our department.

Should you, as an elected official find legitimate fault with our department then you have a duty to bring that information forward. However, to do so merely to create controversy because of a political race is counterproductive and not in the best interests of our city.

Sincerely,
San Francisco Police
Officers' Association
Bob Barry
President

STERLING STRIKES AGAIN/John Sterling



CSAA Urges Extra Caution After Time Change

With the return to Standard Time on October 25, motorists need to use extra caution when driving during the weeks following the time change, according to the California State Automobile Association (AAA).

CSAA officials suggest that the one-hour time change may contribute toward additional driving hazards.

The CSAA urges motorists to follow these driving suggestions:

- In the early morning darkness, watch out for children going to school.
- On your way to work, wear sunglasses and adjust sun visors properly to combat the glare caused by the sun's morning reflection on windshield, hood or other metallic car parts.
- When there is sun glare, it's a good idea to reduce speed. Drivers may not be able to see the brake lights

of a car that is slowing down.

- Remember that sun glare may become even more of a problem if windshields are dirty or scratched.

- During morning and evening commute hours, reduce speed if there is reduced visibility caused by fog, drizzle, etc.

- It may be dark when you drive home after work, so be aware of joggers and other pedestrians.

Standard Time will remain in effect until the first Sunday in April 1988, when Daylight-Saving Time will return.

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Another Franciscan Room Horror Story

by Anthony Santana
Member Board of Directors

Q: What do you call the student who graduates with the lowest grades in medical school?

A: Doctor.

File this article with others you have heard about, the Franciscan Treatment Room and remember: it's true.

Approximately two months ago I was involved in an auto collision on duty. I and two other officers then responded to the St. Francis Hospital's Emergency Room for treatment. After being released I was feeling discomfort in my jaw and went to the Franciscan Treatment Room to have it looked at by their doctors. After relaying details of the accident and my pain to the doctor, he told me that I was suffering from TMJ (Temporomandibular Joint), and that it was not a work related injury. He then told me to go to my dentist so I could have it cared for.

Going to my dentist, I informed him that I had been diagnosed as having TMJ. I didn't tell him about the traffic accident! I was given an overview of what TMJ was, as well as what causes it. Would you believe the first words out of my dentists' mouth were, "It's usually caused by a **whiplash-type injury.**"

Thank you, Franciscan Treatment Room!

So what? For on-duty or work related injuries the city has contracted with the Franciscan Treatment Room for our care. We who put our faith in those who work there and hope to get the proper treatment should be aware of the following:

- 1) Doctors are people; they can make mistakes. There is no need to take their word as gospel.
- 2) You need not use the Franciscan Room for treatment of your work related injury, but can go to a physician of your choice at the City's expense.

To bypass the Franciscan Room you need to file with the appropriate office, a note to seek treatment from your chosen physician. One caveat: the form must be filed prior to your injury. Without it, you must go to the Franciscan Room; if you're not satisfied with the care you're receiving, after a specified period of time you can file a form with the City and see your own physician at the City's expense, all the forms you need are at your POA office.

Know The Facts; make an intelligent decision.

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Case #1253

Name: Helena Sandoval
Hair color: Dk Brown
Eye color: Dk Brown
Date of birth: 5/3/71
Missing since: 6/4/85
From: Escalon, CA



Case #1280

Name: April Ann Cooper
Hair color: Blond
Eye color: Blue
Date of birth: 5/13/79
Missing since: 12/13/86
From: Rancho, CA



Case # 1278

Name: Susan Robin Bender
Hair color: Black
Eye color: Brown
Date of birth: 11/27/70
Missing since: 4/25/86
From: Modesto, CA

"ONE MISSING CHILD
IS ONE CHILD TOO
MANY..." ©



P.O.S.T. Stats on Cop Killings

Submitted by
Captain T.L. O'Donnell, Co. E.

This study addressed a variety of circumstances surrounding the events in which California peace officers have been feloniously killed and assaulted. These findings focus primarily in cases where firearms were involved. Questionnaires were designed to obtain information in four major areas: (1) overviews and general characteristics of the incidents; (2) victim officer characteristics; (3) weapons; and (4) suspect characteristics. The findings from these four areas were generally discussed in the succeeding paragraphs.

Factors of day and time follow expected patterns

Month of year appears to have little significance in the occurrence of killing or assault incidents. The day of week and time of occurrence follow previously recognized patterns, with the majority of incidents occurring in the late evening to early morning hours and on weekends.

The number of consecutive days worked by the victim officer was also examined. For the most part, the frequency of incidents was fairly evenly spread throughout the typical four or five day work week.

Physical conditioning of officers cause for possible concern.

The study showed that law enforcement officers are somewhat older than their attackers. The vast majority of officers killed or assaulted were over 25 years of age; almost half of the suspects were under this age. Age discrepancy raises the concern for the physical condition of the officer.

Physical condition is also of specific importance when reviewing weapon retention by the officer. Eight officers were killed during or following a physical struggle with the suspect. Six of these officers were killed with their own firearm.

Officers not protected by experience

Approximately 40 percent of the officers killed or assaulted have between 6-10 years of law enforcement experience. While this group may constitute the majority of officers working under conditions likely to result in killing or an assault, it is important to note that some of the most experienced officers are the victims in these incidents.

High hazard shown on crimes-in-progress and disturbance calls

When looking at the type of incident the officer was involved in at the time of the killing or assault, "disturbance calls" account for the single highest number of officers killed or assaulted. These "disturbance calls" include domestic disputes, shots fired calls (where no other crimes had been committed), and general disturbances by an individual or group of individuals. The type of incident with the second highest frequency was "crime-in-progress" calls, with a large percentage of these being armed robberies. All four of the "crime-in-progress" calls resulting in an officer's death were armed robberies.

In a high percentage of both types of incidents, the officer(s) had prior knowledge that the suspect was armed or that shots had been fired. This reinforces the necessity to examine the current methods of responding to hazardous calls.

In over two-thirds of the incidents, there were at least two officers and only one suspect involved. This is very important, since having a backup officer apparently was not utilized to its fullest advantage in many of the cases.

Suspicious person in vehicle — a high hazard incident

Another type of incident which showed a high frequency in the killing cases was "suspicious person in a stationary vehicle." This accounted for the death of five officers, two of whom were killed in the same incident.

Officers generally outnumber suspects

One of the more significant observations pertained to the relationship of the number of officers present to the number of suspects present at the time of that assault. In over two-thirds of the incidents, there were at least two officers and only one suspect involved. This is very important, since having a backup officer apparently was not utilized to its fullest advantage in many of the cases. Based upon these circumstances, training in the subject of backup officer responsibilities must be re-examined.

Suspects are generally well armed

Approximately 80 percent of the officers used a duty weapon of .38 or .357 caliber. Slightly over 15 percent of the officers carried a semi-automatic of 9 mm or .45 caliber. When the officers resorted to the use of a secondary firearm, about 10 percent of the time, it was most frequently a 12-gauge shotgun.

The typical caliber of firearm used by the suspect was a .38, .357, or .22. Semi-automatic rifles and fully automatic weapons were used against the officers, but the frequency was very low. There were several situations in the killing incidents where the suspect used a high power rifle; a round from one of these rifles penetrated the officer's soft body armor. Overall, the firearms used by the suspects were of high quality.

...the suspect, under the influence of PCP, was able to rip the officer's shotgun and locking mount from the patrol vehicle and use the shotgun on the officer.

Officer's weapon used by suspect in 15 percent of killings.

In six (15 percent) of the killing cases, the suspect was able to obtain either the victim officer's firearm or another officer's firearm and use it against the officer. In all but one of these, the suspect had no other firearm prior to obtaining the officer's firearm. Of those officers assaulted but not killed, 7 percent were assaulted with their own firearm or another officer's firearm.

The method by which the suspect obtained the officer's firearm varies. However, the majority of officers in both the killing and assault incidents lost their firearm during a "physical altercation" with a suspect. This occurred in five of the six killing cases. In the sixth case, the suspect, under the influence of PCP, was able to rip the officer's shotgun and locking mount from the patrol vehicle and use the shotgun on the officer.

Body armor may save lives

The use of soft body armor is important and warrants review. Approximately 50 percent of the officers killed were wearing body armor, compared to about 65 percent of the officers assaulted. Those officers shot only in the "torso" area (including front, back, or side), accounted for 32.5 percent of the officers killed and 33.5 percent of the officers assaulted. Of those officers who were struck by a bullet from the suspects weapon in the assault cases, over 35 percent indicated that wearing body armor prevented or reduced the seriousness of the injury. Approximately 15 percent of the law enforcement agencies responding to the study require officers to wear body armor.

Many officers had prior knowledge of hazard

The study showed that, for both the killing and assault incidents, over one-half of the officers had prior knowledge that the situation they were about to become involved in was "hazardous" or "potentially hazardous." Also, a large percentage of the officers had prior knowledge of weapons involvement.

Eight officers killed (approximately 20 percent) had responded to an armed robbery-in-progress, a man with

a gun, an incident in which shots had been fired, or another type of call that alerted the officer to impending danger.

These officers may have had a better chance of survival had they used available cover as part of their routine tactics. Greater emphasis is needed in the use of cover as it relates to officer safety and tactics.

Lack of accuracy under fire requires further study

The accuracy with which an officer fires his/her weapon has always been of major importance. Based on total rounds fired, the study revealed that when an officer fires at a suspect, the officer is likely to hit that suspect less than 50 percent of the time. Additionally, as more rounds are fired, the accuracy rate actually decreases. The study also showed that, although 37 percent of shooting situations occur in artificial light or conditions of darkness, almost 40 percent of the officers receive no scheduled training under these conditions following basic training.

