

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, JANUARY, 1987

NUMBER 1

OCC INVESTIGATIVE HEARINGS

by Ron Parenti, Vice President &
David Clisham, POA Attorney

At the Police Commission meeting of 11/20/86, the Commission unanimously approved an amendment to existing Office of Citizen Complaints rules which deals with who may be present at OCC investigative hearings.

This amendment would allow a citizen who has filed a complaint against a police officer and whose complaint has moved to the investigative hearing level to be present, along with their representative, at all times during this hearing. The POA contends that the complainant or the complainant's representative should only be present during their own testimony.

Although this amendment continues to refer to the investigative hearings as "confidential," it is hard to imagine how confidentiality can be maintained when the citizen and his or her representative will be present during the entire proceeding. To get around this, the OCC will have the citizen and representative execute a written statement under

continued on page 12

IRS: DISABILITY PENSIONS

by Mike Hebel
Welfare Officer
Attorney At Law

The tax reform act of 1986 did not change Section 104 of the Internal Revenue Code. Therefore, all prior rulings and case laws supporting the substantial non-taxability of industrial disability pensions remains in full force in effect.

Retired (industrial disability retirement) police officers and firefighters from San Francisco and Northern California have had their tax returns audited and examined by agents of the Internal Revenue Service. These audits have also involved police officers and firefighters who are residing throughout the States of California, Oregon, Idaho and Louisiana who have excluded all of their individual disability retirement benefits from their taxable income under Section 104 (a) (1) of the Internal Revenue Code. The Internal Revenue Service has taken the firm position that its agents must strictly follow the holdings of Revenue Rulings 72-44, 80-44 and 85-105 in determining the taxability of industrial disability benefits. The continuing aggressive position of the Internal Revenue Service in the Western United States with regard to the taxability of industrial disability retirements requires a consistent strategy for preparation of the 1986 U.S. Form 1040 (Individual Income Return), and in defending audits of prior returns.

Beginning on January 1, 1983 the tax laws (Tax Equity and Fiscal Responsibility Act of 1982) required that federal

income taxes be withheld from most pensions unless the recipient elects not to have any taxes withheld. The new withholding provision should not be considered in connection with the taxability of industrial disability benefits. More information on this withholding requirement can be obtained from the Retirement System of the City and County of San Francisco or from the local office of the Internal Revenue Service. The Tax Reform Act of 1986 continued this withholding requirement unless the recipient elects against withholding.

THE LAW

The Internal Revenue Service is relying on its Revenue Rulings 72-44, 80-44 and more recently on a Revenue Ruling 85-105 in order to tax a certain portion of a San Francisco police officers' and firefighters' industrial disability retirement. The first ruling discusses the tax treatment of amounts received under various circumstances by disabled firemen of the Firemen's Pension and Relief Fund of the City of New Orleans. It concludes that payments received under the Pension and Relief Fund by a firefighter from New Orleans retired for disability incurred in the performance of duty are: (a) Fully excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code in the case of a firefighter who had not completed twenty (20) years of service (minimum required for a service pension); and (b) Are excludable from gross income only to the extent that the pension does not exceed one-half (1/2) of the monthly compensation allowed at the salary at the date of disability retirement in the case of a firefighter who had completed twenty (20) years or more of service.

The Ruling 80-44 restates the principles applied to the New Orleans case.

The Ruling of 85-105 states that all pensions payments for service incurred disabilities are excludable if the benefit is payable for the disability; any pension payment attributable to length of service is not excludable.

APPLICATION TO SAN FRANCISCO

The rationale of the Revenue Rulings is being applied in the Western United States to police officers and firefighters who receive industrial disability retirement payments. In essence, the Rulings hold that if a police officer or firefighter received an industrial disability retirement prior to the date that he or she was eligible for a service retirement, all monies received from the Retirement System are excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code. However, when the firefighter or police officer, who left police/fire service after 1969 because of an occupational disability becomes eligible for a service retirement (25 years of service and age 50 in San Francisco) that portion of the payment which is: (1) Attributed to age and years of service and (2) Is in excess of the industrial disability retirement [50/90%] becomes fully taxable unless there is a permanent disability rating from the Workers' Compensation Appeals Board establishing permanent disability at a figure

continued on page 11

'Non-Disciplinary and Health'

NEW FOCUS ON B-1 STANDARDS

by Bob Barry

Months of negotiating with the Administration on new B-1 standards culminated last Thursday evening when the Police Commission approved the revisions worked out by the POA and Administration.