Proper tactics and use of cover may increase survival chances

Almost 90 percent of the officers assaulted used or attempted to use cover during the assault. This figure compares with 35 percent for the officers killed. The effective use of cover may make the difference between surviving and not surviving. Many of the officers killed had cover available and did not use it. In a number of these cases the officer had no reason to seek out cover prior to the infliction of the injury. These officers may have had a better chance of survival had they used available cover as part of their routine tactics. Greater emphasis is needed in the use of cover as it relates to officer safety and tactics.

One of the difficulties revealed in the study relates to adherence to standard officer safety practices. The responses showed that in more than 60 percent of the officer killings, the victim officer could have reasonably done something more to increase chances of survival.

Aircraft and vehicle accidents an ever-present danger

Twenty-three officers lost their lives due to traffic accidents while on duty under a variety of circumstances. Also, 11 deaths resulted from fixed wing and helicopter accidents which occurred during the study period. Officer awareness of the special dangers faced by law enforcement personnel may be enhanced by training and policy.

Continuing research a necessity

POST and the law enforcement profession must continually re-evaluate training needs for officer safety and tactics to prepare officers to cope with the current problems they encounter in their daily activities. The solutions are not simple, but they must be addressed on a continuing basis for there to be a permanent impact on this tragic loss of life and serious injury.

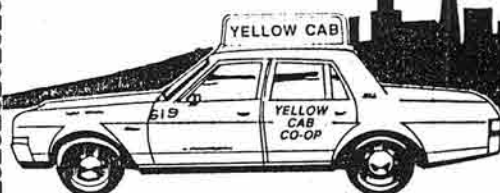
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Q-80 Exam Set For November 16, 1987

by David P. Clisham,
Law Offices of Carroll, Burdick & McDonough,
SFPOA Attorneys

At long last the Police Department administration has scheduled a promotional examination for the position of captain, Q-80. The examination has been set for the week of November 16, 1987. The examination announcement was mailed to the approximately 80 lieutenants eligible for the Q-80 position on October 16, 1987, thereby giving the candidates thirty days' notice.

Eligibility for the position was established by a federal court order, issued on October 27, 1986. The examination is open to all employees who have served as a Q-60 lieutenant in any status for a minimum of six months immediately preceding the examination and have received a permanent civil service appointment to that rank. Since that last Q-60 eligible list expired in September 1986, all of the persons appointed from the last Q-60 list are eligible to participate in the Q-80 examination.

The Q-80 examination will consist of four job-related activities: (1) An in-basket exercise, (2) a sequential crisis exercise, (3) an oral simulation exercise and (4) a panel interview.

Setting Weights

One of the most controversial issues in promotional examination over the past few years has been the setting of weights. The long drawn out litigation over the last Q-50/Q-35 examination resulted from the Consent Decree Division deciding to weight only the oral component of the three-part examination, relegating the two written exercises to pass/fail status. This weighting strategy has been reversed by the Ninth Circuit Court of Appeals, and the participants in that examination are now waiting for the courts to decide upon a remedy for the violation.

It is our view that this Q-80 examination will not be subjected to the same kind of weighting. First of all, the examination announcement states:

"The examination weights will be based upon that data derived from the recently completed

job analysis of the Police Captain position and will be set in accordance with relevant professional standards as well as the federal 'uniform guidelines on employee selection procedures.'"

In the second place, the POA has retained an examination expert, Professor Larry Meyers, Ph.D (recently authorized by membership vote) for the purpose of reviewing job analysis, the selection devices, the construction of the examination, and, most importantly, participating in the formulation of the scoring and weighting of the examination.

Under the "Three Year Plan" (Supplemental Order to the Consent Decree, October 27, 1986), the examination contractor is required to meet with the parties at the following times:

1. Prior to the job analysis, to discuss development of the entire examination;
2. Following completion of the job analysis, regarding the results of the analysis and development of selection devices;
3. Following the construction of the examination, regarding the examination and proposals for its administration, weighting and scoring;
4. Following administration of the complete examination, regarding the weighting, scoring the results.

In this Q-80 examination, the Contractor (with apparently full approval from the Department and City representatives) failed to meet with the POA prior to the job analysis and following completion of the job analysis. POA representatives, upon discovering that the City was in violation of the Three Year Plan, insisted that all relevant material be given to both the POA's expert and POA attorneys for the purpose of determining whether the job analysis was valid, i.e., conducted according to professional standards.

After intense discussions involving the Contractor Catherine Holt, from Personnel Decisions, Inc. (PDI), Auditor/Monitor Nathaniel Trives and City Attorney Dan Siegel, the City finally agreed to comply with the Supplemental Order in its entirety.

At the present time, a meeting to implement step 3, above, is scheduled to take place on Friday, October 30, 1987. Following this meeting, the POA will be formulating a proposal for the weighting and scoring of the examination, to the integrity of future examinations, especially the upcoming Q-50 and Q-35 tests and the beginning of a period during which examinations can be conducted without extensive litigation.

The POA Board, at its meeting on October 21, 1987, directed their attorneys to seek appropriate legal remedies if Professor Meyers was not provided with appropriate materials described in the Three Year Plan by October 30, 1987.

The POA membership will be informed of any and all actions related to the Q-80 examination. At the present time, we are hopeful that the examination will be conducted on November 16, 1987 and that the examination will be job related and not subject to litigation.

Balboa High School
50th Reunion

Balboa High School of San Francisco, class of Spring 1938 is making plans for its 50th reunion dinner dance sometime in 1988. We are trying to locate our classmates. Please call or write one of the following with any information:

Bill White, S.F.F.D., retired
4564-19th Street,
San Francisco, CA 94114

Rose (Portman) Gros De Mange
455 Cuesta Drive,
Los Altos, CA 94022

Phil Tomasello
79 Lakeview Drive,
Daly City, CA 94015
(415) 992-5487

Thanks for any assistance.

Management Follies

by Paul Chignell and Edward Fowlie

1. If there is a shortage of radio cars within many units of the San Francisco Police Department, why do some lieutenants take City vehicles home?
2. Since we have a unit called Management Control, why are management follies out of control?
3. If a lieutenant gets a temporary appointment to an exempt position — when that position ends in January 1988, does his seniority entitle him to a daywatch at a district station?
4. Why do we now have Commanders and Captains doing the supervisory work that sergeants used to do so well?
5. If police inspectors are paid overtime to get prisoners out of jail on weekends, will the Fire Department pay fire inspectors to start fires on weekends?
6. Can you remember when the San Francisco Police Department functioned with one Deputy Chief?
7. When the San Francisco Police Department administration tried to increase the suspension powers of the Chief of Police from ten to thirty days, with a proposed Charter amendment at the Board of Supervisors, did the Administration win?
8. What role does punishment play in modern management techniques?
9. Can you imagine paying top police administrators large salaries to make decisions such as booking handicapped people who are sitting on the cable car turnaround?
10. If taking a police car home every day is worth \$5,000.00, what are the tax consequences of that action?

Ed and Paul solicit your favorite management folly for a subsequent issue of the Notebook. Please forward suggestions to the Auto Detail (we will read them when we are off-duty).



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LOANS	MAX. TERM	MAXIMUM LOAN AMOUNT	INTEREST RATE**	NOTES
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STOCK LOANS	60 MOS.	15,000	13.9%	60% OF QUOTED PRICE LISTED FOR DATE IN THE WALL STREET JOURNAL
NEW AUTO	24 MOS.	25,000	8.5%	100% INCLUDE TAX & LICENSE
NEW AUTO	25-36 MOS.	25,000	9.0%	100% INCLUDE TAX & LICENSE
NEW AUTO	37-48 MOS.	25,000	9.5%	100% INCLUDE TAX & LICENSE
NEW AUTO	49-60 MOS.	25,000	9.9%	100% INCLUDE TAX & LICENSE
USED AUTO	24 MOS.	15,000	9.5%	100% OF LOW BLUE BOOK EXCL. TAX & LICENSE
USED AUTO	24-36 MOS.	15,000	10.0%	100% OF LOW BLUE BOOK EXCL. TAX & LICENSE
USED AUTO	37-48 MOS.	15,000	10.5%	100% OF LOW BLUE BOOK EXCL. TAX & LICENSE
NEW BOAT & BOAT TRAILERS	60 MOS.	20,000	13.9%	80% OF NEW OR APPRAISED VALUE
USED BOAT & BOAT TRAILERS	60 MOS.	15,000	14.9%	75% OF LOW OR APPRAISED VALUE
NEW MOTORCYCLES	60 MOS.	10,000	12.9%	90% OF NEW PRICE EXCL. TAX & LICENSE
NEW TRAVEL TRAILERS	60 MOS.	25,000	13.9%	
USED TRAVEL TRAILERS	60 MOS.	15,000	14.9%	
NEW HORSE & UTILITY TRAILERS	60 MOS.	—	13.9%	90% OF NEW PRICE EXCLUDING TAX & LICENSE
USED HORSE & UTILITY TRAILERS	60 MOS.	—	14.9%	80% LOW BOOK OR APPRAISED VALUE
NEW TENT TRAILERS	60 MOS.	15,000	13.9%	
USED TENT TRAILERS	60 MOS.	10,000	14.9%	
NEW MOTOR HOMES, CUSTOM VAN, RV's, & VAN CONVERSIONS	60 MOS.	30,000	13.9%	90% OF NEW PRICE EXCLUDING TAX & LICENSE
USED MOTOR HOMES	60 MOS.	20,000	14.9%	80% OF LOW BOOK OR APPRAISED VALUE
NEW MOBILE HOME	15 YRS.	50,000	13.25%	80% OF APPRAISED VALUE. MUST BE IN M/H PARK OR ON OWNER PROPERTY
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HOME LOANS—2NDS	15 YRS.	50,000	CALL CU	75% OF APPRAISED VALUE LESS AMT. OF 1ST TRUST DEED

**THESE RATES WERE CURRENT AS OF 9-30, 1987, AND ARE SUBJECT TO CHANGE WITHOUT NOTICE.

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Board of Directors Meeting

October 21, 1987

Members present: Maloney, McDonagh, Garcia, Santana, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Fagan, Flippin, Cole, Rapagnani, Parenti, Barry.