Formerly, the B-1 order was totally oriented toward disciplining officers should they fail to conform with the height-weight standard.

The new order, while still maintaining some disciplinary provisions, has the effect of removing the majority of officers from the disciplinary mode.

The ten-percent (10%) above the height-weight chart standard has been restored. Officers who do not have extreme coronary risk factors may maintain this 10% excess after having a bi-annual physical. This physical may also be waived by the police Surgeon.

In addition, the physical exercises, i.e. push-ups, sit-ups, etc., have been eliminated from the order.

There are now three tracks available to officers who fall under B-1:

The first is conforming to the height-weight chart standard.

Second, members who exceed the height-weight standard, but are within 10% of the standard may elect to enter the Chief's (non-disciplinary) monitoring program. The officer may remain at 10% over the weight as long as the officer has a physical which includes a blood test (for defined purposes) every two years. The police surgeon may waive this provision.

Third, if an officer exceeds the standard by more than 10% then the officer must have a physical exam and enters the Chief's Weight Loss Program.

The member will be put on a weight loss program and will be required to lose three pounds per month until the member falls within the 10%. Once this occurs, no disciplinary action will be administered. Should the officer fail to lose three pounds per month, then the officer may be subjected to the disciplinary process. There are very few members who fall into this category (approx. 40) and the goal is to assist the member with safe weight reduction — not days off.

P.O.A. ELECTION SPECIAL

Pages 13 - 20

Ballots due in the POA office
by January 30, 1987

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Widows and Orphans

The meeting was called to order by Pres. M. Hurley, Wednesday, November 19, 1986 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. V. Pres. John Newlin excused. All other Officers and Trustees present. P. Pres. W. Hardeman and Thomas Green among others present. Minutes of the last meeting approved as presented to the membership.

The following donations received and acknowledged by the Secretary: **VETERAN POLICE ASSOCIATION** — in memory of Retired Inspector James Fales; **MR. & MRS. JAMES CALLAHAN** — Constant contributors; **GLADYS WHITE AND PATRICIA KOHTZ** — In memory of RETIRED Sergeant Wesley Thulander; **MUNI TRANSIT CO.** — In memory of Vivian Lewis, mother of their clerk, Rosemary Brennan.

The regular bills for benefits, salaries, etc., presented by Treas. W. Parenti and approved.

Treas. PARENTI reported the following deaths:

GEORGE HESS — Born in San Francisco in 1897, George became a member of the Department in 1923, age 25, after working as a teamster. He worked at various stations, radio car and beat. In 1939, George was detailed to the World Fair on Treasure Island. When the Fair was over he was transferred to Mission Station working there until his retirement from service in 1962 at age 65. During his stay in the Department he was awarded the following: 1942-2nd Grade for helping remove persons from a hotel fire; 1947- 2nd Grade for arrest of a suspect wanted for burglary, rape and robbery; 1958- C/C for apprehension of two girl escapees from Juvenile Hall. George was 89 at the time of his death.

HENRY SASS — Another Native Son, born in San Francisco in 1909. After working as a mechanic, Henry became a policeman in 1938 at age 28. He was assigned to Co K, Accident Bureau was there until transferred to help build the Police Range, which was 90% built by Police Personnel. After the Range was finished, Henry came back to Co K and was assigned to Fixed Post Traffic at Post & Stockton. When the Fixed Post Traffic Detail was abolished, Henry was detailed to the Statistical Bureau of Traffic. He remained at this position until his retirement for service in 1969 at age 60. Henry was 77 at his death.

WESLEY THULANDER — Born in San Francisco in 1917, Wes worked as a toll collector before he joined the Department in 1941 at age 23. He was sent to Taraval, remaining there for 2 years, 7 years at Northern and then a short stay at Headquarters Company. When appointed a temporary Sergeant in 1951, Wes returned to Northern. Appointed an L.T. Sergeant in 1953, he was returned to Headquarters Company, Property Clerk's Office. He was appointed Sergeant in 1964, remaining at the Property Clerk's, from where he retired from service in 1970 at age 53. Wes received a 2nd Grade in 1949 for the apprehension of an armed holdup man who had fired shots at fellow officers. Many of you will remember Wes as working at the Police Credit Union, being a very accommodating person when it came to borrowing money. Wes was only 69 at the time of his death.

REPORT OF TRUSTEES: Several transactions recommended by Hibernia Bank were approved by the Trustees, resulting in an increase income of \$7,000.

UNDER NEW BUSINESS: Motion was introduced and seconded to amend ART VI, SEC 1 of the By-Laws making the full death benefit \$10,000. After some discussion as to increasing the benefit, further, the membership voted for the increase to \$10,000. A second reading at the December meeting is necessary for this to become final.

The following were nominated for the year 1987 — **PRESIDENT — JOHN NEWLIN (CoK), VICE PRESI-**

DENT — FRED PARDELLA (CoK), SECRETARY — ROBERT McKEE (Retired), TRUSTEES — GEORGE JEFFERY (Retired), THOMAS GREEN (M/C), ROBERT KURPINSKY (Retired), WILLIAM HARDEMAN (Management Control Div).

GOOD OF THE ASSOCIATION — Pres. M. Hurley set the next regular meeting for Wednesday, December 17, 1986, 2:00 P.M. in the Traffic Bureau Assembly Room.

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

Fraternally,

Robert McKee, Secretary

FOR ATTENTION OF ALL MEMBERS RETIRED OR ON CASH PAYMENT: DUES NOTICES WILL BE SENT OUT BY DECEMBER 21, BY HIBERNIA BANK EARLY IN DECEMBER. ANY ONE NOT RECEIVING SUCH NOTICE CONTACT BOB McKEE 587-4570, BILL HARDEMAN 681-6133, FRED PARDELLA 553-1195, JOHN NEWLIN 553-1195.

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. Mark Hurley at 2:05 p.m., Wednesday, December 19, 1986 in the Traffic Bureau Assembly Room, Hall of Justice.

Trustees F. Jordan & Pardella excused. All other Officers present. Among members present — P.Pres. Hardeman, P.Pres. M. Kemmitt, Otto Elvander, Thomas Green. Minutes of the last meeting approved as presented, in writing, to the membership.

The following donations received and acknowledged by the Secretary:

JEANNE BURBANK — in memory of retired Officer Alex Grosz.

The regular bills for salaries, expenses, postage presented by Tres. B. Parenti - APPROVED. The Treasurer reported that December had been a healthy month for members - There were no deaths.

REPORT OF TRUSTEES: Following transactions approved by unanimous vote of Trustees - Purchase of certain stocks increasing yearly income by \$2,000. Increase in portfolio this year \$200,000. Trustees will hold a meeting with Hibernia Bank, Friday, January 23, 1987 at 6:00 p.m. at 201 California Street.

UNFINISHED BUSINESS: Motion to approve 2nd reading to amend ART VI, SEC 1 of By-Laws making the full death benefit \$10,000. APPROVED. This became effective January 1, 1987.

NEW BUSINESS: There being no opposition for nomination Officers, the Secretary was directed by the President to cast an unanimous ballot for the following: **PRESIDENT JOHN NEWLIN; VICE PRESIDENT - FRED PARDELLA; SECRETARY - ROBERT McKEE; TRUSTEES - THOMAS GREEN, GEORGE JEFFERY and ROBERT KURPINSKY.**

GOOD OF THE ASSOCIATION: Pres. Hurley set next regular meeting for Wednesday, January 21, 1987 2:00 p.m. in regular meeting place. Pres. elect, John Newlin set date of Saturday, February 21, 1987 for President's Dinner. Location to be decided. At this time Pres. Hurley mentioned the unfortunate plight of Officer Marty Casey, Northern Station. A collection was taken from the members present and turned over to Bro. Sturken, Lieutenant at Co E.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of all departed Brothers.

Fraternally,
Bob McKee, Secretary

San Francisco Veteran Police Officers Ass'n.

MEETING:

The regular monthly meeting of the San Francisco Veteran Police Officer's Association will be held on Tuesday, December 9, 1986 at 12:30 P.M. at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

Meetings will continue at the Miraloma Club until further notice. The bottom line costs at the Police Athletic Club were \$175.00 per month, including required insurance. This figure exceeds what the Board of Directors felt was a prudent expenditure under the present dues structure.

A nice color photograph of the group attending the October meeting will cost \$5.00 per copy. We will need the names of all those in the picture.

Passage of local propositions will give retirees an increase in pay, retroactive to July 1st. A Big pat on the back is deserved by members of the P.O.A. for their research and work.

Thanks for a job well done goes out to George Cathrell and Charlie Peterson of the refreshment committee and Otto Elvander, who ably filled in for Ray Seydon, who is at home recuperating from a couple of broken ribs. Thanks to Don Willett and Ernie Reinke for their hard work for the association.