Members excused: Deignan, Mattoch, Ovanessian, Linehan.

The special item regarding the Q-80 Captains Examination was taken in order to accommodate the Q-80 candidates that were present.

Attorney Dave Clisham and newly contracted POA Test Expert Larry Myers discussed with the Board of Directors and Q-80 candidates concerns about the job analysis.

VOTE #1: A motion by Johnson, seconded by Chignell that POA Attorney David Clisham be directed to formally object to deficiencies printed on the Q-80 Job Announcement, Page 5, Section F which states that (1) the examination announcement has been approved by the parties (The POA has not approved of the announcement) and; (2) pursuant to the 10/27/86 Supplemental Order, NO protests of the examination will be allowed (the POA, and other parties, in fact, have a right to protest). The motion carried by voice vote.

VOTE #2: A motion by Parenti, seconded by McDonagh that "If the POA expert is not provided with the Q-80 examination and all other related material by October 30, 1987, then the POA will seek appropriate legal remedies." The motion carried by voice vote.

President's Report:

Bob Barry introduced retired POA members Sol Weiner and Tom Dempsey who requested that the POA Board of Directors address the problems of the New Charter Amendment that was passed by the voters which rec-

tified the pay formula for active members but does not help retired members when outside jurisdictions that are a part of the pay formula settle their respective pay raises beyond July 1st.

VOTE #3: A motion by Rapagnani, seconded by Cole that the POA support a Charter Amendment to rectify the pay formula for retired members. The motion carried by voice vote.

Bob Barry introduced Sheriff Hennessey who wanted to address the Board of Directors regarding our no endorsement position on the sheriff's race.

VOTE #4: A motion by Chignell to rescind the POA's no endorsement position on the sheriff's race did not carry — lacking a majority vote.

Voting to rescind: Maloney, Santana, Reilly, Suslow, Taylor, Chignell, Rapagnani, Barry.

Voting NO: McDonagh, Garcia, Doherty, McAllister, Johnson, Hawthorne, Cole, Parenti.

VOTE #5: A motion by Parenti, seconded by Rapagnani to rescind the previous September motion not to accept a settlement offer by the City Attorney's office on the proposed night differential settlement. The motion was passed by voice vote.

VOTE #6: A motion by Rapagnani, seconded by McDonagh to accept the City Attorney's settlement offer on the night differential lawsuit. The motion was passed by voice vote.

VOTE #7: A motion by Parenti, seconded by Santana to accept the City Attorney's settlement offer on the like work/like pay lawsuit. The motion was passed by voice vote.

Vice-President's Report:

Ron Parenti has initiated a grievance concerning the

changing of shifts hours to avoid the payment of overtime. This grievance is a result of the Pope's Visit and the related changing of shifts to avoid the payment of overtime.

Secretary's Report:

VOTE #8: A motion by Chignell, seconded by Taylor to accept the Secretary's report. Motion was approved by voice vote.

Treasurer's Report:

VOTE #9: A motion by Chignell, seconded by Maloney to accept the Treasurer's report. Motion was accepted by voice vote.

Legislative Committee:

VOTE #10: A motion by Chignell, seconded by Cole to spend \$16,000 on the No on Proposition G Campaign. The motion was passed by voice vote.

New Business

VOTE #11: A motion by Parenti, seconded by Maloney to purchase a table (\$350 per table) at the Local #790 Misc. City Employees Dinner. The motion passed by voice vote.

VOTE #12: A motion by Reilly, seconded by Hawthorne to purchase a table (\$250 per table) at the Northern California Asian Police Officers Association Dinner. The motion passed by voice vote.

VOTE #13: A motion by Santana, seconded by Garcia to hire test expert Larry Myers at \$50 per hour to investigate the Q-80 Captains Examination. The motion carried by voice vote.

Submitted by,
Reno Rapagnani
Secretary



Where: Historical Fort Mason Officers Club — Bay & Franklin Sts.

When: Tuesday, Dec. 8, 1987

No host cocktails: 6 - 7:00 PM

Dinner: 7 - 8:30 PM

Dancing: 8:30 PM - 12:30 AM

Menu: Tossed green salad
Mostaccioli with Meat Sauce
Prime Rib with Baked Potato
or

Filet of Sole with Lemon Butter,
Asparagus, Hollandaise Sauce
and Bay Shrimp.

Wine, Coffee & Dessert

Price: \$25.00 Per Person

NO HOST BAR AFTERWARDS UNTIL 0100 HRS

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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Pathways

by Bob Rogers

Recourse...Parcourse

It doesn't come up as often anymore, but when it does — it seems more critical. When I think about it now, usually in the midst of a jog that feels more pained than it should or when I'm struggling with weights that I recall as having been easier to push, I begin to wonder. This police job brings these thoughts to mind, and then the gut remembers.

The foot chases. Out of the radio car and through the runways of the projects. Trying to keep enough air while running full tilt and gasping into the radio. Up the ramps and around the corners trying to just keep contact until help could cut him off. You can hear the sirens but you're almost sick with the full out running — the half digested coffee and donuts squirting up into your throat. You just have to keep going — and promise yourself you'll stay in better shape.

And there are always the resisters to remember. Either the gorillas you came upon fully aware or the sudden surprise like the one that Jake and I thought would be no problem. It may be that the bad guys...or the crazy ones...are just bigger and younger and stronger. And it may be that I'm getting older and losing something. But whichever it is, the worry has to do with how a cop can be physically prepared for when all the talk and techniques have run out and he or she just has to hang in there on some spark of guts and will.

When I first joined the Department I was in decent shape, and I had paid attention to the baton dance and other things they were teaching in the academy at the time. But when I began actually working busy midnight shifts there came the hurried hikes up the five or six flights of Tenderloin stairs to brawl against all kinds of beasts in the night. There arose some sense that the tricks taught in the Academy might not work when you were nearly exhausted and the opponent was fresh and strong and filled with hate.

I had learned mediation and sensitivity, but I began to believe that I would have to also develop a better combination of fitness than either having good wind — or just being strong. It began to seem that I might need a cape.

The notion that I had to be able to have both capabilities — endurance and strength, was reinforced by attending a survival school that FTOs were sent to a few years ago. The main thrust of their program was that the strictly endurance-fit athlete — such as the long distance runner was never going to be able to effectively handle the grappling encounters a cop must routinely face. Their belief was also that the strength fit athlete would lose most of his ability after having to chase a suspect or run up multiple flights of stairs. Their theory was proven well when the 50 or so of us who attended, some who were really strong and others who were whippet-like runners, were given the chance to pound away on the padded instructors with our 26 inch baton, non-stop, full out for 90 seconds.

The strong were soon gasping and were barely able to lift their baton to swing. When the aerobic began rapidly striking away, the instructors began moving in on them and demanded more power behind the strikes. The ability to push anaerobically wasn't there. The strikes looked ineffective.

What I got from their course was the notion that "explosive endurance" — the ability to go all out at full strength for up to three minutes would serve a cop well. I believe it addressed the differences in size and gender by focusing on one's ability to outlast a stronger opponent and still have enough left to handle a subject who had blown out and was exhausted.

But how does one go about turning into Batman or Superwoman. The realities are that most of us can't do the very specialized mat training that would be specific to this job. And after the days, weeks, months, and years of city policing we wouldn't want to do that or any other regimented, work-oriented program that didn't give a bit of break to a tired body and wired-tight mind.



Bob Rogers readies for deep push-ups (another variation on the hand-walk bars).

... a kind of fitness that just feels good ... it doesn't cost anything ... set in beautiful surroundings

There is a way, I think, that one can approach the special level of fitness this job sometimes demands. It's a kind of fitness that just feels good apart from the job and travail. It doesn't cost anything, is set in beautiful surroundings, and can be started and maintained by almost anyone at any level of fitness.

The Scandinavians developed this way of working out. They set up a series of obstacles or events in the forests that required a run or brisk walk between each task. Some of the "events" would seem primitive to us — like choosing one of a number of cut logs to lift, but the idea was to address the combination of tasks that would make anyone at any age fit for living. We now have these circuits in this country — although on a much more sophisticated scale. The Parcourse is the most widely known. While there are other companies who have set up circuits such as Vita Cours and GameField, the Parcourse is presented here because of its accessibility.

The Parcourse Circuits are exercise events usually spread out along a couple of miles of jogging trails. They are designed to warm up the athlete and send him or her through a series of apparatuses that address the body's need for flexibility, strength, and endurance. At each of the stations there are recommendations for the number of repetitions according to one's level of fitness. The advanced athlete might run hard between the eighteen or so events, doing multiple sets of repetitions according to their needs. The person going out to the Parcourse either to begin their program or start a new concentration might walk briskly between events and slowly start building up their capacity in those areas of flexibility, strength, and endurance.

The beauty of these courses is that athletes of varying abilities, such as members of a family, can go out together and work towards their individual goals and not feel like they're leaving, or being left, behind. One may be spending more time on the upper-body events while another is working hard at the leg stations, but they are able pretty much to keep each other company. My wife, Barbara, will usually run in place or hang from the bar when I'm trying to squeeze out a few more at the chin-up station and I usually take a bit of a stretch (and breather) when she keeps belting out the sit-ups. With this job's time constraints and all of the other things that can keep families apart, I think this is a great way to get a workout and do a family thing at the same time.

There are Parcourses in almost every community — usually as part of Park and Rec facilities, but often at high schools or community colleges. Here in San Francisco there are several — the most well known along the Marina and out into the Presidio, but there are others near the



Having to break stride and jump the ties, increases the body's readiness to react.

Polo Field in Golden Gate Park, at Mountain Lake Park in the Richmond District, and along the running path around Lake Merced. The distance between events will vary, but even that becomes modifiable. For instance at the Marina, those who feel like putting down more distance than the 2½ miles of Parcourse can continue their run out to the Golden Gate Bridge to make it a 5 mile circuit (Cape time).

The courses are fairly standard — with slight variations, but almost always begin with a warm-up similar to jumping jacks. This is designed to get the blood going. If any particular exercise is a problem — for instance impact on an event like the jumping jacks, you simply modify and pick your own warm-up.

After the first event you walk briskly (or slowly jog) to the next — which is still a warm-up and loosening up exercise. The next station is usually the Leg-Lift/Back stretch. At this station you stand erect, raise a knee to the waist, grasp it with both arms and pull it up to your chest, alternating legs until you've loosened up the hips and lower back.

Upon completing this, you jog (or walk) to the next stop

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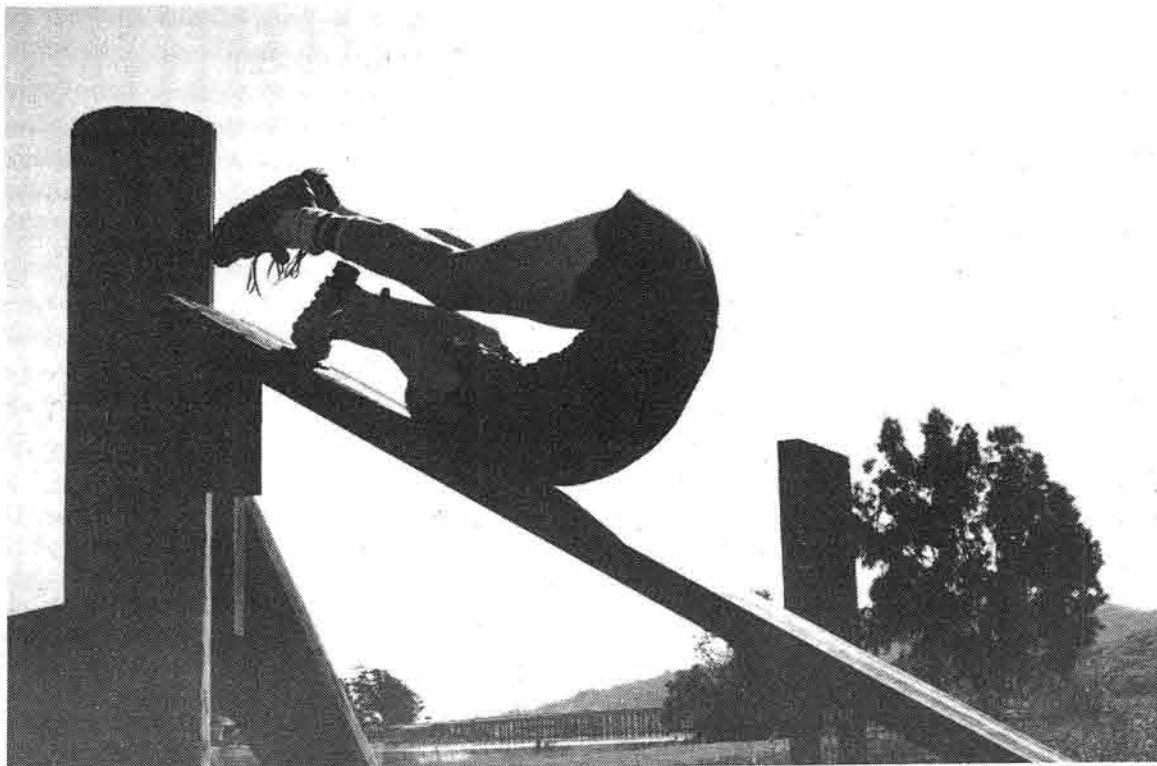
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A good pull on the incline.

... the Parcourse has always been a place where I could work at my own pace.

which is designed to continue the stretching, but also begins a bit more intensive aerobic work. It is the Stretch/Hop. Here you kick a leg out to the side and try and touch the toe with the same side hand. You alternate sides. The intent is to loosen up the hip carriage, stretch the leg and lower back and get that blood flowing. Again, the level of fitness or individual's goals determines whether you do this at a jumping jack pace or whether you simply try to slowly set up your own stretch.

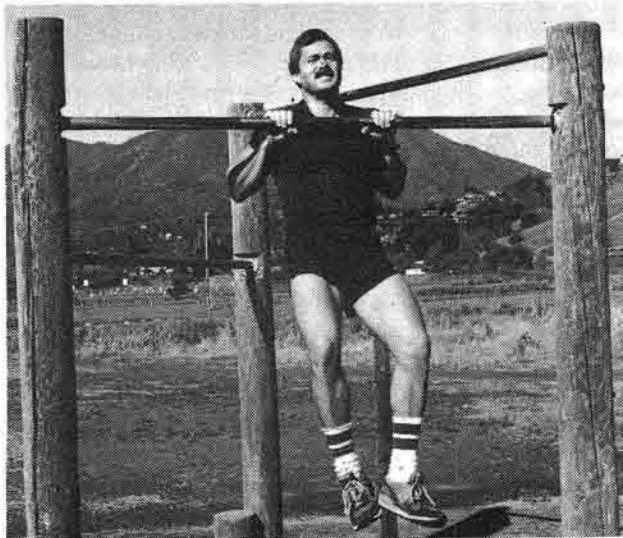
The next stop will be the Log Jump — a series of railroad ties — that, depending on your level of fitness, you either step or jump over in quick succession. This begins the strength work as you spring from a modified squat over the series of hurdles. When I finish with this event I've usually started breathing pretty hard, and as I run to the next event (some hundred yards away) I begin trying to take a breather — while running — which is one of the nifty tricks this course makes you learn.

The Step-up is a series of stump-like posts set at elevations from one foot to perhaps three feet high. You pick a height that seems reasonable for you and then step up on one leg, step down, and then step up again with the other. You repeat this 10 to 20 times on each leg. Your quadriceps usually let you know it's working.

At the Marina Greens you leave the step-up and run the length of the boat basin...which always seems a long way after working your legs intensively.

You arrive near the Yacht Club at one of the more refreshing stops on the circuit. This is the Rings-hang where you reach up to one of three sets of rings (determined by your height), and, with your toes still on the ground, you slowly rotate — giving your body a good relaxing stretch. (All of the stations have, by the way, good graphics and instructions on how to do the events correctly.)

With the seeming recovery and recaptured wind you can bound off to the next task which is the Horizontal bar (AKA Chin-ups). While you can do the various styles of chin-ups and pull-ups here, it can be used for simply hanging; thereby developing grip and forearm strength. For those just beginning upper body work, a partner can



Ed Wynkoop pulling against gravity, age, and the modern lifestyle.

assist here by slowly boosting the chinner through the motions thus developing the muscles that a chin-up will eventually require. While chin-ups rank low on most folks' favorite exercise, the need for the type of upperbody strength they develop should be obvious. Having to pull oneself from the water into a boat, pulling oneself out of rubble in a disaster, or letting oneself down from a higher elevation are all directly akin to the pull-up or chin-up.

That finished, there is a run to an interesting event — the Vault. This is a horizontal beam set up on an incline beginning at perhaps 2 ft. and extending to 5 ft. high. You find a sane height along the bar and vault it by holding on to the beam and supporting your weight while you kick your legs over to the other side. This sometimes takes a few tries to get the knack. It is surprisingly tough when you're tired. But the combining of strength and agility can have its practical uses.

After the vault, there's a bit of a break. The next event

is usually a good stretch at the Toe-touch. This is done by spreading the legs and reaching to the opposite toe, recovering and reaching to the other. Here, it pays to be careful and take the stretch nice and slowly — remembering that you've been working your legs as well as most other parts of your body.

At the Marina Parcourse you've begun heading back at this point. You begin passing some of the events you've already completed. The next stop is the Sit up rail. Here you at least get to sit down.

Pushing off again for a hundred yards or so you arrive at the Inclines. These are 3 benches set at different angles with a grab-on bar at each up'hill end of the bench. You lie on your back, taking hold of the bar behind your head, and draw your knees to your chest and extend your legs up and over to a point behind your head. This exercise works the abdomen, back, and arms. The degree of steepness you select determines how difficult this exercise will be.

From the Inclines you move on to the Push-up bar. At this position you do the old standby — selecting a bar at one of three heights (degrees of difficulty).

It usually doesn't become apparent how exhausting this combination of running and calisthenics is until this late stage in the course. After completing pushups and beginning the jog to the next event, I often feel wrung out. This is probably not a bad time to mention that late in the course it becomes important to listen to the body. Some of the exuberance spent early-on may have put the body into a fairly vulnerable state of near exhaustion and prone to injury. On more than one occasion, I've slowed to a walk and did the most minimal reps late in the course. It comes as a surprise that I have a hard time completing the 2½ miles running when I normally can do easily 5, but the added stress becomes important to acknowledge.

Moving along to the next station we encounter the Leg Lift. This is a bench that you sit upon and repeatedly lift your legs in unison to heights marked on a vertical pole in front of you. This is another good abdominal workout.

At this stage, I'm usually looking forward to finishing. The last few events often get done with some vigor simply because I know I'm close to finishing. The Parallel bars are next. Here you support yourself on the bars with your feet off of the ground and "walk" the 15 or so feet by advancing your grip along the bar. This is also a good place to do "dips" (lowering yourself between the bars and then pushing yourself back up.) Both of these exercises develop grip, arm, shoulder, and chest strength.

The next-to-the-last event is the Squat Thrust or Mountain Climber. At this station you grab onto one of three T-bars set at different heights while extending your legs out behind you in modified push-up position. You then alternately draw each knee to your chest and extend it back out again. You can take this slowly or repeat it quickly. It's a good flexibility, strength, and endurance exercise.