Libert G. Myers, President

SOL WEINER REPORTS:

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

ATTENTION ALL MEMBERS: The next meeting will be held at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd., and all future meetings until further notice.

SICK CALL: Ray Seyden is at home recuperating from a fall he took at home. **NEW MEMBERS:** Richard Hargens, we welcome you into our Association.

IN MEMORIAM: Alex Grosz 10/12/86, James M. Fales 10/14/86, George W. Hess 10/12/86, Henry Sass 10/28/86, and Wesley Thulander 11/01/86.

We have 77 members who have overlooked their 1986 dues. A motion was passed at the November meeting that they be notified and given two meetings to submit their dues or be terminated.

Membership 795

Attendance last meeting 83

Libert G. Myers, President

Bob Pardini, Secretary

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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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RETIREMENT COLUMN


CHRISTMAS GREETINGS

May the Holidays be happy and merry and may the new year continue to bring you good health and happiness and a few pleasant surprises along the way.

Our warm wishes for a very Merry Christmas and a Happy New Year too!

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QUIT SMOKING CLINIC

Are you a smoker who wants to quit? For smokers who are serious about quitting, the San Francisco Department of Public Health will offer an eight session QUIT SMOKING CLINIC starting on Tuesday, February 3 at 6:30 p.m. at Health Center #1, located at 3850 - 17th Street.

The QUIT SMOKING CLINIC will provide you with the opportunity to learn about your smoking behavior and to quit in a supportive group setting. The instructors, ex-smokers who understand the difficulty of breaking an established addictive pattern, will help you to develop skills and techniques to quit smoking and remain a non-smoker for life.

The fee for the clinic is \$30.00 and includes all materials. Advance registration is essential as class size is limited to 15 people. For more information, call 558-2444, M-F, 8:30 a.m. to 4:30 p.m.

Speedy Action Retro Checks

'Thank You' Payroll Personnel Services Division

by Bob Barry

Although the POA was able to accelerate the certification of the November Election results by the Secretary of State, the actual distribution of our checks on Christmas Eve Day would not have been possible without the excellent cooperation and hard work of the Controllers office and Payroll Personnel Services Division Staff.

We are quick to point out deficiencies in our system brought up by our members, and we should be equally cognizant of the "good things" done on our behalf as well.

I would therefore like to recognize some of the key people who played a role in making our members' Holiday just a little bit brighter by ensuring our checks arrived before Christmas. A Big Thank You to: John Farrell, Controller; Dave Fong, Assistant Controller; Robert Gamble, Budget Director Mayor's office; John Taylor, Clerk Board of Supervisors; Sandy Rice, Director, Payroll Personnel Services Division; Dick Glosenger, Assit. Director PPSD and additional staff members of PPSD, Bob Janssen, Daryl McGuire, Dan Billings, Kim Thompson, Mary Anne Feinstein.

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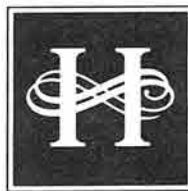
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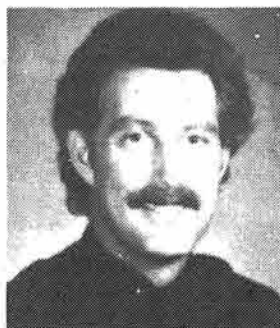
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TREASURER'S COLUMN

By Duane Collins



As you read this issue of the Notebook, you will notice my name does not appear in nomination for the Treasurer's position. I have been on the Board of Directors for 6 years and I have been your Treasurer for 4-½ of those 6 years — it's been a great experience. Where else could a cop get the opportunity to be the Chief Financial Officer of a nearly \$2 million a year corporation? That's an awesome responsibility and I am very proud of the job I have done. I am thankful of the countless challenges placed before me because each one was an education in itself. I have negotiated many purchases, from computer equipment all the way to the purchase, financing and leasing of the building next door. I have negotiated literally millions of dollars in contracts. This type of experience cannot be gained in school, only through doing, and I am thankful you, the members, have given me these opportunities.

I turned forty in November and decided some changes were in order, a time to focus and redefine goals. I have always had several irons in the fire and now it's time to use different ones. My income tax business has grown significantly. It demands much more of my time. I can now add more clients, so those of you who need tax work, give me a call. I have also been appointed to the Loan Committee of the Credit Union and this demands time and attention — only so much to go around.