The last station is the Balance Beam. Wisely, this beam was put only 6" off of the ground. At the end of what is usually a good workout, one can be surprised at how difficult maintaining balance can be.

I've done the Parcourse circuits for a number of years and throughout different levels of my own fitness. When I've been in good shape I've still been able to get good training benefits by increasing the number of repetitions or by quickening the pace between events. When I've come off a period of inactivity and have needed to begin getting into shape again, the Parcourse has always been a place where I could work at my own pace and address all of the aspects of being fit. These circuits are never crowded, they're easy to get to, and they work.

One can get police-fit this way. And one can realize some kid-like joy in sending the body through these jungle-gym maneuvers. If the heaving chest needs a spell during it all, you might take a break to realize you're out under some pretty sky rather than indoors with perhaps the blare of clanking metal or motivational rock. There's a different feeling to being out there. Give it a go.



Ed Wynkoop using the hand walk bars for deep dips.



Between events you get to rest—on the run. (Situp bench in foreground.)

Protest

Tom Flippin, Editor
SFPOA Notebook

Mr. Flippin:

I read with interest "A Critical Incident" by Dave Herman in your October issue, Page 7.

It stated: "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."

I am a civilian and had the same thing happen to me: a superior in the Police Department trying to get me to change my mind on a matter of my individual thinking. I placed an argument in the ballot book that did not agree with members of the police department. They called to get it out and when I said NO came to my home and again insisted I remove the argument. Not having any luck they went to another like department

and requested that they try to influence me to remove the argument.

I guess, according to the Police Department, even civilians don't have the right to speak their mind. And remember I paid out of my own pocket for the argument, which is more than I can say for the 28 other arguments in the book.

Hope you print this,

Very truly yours,
Marguerite Warren

Endorsement

Mr. Robert Barry
SFPOA President

Dear Bob:

At our September meeting, acting upon the recommendation of our Political Action Committee, Local #798 membership voted to endorse Proposition "A" on the November ballot.

Our active and retired members have been advised of our endorsement.

Sincerely,
San Francisco Fire
Fighters #798
Michael J. Pera,
Secretary

Atta Boys

Dear Mayor Feinstein,

On September 26, 1987 at approximately 12:30 P.M. in the area of Union Square, I observed what appeared to be a hit and run accident. The perpetrators' vehicle was fleeing the scene driving in reverse for over one block and finally fled the scene. I observed a police officer in foot pursuit of the vehicle and realized that he was in immediate need of transportation.

I drove to his location, picked the officer up and began to pursue the suspect vehicle. The police officer, William F. Johnston, star 1388, Central Station, rolled down the passenger window of my car and asked pedestrians the direction of the suspects. The people on the sidewalks were extremely helpful over the many blocks we traveled, pointing out their changes of streets attempting to elude capture.

As Officer Johnston and I continued pursuit, I learned that the suspects had just committed a substantial theft of fine jewelry from one of the stores on Union Square, and that the vehicle they were using was stolen. The route the suspects traveled was left strewn with damaged and disabled vehicles with which the suspects had collided, further evidencing their desperation to escape.

Officer Johnston advised other marked police units by

radio of the suspects' direction of travel and location. Despite the fact that my new Volkswagen was a bit underpowered to overtake the suspects vehicle, Officer Johnston was able to direct responding officers who captured two suspects holding some of the stolen goods and recovered the stolen car.

Bill Johnston evidenced composure and professionalism in quickly eliciting information from the citizens on the sidewalk about the location of the suspects, giving me the information to navigate the streets while feeding information to his fellow officers by radio. His knowledge of the surroundings was remarkable in that, at one point the suspects were approximately eight blocks ahead of us, turned their car out of our view, and Bill was able to accurately call out the street name to responding officers who then captured them. That was an excellent job of coordination.

Another comment I would like to share about this incident is in regard to the relationship between the police and the community. There appeared to be a high degree of respect and support for the police as evidenced by the quick response and cooperation of the public in assisting in the capture of these criminals. This spirit of cooperation is a sign of a police department whose individual officers take their job seriously and strive to

Letters

maintain positive community relations. Officer Bill Johnston epitomizes that spirit.

One final note. I was born and reared in New York City and still have clear memories of the neighborhood "foot cop"; the police officer whom the local community came to know personally and who symbolized the link between government and the people. The policy of continuing to utilize that foot patrol concept in an age of fiscal restraint is very refreshing and contributed to the capture of the suspects in this incident.

I would again like to commend Officer Bill Johnston and all of the other unnamed officers and citizens of San Francisco for their unselfish assistance and pride in their city.

Sincerely,
Edward J. Caden

(Ed. Note: Bill is, in fact, Sergeant Johnston)

Dear Chief Jordan:

We, the below signed members of the second group of trainees for the position of Parking Control Officer, wish to express our gratitude and appreciation toward our instructor these past two weeks ... Sgt. Fred Pardella.

His ability as an instructor coupled with his concern and interest in conveying to us the proper knowledge and insight provided not only the required information, but he also provided a role model for us to strive toward.

The two weeks under the leadership of Sgt. Pardella laid the foundation for our functioning optimally in our new capacities, and deserves our individual and combined unanimous commendation bringing his efforts directly to your attention.

An incredible amount of information had to be covered in a short period of time. Sgt. Pardella — in addition to handling his regular duties in Traffic Administration — was able to segmentize each section of our manual to facilitate comprehension, and impart the information in such a way so that we not only absorbed it, but retained it as well for the PCO exam.

As we begin our temporary assignments as PCO's (which, by the way, we hope shall become permanent eventually), we close this commendation for our instructor, Sgt. Pardella, striving to attain his level of professionalism, dedication to duty, and humanity. He is an asset to the department.

Signed:
18 Members of
Parking Control Class

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Letters

Papal Visit

Deputy Chief of Police
John J. Jordan
San Francisco
Police Department

Dear Deputy Chief Jordan:

With the Holy Father safely back in Rome, I take this opportunity, on behalf of Archbishop Quinn and on my own behalf, to express our sincere gratitude to you for a safe and successful visit of the Holy Father in San Francisco.

It is clear that the great success of the Holy Father's visit was due in largest measure to the preparation and execution of your highly disciplined and professional department. Please extend our congratulations and thanks to all the commanders, captains, lieutenants and officers whose cooperation and dedication made this such a marvelous reality for our City.

I am sure you are aware that San Francisco was nationally rumored to be the one spot on the Pope's tour that would be "troublesome, dangerous, or embarrassing." So it was all the more gratifying for me to hear in Detroit that San Francisco, contrary to all expectations, turned out to be the highlight of the Pope's entire itinerary. You and the men and women of your department should be justly proud of your fine achievement. It certainly is in keeping with the outstanding tradition of the San Francisco Police Department.

Again, our sincere thanks to you and to all your people for your valued assistance.

With every best wish, I am,

Sincerely yours,

Reverend Monsignor
Francis A. Lacey, V.G.
Moderator of the Curia

Thanks

Mr. Bob Barry, President
San Francisco
Police Officers' Association

Dear Mr. Barry:

On behalf of the Municipal Court of San Francisco and the Association of Municipal Court Clerks of California, Inc., I wish to thank you and the San Francisco Police Officers' Association for your kind words and generous donation of \$100 to our 35th Anniversary Convention.

As host court for this year's convention, we took great pride in the fact that so many individuals, courts, law enforcement agencies and associations, such as yours, provided support which helped to make our convention one of the most enjoyable, successful and memorable on record.

Again, thank you for your support and kind words.

Sincerely yours,

Gordon Park-Li
Chief Deputy
Convention Chairman

Bob Barry, SFPOA
President

Dear Bob:

I am deeply grateful for your continued support of my work at the Board. Your efforts make my role in local politics and government possible and I appreciate them.

I thoroughly enjoyed the opportunity to see everyone at the Hyatt last June and hope we can get together again before too long.

Again, thank you for your support and confidence in me.

Sincerely,

Doris M. Ward

Bob Barry, SFPOA
President

Dear Bob:

Peace and Every Blessing! Thank you very much for the charitable donation of five hundred dollars (\$500) by the San Francisco Police Officers' Association to St. Anthony Dining Room for the needy on the occasion of the visit to our City by Pope John Paul III.

And thank you for your expression of appreciation for our ongoing services to the hungry poor without charge, obligation or discrimination.

October 4, 1987, was the 37th anniversary of our service of nourishing meals to all who enter St. Anthony Dining Room in need and hunger. Now we serve over 2,000 guests throughout the year — will more than double the number for our Thanksgiving and Christmas dinners.

Your Association's generosity is working right with us and we are grateful to you and all your officers and members.

Be assured of our prayers for all of you and all those near and dear to you. God bless you, one and all.

Fraternally,

Fr. Floyd A. Lotito
O.F.M. Director of
Public Relations

Dear Association Members:

Thank you for your recent \$250.00 donation to the Women's Alcoholism Center's Pomeroy House. It is through the generous donations of organizations and individuals like yourselves that we are able to continue bringing hope and help to families whose lives have been disrupted by the disease of alcoholism.

Again, thank you for your generosity.

Sincerely,

Rhonda Ceccato
Pomeroy House Director

Bob Barry
President, SFPOA

Dear Mr. Barry:

On behalf of the San Francisco Police Youth Fishing Program, I would like to thank you and the Police Officer's Association for your generous contribution in support of our program.

Your \$1,500 contribution will be of great assistance to us in our effort to fight juvenile crime at its source as well as improve the public image of police officers in the community.

The police officers of the San Francisco Police Youth Fishing Program work closely with disadvantaged Bay Area youths teaching them the skills, patience and joy involved in deep-sea salmon and fresh-water fishing. The shared experiences our fishing trips create build trust and mutual respect between the

officers and youths.

Our program's nineteen years of community service would not have been possible without the support of the P.O.A. We hope you will continue to see our efforts as worthy of your support in the future as well.

Sincerely,
Larry R. Gurnett
Deputy Chief of Police
Chairman

Bob Barry
SFPOA

Dear Bob:

On behalf of the D'Alesandro family, I wish to thank you for the kind message of sympathy you extended to us following my father's death.

He led a great life of 84 years and received a magnificent farewell from his family, friends and the city he loved.

In the months before he

died, he was able to enjoy several special events. In March he was present at the dedication of two statutes in Baltimore honoring him for his role in the city's rejuvenation. In June he saw his home designated as an historic landmark.

And of course, it made him very happy to return to the House of Representatives, where he had served for ten years, to attend my swearing-in to the Congress.

We miss him terribly and your thoughtfulness is a great comfort to us.

Warmest personal regards,

Nancy Pelosi



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SPORTS



Victory smiles at the post race festivities (l to r: Buscovich, Perez, Walsh, Mahoney, Payne).

Brass Pole Run Lets the Beatmen Shine

by L.A. Perez, Co. D

A sparse assemblage of runners did not deter the SFPD Beatmen from a strong performance at the Oakland Fire Department's Brass Pole 10K Run. This fast 6.2 mile course traversed through the train tracks of Jack London Square and around Lake Merritt in Oakland. The record 100 degree weather offered a heat stress factor and a new obstacle to contend with.

Several police and fire departments from the Bay Area were present to do battle for annual bragging rights. In sharp contrast to the record turnout at the SFPD's Hook and Ladder Run, only five SFPD athletes came forth to give the Oakland Police Department a run for their money in the Police Division. A minimum of five runners were required to enter the team category.

Mike Mahoney (Co. C) was going to compete with a torn calf muscle and wanted to test it out. Stan Buscovich (Mounted) was able to finagle some time from his bosses to appear at the race. Inspector Marty Walsh (Juvenile), John Payne (Co. E) and Lou Perez (Co. D) rounded out the quintet.

At the conclusion of the race, Stan Buscovich surprised his team members by producing a personal best time. Most of the contestants ran minutes slower because of the heat. Buscovich's will and 70 mile training weeks permitted him to ignore the weather and win first place in the Police Master Division. A former Police Olympic gold medalist in tennis, Buscovich has been running for four years. He initially used running to maintain his tennis fitness. Buscovich eventually got hooked on his new supplementary sport and dropped tennis. His perseverance finally let him come out on top for the first time in his career.

Mike Mahoney ignored the throbbing, burning sensa-

tion in his calf muscle to limp across the finish line for a second place in the Police Masters Division. This was impressive, because Mahoney's high mileage weeks have recently taken a back seat to some work-related injuries. Marty Walsh had to stop before the finish for a freight train that crossed the course at one point. This outside interference did not hamper his eighth place Police Master showing.

Lou Perez and John Payne swept first and third in the Police Open Division. Payne was using this race to peak for the upcoming New York Marathon. John expects to break three hours for the marathon, and he's currently on track to meet his goal. Perez posted the fastest time among the police and firemen. Perez also placed second in his age group and was third overall.

A culmination of everyone's individual effort let the SFPD Beatmen walk away with the top dog trophy for the first time in the history of this race.

Brass Pole 10K Run Results:

Lou Perez	34:17
John Payne	37:17
Stan Buscovich	38:41*
Mike Mahoney	40:42
Marty Walsh	50:52

*denotes personal best time



S.F. Eagle

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Bianchi Blazes in Redwoods

by Stan Buscovich, Mounted Unit

When the smoke cleared at the Humboldt Redwoods Marathon, Dennis P. Bianchi (Legal) had finished his first marathon. He entered the Senior Division (over 40), and his time was a fast 3 hours and 22 minutes.

Three months ago Dennis was basically a maintenance runner, running to stay in shape. He wanted to run a marathon and decided to make a solid commitment toward achieving his goal.

He joined a runners' club with a coach and went from 25 up to 65 miles a week of quality running. He followed a strict regimented training schedule with track work, long hill runs, beach runs, and at least one race a month. In his last two races, his 10K times went from 42 minutes down to 38 minutes. He also changed his diet and has since purchased three different types of running shoes.

Three months after he started his quest, he was ready to tackle his first marathon — the dream of most runners.

All he had to do now was pick the right race. He selected the Humboldt Redwoods Matathon (Sunday, October 11, 1987) which is about a four hour drive north of San Francisco. The race course is 26-plus miles out and back on the Avenue of the Giants Highway. Almost the whole course is covered with giant redwood trees that keep the temperature perfect for long distance running. The race course is basically flat and was staffed with numerous water stops. I don't believe I've ever seen a more beautiful course with such ideal running conditions. He picked a winner by selecting this run for his first marathon.

Dennis wore his San Francisco Police singlet (running outfit) and made our Department look good by finishing so strong at the end of the race. One of the first things he said to me after completing the race was that he now understands the saying, 'The marathon doesn't start until the 20 mile mark.'

He is already starting to prepare for the San Francisco Marathon in July 1988, hoping to do under 3 hours.

Congratulations, Dennis, on your first marathon; with an excellent time, at that.



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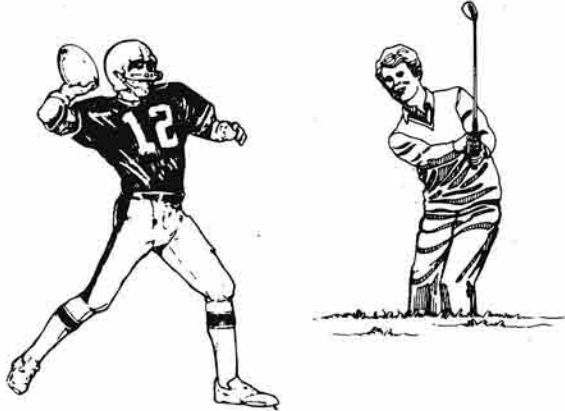
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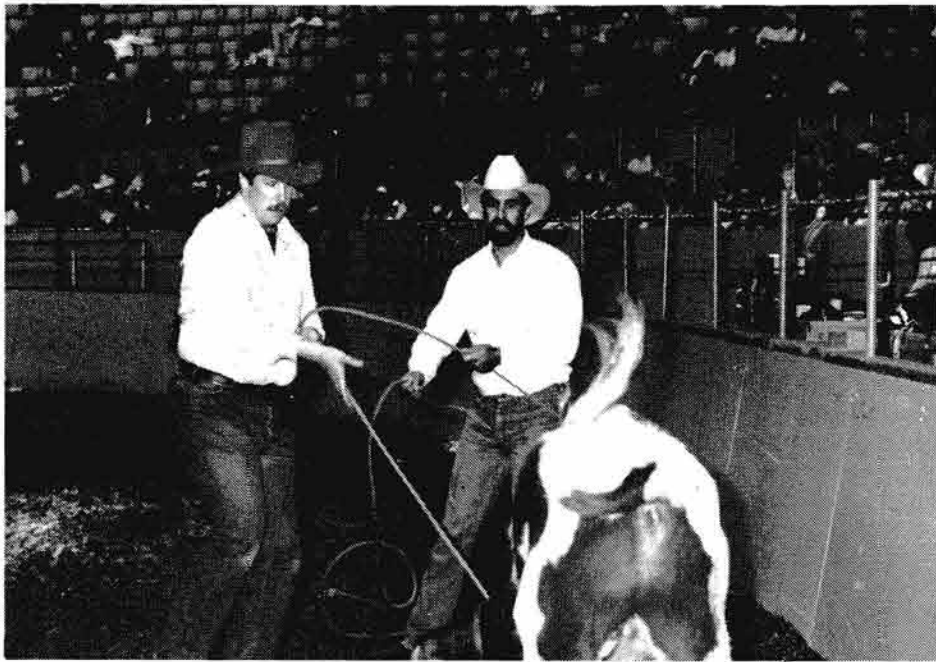
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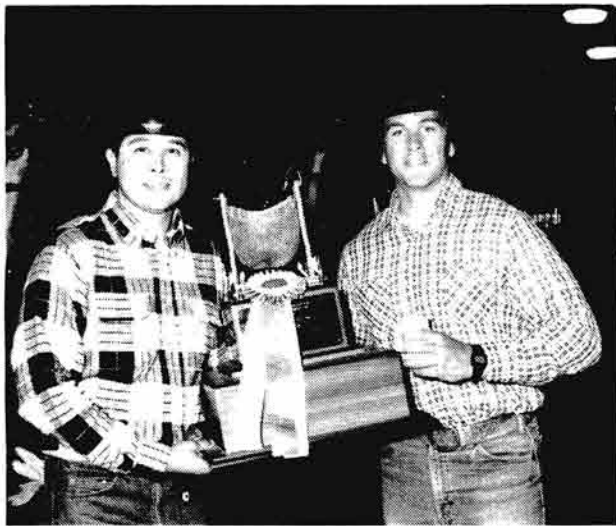
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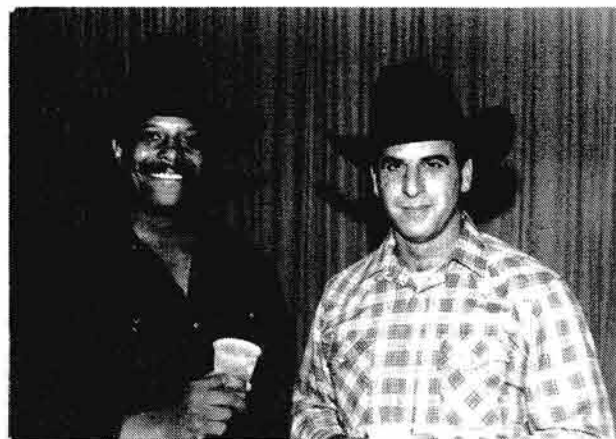
SPORTS



Dan May (TAC) and Sgt. Jim Baca (Admin.) attempting to gain control of their steer. The steer gains control of Dan May.