I have been working closely with Dan Linehan the past 2 months and he is intimately familiar with the Treasurer's job. I urge all to vote for Dan — your money will be in capable hands.

In closing, I would like to thank all of you for your support and encouragement throughout the years and urge you to get involved with the POA — there are some real opportunities over here.

Thanks again,
Duane C. Collins

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FOUR-TEN PLAN

By Mike Gannon, Park Station

I. PRE PILOT PROGRAM STATUS: "THE PROBLEM"

Before the 4-10 plan went into effect, the rank & file members here, like throughout the patrol force, experienced exceedingly low morale. Reasons abounded, but, in my opinion, the primary cause was rooted in promotional problems. The feelings most obvious were resentment at the unfair treatment, despair of ever getting a fair chance at promotion, depression with the realization that there would probably never be a decent chance, anger over many facets of the recent sergeant exams, and a general distrust of the administration and government.

Low morale was manifested in resistance to supervision, lack of loyalty to the Department's goals or objectives, lack of incentive to accomplish anything beyond the minimum expected output. SP's were frequent, and a commonly accepted course of action to combat the above feelings. "Mental Health" days were the rule, rather than the exception. Discipline was resisted, somewhat lax, and difficult to maintain, let alone improve. How often directives were necessary to improve productivity and response time.

In addition to constant reminders to increase tags, speed up response, and don't take week-ends off SP, details to numerous week-end events (games, runs, parades, etc.) sapped the district of available patrol officers. When emergencies arose demanding quick response in squads, we often just didn't have the people.

To resolve the above problems, the administration decided to offer a pilot program on a test basis ... the "DEAL."

II. PROPOSED RESOLUTIONS: "THE DEAL."

An Ad Hoc committee was set up to seriously address the problems of improving response time, productivity, and increasing manpower availability on week-ends. Consultants and computer experts were used, and apparently a ten-hour day was a possibility. The members of the rank & file had for a long time seen the personal advantages of having an extra day off per week, and the administration knew it. But now the experts recognized the possibility that maybe different schedules could accomplish better results, i.e., more manpower at peak times, and maybe more people available on week-ends.

The other discovery was that a one-officer car could accomplish almost as much as the traditional two officer car, and could greatly enhance both productivity and response times. The administration knew there would be resistance to idea, mostly from a safety perspective. A "Deal" was offered: accept one-officer cars, and we'll throw in a 4-10 schedule; we'll try it for 6 months, and see what happens.

The "Deal" was received with suspicion. The question was asked, "Can we have one without the other." The

response was "Yes. You can have one-man cars with an ordinary 8-hr. shift." The question was asked again, "Can we have the Ten hour day without the one-man cars." The response; "No. It's a package deal." The belief: they just want one-man cars, and this is their way of getting it. They will take away the preferred 10 hr. day, like they did promotional opportunity. But we'll give it a try. What do they want?

III. STATED OBJECTIVES: "THE EXPECTATIONS"

D/C Jordan noted that the Department was going to change the patrol watch off schedule anyway, but if Park personnel was willing to try the one-man car concept, he would back a 10 hour day concept. He would expect to see four objectives: (1) Fewer SP's; (2) Greater Productivity; (3) Quicker response times; and (4) more available manpower on week-ends. If these were accomplished at the Park, perhaps we could implement the entire two-pronged program throughout patrol.

The vast majority of rank & file were willing to give the one-man car concept a try, if that would get us a 4-10 plan.

On Nov. 2, 1986, we gave it a try.

IV. PERCEIVED RESULTS: "THE GOODIES."

Now the pilot program has been in operation for three weeks. Although it's still too soon to tell what the effects will be, my observation is that preliminary results indicate an overwhelming success:

To the Four-Ten plan. I attribute:

- (1) Notable improvement in Morale;
- (2) Incentive to accomplish departmental objectives;
- (3) Improved acceptance of supervision: better discipline;
- (4) Significant reduction of SP's;
- (5) Improved punctuality;
- (6) Renewed loyalty to the system, renewed sense of professionalism.

To the one-officer car concept, I attribute:

- (1) More available manpower at times when most needed;
- (2) A greatly increased patrol presence in the streets;
- (3) Renewed enthusiasm and commitment to professional policing;
- (4) Improved sense of sector responsibility, and accountability;
- (5) More equitable distribution of work-load per man;
- (6) More logical distribution of manpower per hour & day.