Tony Parra and Jim Colonico (Co. E) display their first place trophy.



Bob Knighton and Rich Benjamin (Co. A) at the pre-rodeo festivities.

Drugstore Cowboys On The Loose

Grand National Police and Fire Night

by Dave Herman,
Sports Editor

Wednesday, Oct. 20, 1987 marked the Second Annual Police & Fire Night at the Grand National Rodeo & Livestock Exposition. Besides the normal round of rodeo events, the crowd was treated to a competition between teams of police and firefighters in an event called the Rope and Tie. In this competition a two-man team must control a small steer and grab a ribbon off its tail, then sprint to the judge's post; first one to arrive wins.

The Police Department was well represented by four would-be cowpunchin' teams made up of: #1. Tony (Slim) Parra and Jim (Tex) Colonico, #2. Jim (Buckaroo) Baca and Dan (Mangler) May, #3. Rich (I thought this was a camel race) Benjamin and Bob (T-Bone) Knighton, #4. Dan (Lasso) Linehan and Kevin (Asleep in the Saddle) Cashman. All four teams were dressed in authentic western apparel and looked like escapees from an old Saturday afternoon matinee. The four Fire Department

teams were also suited up for the event, and, after instruction from the judges and announcer, all eight teams entered the arena floor to battle their respective beast.

Each team held a steer at the end of a 12' rope, and at a given signal chaos reigned supreme on the Cow Palace floor as all eight teams simultaneously attempted to get the ribbon off the hindquarters of the reluctant animals.

Technique and style points were thrown out the window in this one, and after the dust had settled it was the police team of Tony Parra & Jim Colonico who had beaten all other teams hands down, carrying off the trophy for the cops (the trophy itself will be displayed at the P.O.A. office and must be seen to be believed).

After the event the remaining rodeo resumed, and our drugstore cowboys retired to the Cattlemen's Club for dancin', drinkin', and a pack of whoppin' tall tales.

This was a great evening and everyone should consider checking this one out next year. It's a real scream.



Participants from the police and fire departments accept their awards from Darryl Chapman, Grand National General Manager.

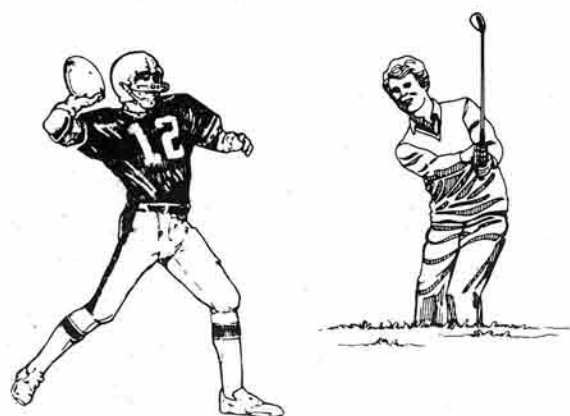
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SPORTS



Steve Whitman Wins Apostleship Tournament

by Ed Garcia, Co. E

On September 21st, at Harding Park Golf Course, S.F.P.D. Chaplain Father John Heaney hosted his seventh annual Apostleship of the Sea Golf Tournament. Over twenty department members, active and retired, participated in the tournament which benefits the charitable pursuits of Father Heaney's church.

Steve Whitman, one of the finest golfers to ever wear the uniform of the S.F.P.D., went around the tough Harding Park layout in seventy-four strokes, giving Steve a one stroke edge and the victory. Steve put on a tremendous putting exhibition; as he used only 28 putts, knocking in several over twenty-five feet in length. Steve was awarded a beautiful steel and chrome trophy that had been custom made and donated by a local steel manufacturer. Steve has made quite a bit of history on Harding Park, as he won the 1960 and 1961 S.F. City Golf Championship (Junior Division) and also won the NORCAL Junior Division Championship at Harding Park in 1961. Steve was the only junior golfer in history to win the NORCAL and S.F. City golf championships in the same year. In 1961 Steve had another honor at Harding Park, when he was invited to play in the 1961 Lucky International. Steve played his opening round with none other than golf legend Arnold Palmer. In 1965 Steve went on as an adult to win the Hayward City Championship and the Oakland City Championship, a prelude to nearly two years spent playing on the P.G.A. tour as a professional. Later, Steve was to follow his father's footsteps and begin a career in law enforcement. Steve now works in the Traffic Division.

Among other S.F.P.D. scores:

Steve Whitman	74
Ed Garcia	81
Bruce Lorn	84
Nick Eterovich Sr.	85
Frank McCoy	85
Mike Brush	93
Paul Cotta	93
Ray White	94
Mike Mullane	103
Carl Klotz	108
Dale Allen Jr.	110
Don O'Connor	118
Gary Fox	126

SFPD B'ball League Ready for '87 Tipoff

by Dave Herman,
Sports Editor

As the 14th season of department basketball neared, Commissioner Bob puts announced some changes in the league format and alignments.

This year's league will consist of two divisions: The "A", or NCAA Division; and the "B", or NIT Division. Groupings will be as follows:

"A" (NCAA)	"B" (NIT)
Central Station	Park Station
Northern #1	Potrero Station
Southern/Tactical	Mission Station
Ingleside	Northern Gnats
Net Metro (Old PBTF)	Inspectors
CHP	Muni
FBI	Net #2

This year's playing format will have each team play one full round in their respective division and then enter a division elimination tournament to determine each division's winner (the 1st place winner from the initial round would draw a bye in the 1st round of the tourney).

As for this year's teams, the "A" division should be a wide open race with some teams combining, others drafting (via General Order #P-1), and still others losing some top notch talent to injuries.

Last year's champions, PBTF (now Net Metro), will have to defend its title without All-Star Kurt Bruneman (down with a knee injury) and although they are still a strong solid, talented squad, it's hard to see them repeating without Bruneman's floor leadership and 20+ points per game.

Central Station will go with its veteran lineup of Jerry Calgaro, Jim (The Bird) Deignan, the Rodriguez brothers (Ed & Tony), Steve Venters, Leon Serhondo, Mark Porto, and a trimmed-down Andy Blackwell (this group must have 300+ years playing time between them).

Northern #1 will look revamped with the addition of Bob Puts, Chris Knight, and Bob Porter (coming out of retirement), to go with the regulars: Jim Colonico, Andy O'Mahoney, Steve Collins and Brian "Moose" Canedo.

Southern Station & Tactical will combine and should make up a real physical ball club with "Big" Jerry Donovan, Gary Delagnes, William Conley, Al Honnibol, and Corrado (Can I have a piece of your pizza) Petraella.

The rest of the "A" division will feature the always

strong FBI Squad, and last year's "B" Division winners CHP, up to test their skills with the big boys.

In the "B" Division...well, what can I say...this is basketball at its ugliest. This one is strictly a crap shoot.

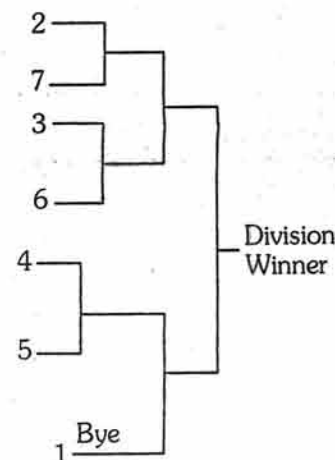
Potrero Station should sport some skilled players in Jerry Langford, Kit Crenshaw (talk about a rough draft) Mike Slade, and Chet Banks, but, at the other end of the spectrum, there's Mission Station (0-14 in '86). With this bunch on the court the Northern Gnats all-time losing streak might be in danger of being eclipsed. Speaking of the Gnats (as in small flying pest), their 5-9 finish last year should improve, because, I am told, they have new uniforms and their lone fan (the guy who wears the paper bag over his head in the stands) is suiting up this season.

The Inspectors Bureau is made up of **real experienced** ball players and is the only club that brings its own oxygen to the games.

The rest of the division is composed of Park, Muni, Taraval, and Golden Gate Net, and they all seem to be unknown commodities except for maybe Taraval, which did win 9 games last year.

That's a quick breakdown as to what to expect from this year's league, and if anybody is interested in watching, the games will be played on Tues., Wed., Thur., & Fri. at the Mission Rec Center starting on Nov. 3 at 0900 hrs. Check the posted schedule at your station for exact dates & times.

Tournament
Brackets
(Each Division will
use this format)



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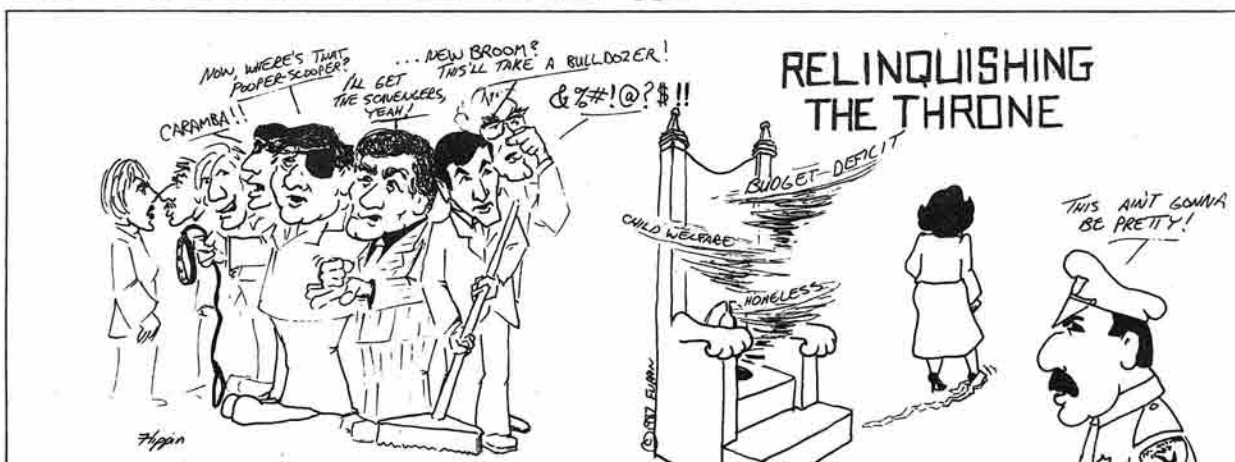
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We need your articles to make this the best possible newspaper.

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

Deadline for December issue:
November 23, 1987

ON THE STREET/Tom Flippin



Editorial Comment

Instant Replay

Stop the action! Lets get a ruling on this one. We need a long look at the replay ... preferably in slow motion. Signal the officials upstairs and tell everyone else to standby.

The other team (in this case: the Consent Decree team of Bumble, Fumble, and Flop) is carrying the ball (the upcoming Q-80 exam) in its usual fashion. In other words: they've dropped the ball again.

The preparation of this exam follows several strictly written steps according to Consent Decree Supplemental Order of October 27, 1986. Every one of these steps has been violated by the Consent Decree and its testing firm, PDI. At no time during the preparation of the exam were the parties to the Consent Decree consulted or informed about the on-going activities (despite repeated requests by the POA representatives).

The latest stage of the exam is the examination announcement. The announcement was delivered to the POA only four hours before it was to be printed for distribution. Said announcement states that all parties have approved the issuance. Wrong, wrong, WRONG! The POA did not (and does not) approve its language.

Another problem is that the announcement states that no protests can be made of any part of the announcement. The Supplemental Order specifically allows any party to the Consent Decree to protest. Individuals cannot protest, but the POA definitely can do so.

Consent Decree personnel seem to have learned nothing from the recent Court decision that slapped their hands over the mis-administration of the Q-50 exam (remember the Q-50?). The re-weighting of that exam, after the fact, was held to be illegal, but that doesn't appear to have registered with them. They are headed for the same sandtrap as before (I know, I'm mixing sports metaphors). Our expert reported to the POA Board that he knows of no reason that the weights (or at least a range of weight) for each component of the exam could not be released before the test is given. But the testing firm's representative refused to commit to releasing the weights before the exam. Do the numbers 0-0-100 bring back any memories?

Last, but not least, it appears that the test will be scored and rated in-house (as opposed to out-house!). This, despite the fact that the captains who participated in the Job Analysis were led to believe that there would not be in-house rating. This sets up some very interesting scenarios.

Why can't the test be scored by outside parties? The Department says that outside parties wouldn't understand all the policies and decisions of this Department. That may well be true; most of us can't understand ANY of this Department's policies.

'Not Sustained' Complaints From OCC

Many officers have received form notifications from OCC indicating that a particular complaint against an officer has been investigated and disposed of as "NOT SUSTAINED" due to lack of evidence.

In some of these Not Sustained cases, officers have discovered major problems in the way the investigation was handled. Officers have raised objections in many of these cases and the OCC has, in many cases, changed the finding to "Unfounded".

Should any officer receive a form notification from OCC advising you of a disposition with which you disagree, then you are encouraged to advise your POA representative of the situation and then direct a memorandum to OCC citing the reason(s) for your objection.

MAYOR

(Continued from Page 1)

last few months of the Feinstein administration and for several months to come will be the beneficiary of reduced public safety.

While the demands upon our department continue to increase, the budget is continuously slashed in unprecedented fashion and the long term plan to ensure that we maintain a "full strength" department has been put in the deep freeze.

The Mayor's budget staff with Mr. Bob Gamble at the helm is playing a shell game with police funding and it borders on scandalous performance.

When the police department submitted its budget proposal to the mayor's staff in April, administration officials advised Mr. Gamble of a \$1.9 million (underfunded) calculation error in the retirement portion of the budget. This figure was substantially revised to \$1.5 million. Mr. Gamble assured the department that the correction would be made prior to submitting the budget to the Board of Supervisors. It wasn't corrected and both the Controller and Supervisors' Budget Analyst didn't catch the error. Therefore, the budget was approved with our department clearly underfunded.

In view of the so-called "fiscal crisis", floating around City Hall at the time, as well as the need to submit a "balanced budget" to the Board of Supervisors, this \$1.9 million error was simply ignored in order to help the Mayor submit a lower budget to the Supervisors. When the final City budget was submitted to the Supervisors as "balanced" it was, in fact, surreptitiously understated by \$1.9 million.

Although it perplexes me that the mayor's staff would resort to such a scheme, I assume the thought was to recoup these funds from the expected year end surplus and to later approve a supplemental appropriation for a like amount. The only problem however, is that the normal year end surplus never materialized thus leaving our department seriously underfunded.

Now, Mr. Gamble and ultimately the Mayor were faced with the dilemma of how to correct this problem; how to correct the underfunding of other accounts like step raises, vacation and sick leave payments for officers retiring, underfunding in Court overtime and miscellaneous salary accounts and whether or not to maintain our

authorized strength and hire two academy classes in January and May.

So now, as pressure began to mount on the overcrowding supplemental, out comes the three shells and the little green pea (our budget), a little slight of hand and guess what? Whatever funding we had to pay for some of these underfunded accounts was now gone — and gone with it are our two academy classes. We can now look forward to forthcoming proposals to further reduce spending.

We are now projecting our strength by June to be 1,829 officers — down from 1,973. Additionally, should there be an examination for sergeant and assistant inspectors in May, these promotions will further deplete the patrol force leaving our citizens with substantially less police service.

In addition to the serious underfunding in the budget, the department was also forced to pay for the Pope's visit (\$400,000) out of existing funds (further deficit spending) when "new money" should have been approved. If we are to continue providing all the services which our citizens and the Mayor require, then it's going to take more funding to do it, and Mayor Feinstein should be forthright in approving the necessary funds instead of sweeping the problems under the rug until the new Mayor assumes office.

The forecast at this point, based on a spending plan of \$120,000 per pay period through June 30, we'll end up with a deficit of \$40,000. This spending plan will of course require reductions in certain services which will soon be proposed, as well as a freeze on hiring both sworn and civilian staff. What happened to Mayor Feinstein's commitment of "full strength", high visibility beat officers and lower response time?

The catch to this spending plan, however, is that the demands upon our department are such that we are spending (the last two pay periods) in excess of \$140,000 per pay period and unless "new money" is approved by the Mayor, the Controller advises that he will be forced to delay payment of overtime checks until spending is reduced.

Mr. Farrell has advised me that should such action be contemplated, we will be notified well in advance. I assure the entire membership that should we get to this point, every available means will be utilized to prevent any delays in receiving your just compensation.

UNIFORM

(Continued from Page 1)

- When an officer is working an assigned footbeat.
- When an officer is working an assignment in which the primary function is crowd control (e.g., parades, Candlestick events, etc.).
- When an officer is directing traffic.
- When an officer is conducting an investigation at the scene of a traffic accident.
- At inspections, ceremonies, funerals and other appropriate formal events.
- As determined by the officer-in-charge in those situations in which immediate recognition is necessary for officer safety.
- As determined by commanding officers when circumstances are such that the wearing of the hat is appropriate.

Another issue which has constantly been brought up to the committee is the quality of the uniform pants. Anyone who has been with the department for a number of years remembers the thicker, heavier pant (known as elastique weave) which was issued to members. When the Democratic National Convention was coming to San Francisco the department wanted everyone to have a new pair of pants available to them and decided to change to the readily available L.A.P.D. style pants (also known as the serge weave). The difference has been sub-standard. The serge pants did not have rear pocket flaps, wore much faster, looked sloppy because they did not hold a pressing, collected lint and "fuzzballs" and suffered excessive wear at the crotch area. The lighter weight pants also did not mix well with San Francisco's cool climate. The cost factor between the 'elastique' and 'serge' pants was minimal considering the longevity factor of the elastique pant.

It was unanimously adopted that the department rewrite the specifications for the department issue pants and return to these as soon as existing contracts and "red-

tape" will allow.

The committee also reviewed a suggestion made by Sgt. Bill Davenport of Southern Station. Bill suggested that syringe containers be obtained by the department for use by officers who come in contact with hypodermic needles and syringes during the course of their duties. These containers are small enough to be carried in the glove box of the radio car and would be a safe way to secure a needle that could expose a member to a infectious disease ranging from hepatitis to AIDS. The hypodermic needle could safely be booked into evidence and with this simple tool, everyone from the crime lab to the District Attorney would be protected in the handling of this piece of evidence. The committee approved the use of the syringe container and forwarded the suggestion to the Planning Division for further research.

With the ten hour day becoming a reality at more stations and a decrease in the numbers on the patrol force, a concern was raised by the committee over the issue of single officer patrol unit operations. A presentation was made to the committee by Lt. Bob Berry of the Academy. Lt. Berry stated that his staff has done considerable research on the issue. He stated that advanced officer training and recruit training will all be geared toward the single patrol unit operations, and it was suggested that the Communications Division also be included in this training. All of the following items demonstrates that the Police Officer's Association and the Department does listen to its members. All of the above changes were made as an initial suggestion from a member. The P.O.A. and the Department does fully review, discuss and reach all suggestions made.

But the bottom line is that there is a group of members of this department, bosses on the 5th floor as well as police officers from the street, who have a common concern and are able to work together as a team to provide the best possible working conditions and equipment for members of the department. If you, as members, have a gripe, suggestion or concern, write it down and forward it to any member of the committee.