V. "TROUBLE SPOTS"

The new system is not free of glitches. Often the officers fail to push the 10-97 button on their computers, presuming that saying they are 10-97 on the radio accomplishes the same thing. It skews our response time (detrimentally).

Communications is apparently having difficulty adjusting to our new system.

The acquiring of vehicles must be more seriously addressed. City Hall should commit funds to getting the vehicles soon. The obvious merits, economically speaking, of a one-man car (at \$25,000/car to accomplish similar results as a two-man car (at \$80,000 per man) should be explored and espoused.

Finally, I don't believe that the one-officer car should be absolute; there are times and places for two-officer units.

All in all, I predict outstanding success in implementing the two pronged plan.

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OFFICE OF THE MAYOR
SAN FRANCISCO

DIANNE FEINSTEIN

Proclamation

WHEREAS: America's greatness lies in the energy and ingenuity of its people and in the strength of its institutions; and

WHEREAS: The American tradition of voluntarism reflects the natural character of people who are willing to share possessions, who are willing and able to come together to meet a common need, and who are full of care, concern and compassion for others; and

WHEREAS: Nowhere is this tradition of caring for others more evident than in America's food banks and food programs -- which are designed to provide sustenance and nutrition to people in need; and

WHEREAS: The "ARREST HUNGER PROGRAM," created by San Francisco Police Officers two years ago, is an outstanding example of helping those who are less fortunate get the food they and their families need; now

THEREFORE, BE IT RESOLVED THAT I, Dianne Feinstein, Mayor of the City and County of San Francisco, do hereby proudly proclaim December, 1986 as ARREST HUNGER MONTH IN SAN FRANCISCO and encourage all citizens to support this worthy program.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City and County of San Francisco to be affixed this twenty-fourth day of November, nineteen hundred and eighty-six.

Dianne Feinstein
Dianne Feinstein
Mayor

PRESENTATION OF MAYOR'S PROCLAMATION



From left to right: Mr. Frank Velasquez, National Executive Director of "Arrest Hunger," Chief of Police Frank Jordan, P.O.A. President Bob Barry, Mayor Dianne Feinstein, Captain Michael Hebel, Community Services Division, Officer Rey Ibay, Community Services Division.

Warner Bott Berry

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Dr. Smialowicz

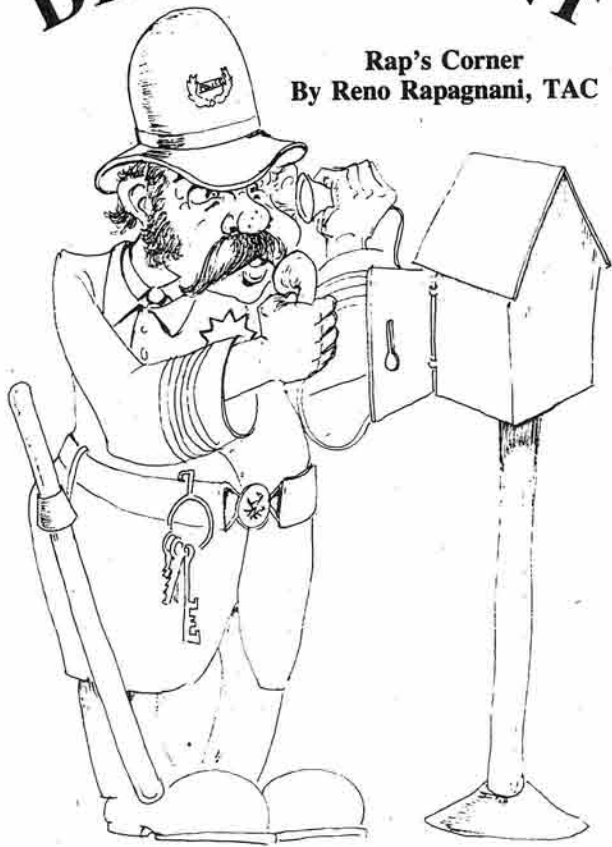
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AROUND THE DEPARTMENT

Rap's Corner
By Reno Rapagnani, TAC



Civics Testing

Quiz for Management Control

Q. What amendment of the U.S. Constitution guaranteeing people the right to be secure in their homes and property against unreasonable searches and seizures and providing that no warrants shall issue except upon probable

cause and then only as to specific places to be searched and persons and things to be seized?

A. The Fourth Amendment.

Speaking on Drug Testing

Did you know that the EMIT urine test for drug testing has had a documented false positive rating of up to 69%? Such factors as the color of your skin (the darker the skin the higher false positive result) and certain food, beverages and over-the-counter medicines can contribute to a false positive rating.

While a cop on drugs does not belong in the police department, reasonable cause to believe that a police officer is using drugs should be the only basis for drug testing. Hopefully the administration will articulate a policy that will protect the interest of the citizens of San Francisco to be protected from a cop on drugs and also protect the rights of the police officers that might be unjustly suspected of using drugs.

"The Senior Centurion"

Retired Sgt. Ed Epting, formerly of the Tactical Division or more correctly father of the Tactical Division, is still fighting the good fight.

The big cigar, as he was known by all, is still fighting on behalf of police officers everywhere. As an expert witness, Sgt. Epting has been a key witness in three separate lawsuits against police officers in three Bay Area com-

munities. Needless to say, Sgt. Epting's side has won all three times. Keep up the good work "big cigar".

Attention Members of the 162nd Academy Class. Time is approaching fast for you to write your request for transfer. Transfer requests are allowed according to General Order P-1, Section V.F. — Members holding the rank of Q-2 police officer shall complete their probationary period prior to submitting transfer requests from one organizational unit to another.

Since members of the 161st and 162nd Academy Classes come under the new charter amendment, Proposition G which the voters approved, Civil Service Rule 8.340 has been changed to read... "(The probationary period shall be completed after 12 months service from the day following completion of the prescribed department field training officer program but in no case to exceed eighty-four weeks from the date of appointment."

That means members of the 162nd Academy Class cannot submit transfer requests any sooner than February 10, 1987. At that time members shall be selected for transfer on the basis of the seniority of their request. If the entire 162nd Class submit their respective transfer request on February 10th, 1987, then class seniority will determine the order of selection.

Any complaints regarding this procedure should be directed to Paul Chignell, the Grievance Chairman.

Special Thanks

The process would not have been possible without the active participation by the P.O. A., in the political arenas, led by president Bob Barry. I would like to thank the many people who each played a role, thus ensuring its successful conclusion.

- Speaker Willie Brown and his staff, Ms. JoAnne Moore and Mr. Tim Findly.
- Secretary State March Fong Eu.
- Mayor Diane Feinstein.
- Deputy Mayor Hadley Rolf.
- Clerk of the Board of Supervisors, John Taylor and his assistant Sandy Rice.
- Controller John Farrell and his assistant David Fong.

We must never forget the members of the San Francisco Board of Supervisors, Wendy Nelder, Nancy Walker, Doris Ward, Harry Britt, Jack Molinari, Willie Kennedy, Bill Maher, Carol Ruth Silver, Richard Hongisto, Jim Gonzalez and Tom Hsieh, who passed the measure in a timely manner allowing the members of our department a little something extra in their Christmas stockings.

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For Family Support

Intimacy: Like It Or Not, All Need It

By Michael R. Ryan
Police Chaplain

The other day I took my guitar out of the closet and attempted to play it for the first time in over a year. As I began to strum the chords to an "oldie but moldie", I was repelled by the racket coming from the sound-box. I looked at the instrument, noting it had all six strings; my fingers were pressing on the right frets, but still the sound was horrible. Why? Obviously, the guitar, having been neglected for over a year had gotten badly out of tune. Once I had corrected the problem, music once again flowed (my wife tells me I'm certainly entitled to my opinion). You may be asking yourself what does an out-of-tune guitar have to do with intimacy? Well, when it comes to marriages, intimacy does for marriage what tuning did for my guitar. It provides the basis for harmony, unity, and understanding. It is defined as "a very close association; warmth; very personal and private."

Based on that definition, intimacy is not sex. It provides the context for meaningful and mutual sexual fulfillment but it does not express itself only in the physical part of a relationship. Intimacy is an all-encompassing word which refers to the shared friendship, closeness, and commitment which marks a successful marriage. Its opposite is the marriage in which individuals are called "married singles" where each partner goes his/her own way, living separate lives. In shared intimacy there is an openness and honesty which allows each person to be vulnerable with each other. Intimacy does for marriage what tuning does for a guitar. And as there are a variety of sounds a well-tuned guitar can make, so, with intimacy there are various types of intimacy which are important to marriage.

Emotional Intimacy. Emotional intimacy eludes too many marriages for a variety of reasons. On the job a police officer is required to contain feelings that normally would be felt. But traumatic incidents, the only way the job can get done is for feelings to be suppressed. After enough time goes by, it is not unusual an officer to begin losing touch with the emotions necessary to maintain intimacy in marriage. All couples struggle with differing levels of emotional expression and bring these levels alongside certain expectations for marriage. These differences come out in the level of continuing romance as marriage continues over the years. As has been discussed in previous columns, communication is crucial in expressing and understanding these differences. Judson Swihart writes of the tragedy of a marriage lacking emotional intimacy: "Some people are like medieval castles. Their high walls keep them safe from being hurt. They protect themselves emotionally by permitting no exchange of feelings with others (sound like anybody you know)'. No one can enter. They are secure from attack. However, inspection of the occupant finds him or her lonely, rattling around his castle alone. The castle dweller is a self-made prisoner. He or she needs to feel loved by someone, but the walls are so high that it is difficult to reach out or for anyone else to reach in" (J. Swihart, *How Do I Say I Love You*, (I. V. Press), p. 46).

Things that I have done to enhance the emotional intimacy in my marriage include a variety of things. I work at maintaining the courtship. I try to take my wife out on a date regularly. We will take periodic "weekend honeymoons" without the children and spend those times talking about issues that are of importance to her. This effort has communicated a number of messages to my wife, i.e. that she is important, that I covet her friendship, that her opinions matter to me. If such things have worked for me, I'm confident they can work for any marriage.

Physical Intimacy. Someone has said our physical relationship in marriage is only an issue when it's bad. This

is true for the many who have sex in a relationship lacking intimacy. Love-making requires intimacy. It needs the context of a friendship. It acknowledges that the time, the place, the atmosphere all play key roles in promoting sexual intimacy. To be physically intimate requires first the prerequisite of emotional intimacy. A mentor of mine taught that good lovemaking begins the moment we wake-up in the morning. It's seen in our attitudes toward each other throughout the day. It is expressed through listening, serving, and responding to the needs of our mate. It's touching, holding, caressing without demanding anything in return. Physical intimacy is the glue that holds the marriage together. When it's there it often is taken for granted and goes unnoticed. When it's not, the relationship often begins to "come apart at the seams."

Aesthetic Intimacy: This level of intimacy has to do with sharing the experiences of beauty. Some people enjoy sharing music, others like to compete together, some the beauty of the out-doors. This has proven an untapped area in many of our marriages. Have you discovered this area of intimacy in your marriage yet? Careful and thoughtful questioning or listening with your eyes may help you make this discovery. My wife, Donna, and I discovered this type of intimacy this past summer when we were to Hawaii. One evening we sat on the patio of a beach-side restaurant and watched one of the most breath-taking sunsets we'd ever seen. We didn't have to talk or react. We were there, together, and we both knew we were experiencing something special. It remains a special memory of us both. Aesthetic intimacy has been called the "we" experiences. These experiences have to be looked for and cultivated. However, the effort it takes to develop is well worth it.

Spiritual Intimacy. In every area of intimacy mentioned thus far, we have aspects in each that change throughout the life of a relationship. Emotionally, physically, and

aesthetically, we change as we mature and age. Often, these changes are of such a nature that without some deeper base of support, the marriage likely drifts towards dissolution. The deeper base of support I advocate is in the area of spiritual intimacy. This is an area in which our relationships can develop to their fullest potential. As a pastor and chaplain, I try to help people realize marriage is an institution created by God. He recognized that our inherent aloneness could only be satisfied through the completeness offered in marriage. In bringing man and woman together He declared their relationship would be a unique oneness. Hence, marriage became the total commitment of the total person for total life. The total person includes not only the emotional and physical, but also the spiritual. Our spiritual intimacy develops only in proportion to our intimacy with God. The Bible teaches us that when we put our faith in Jesus Christ, the love which is uniquely God's fills our heart. It's this love which enables to love each other unconditionally and unselfishly. It is a love which "is patient and kind; it is not jealous, conceited or proud. Nor is it ill-mannered, selfish, or irritable. It is forgiving. This kind of love never gives up. It is eternal love because it is God's love in us" (I Cor. 13:4-7, GNB). As we cultivate this love it develops a spiritual intimacy with our mates that deepens the emotional and the physical.

Why not attempt to open the doors of intimacy a little wider. Whether it's in the area of the emotional, the physical, the aesthetic, or the spiritual, remember intimacy is to marriage what tuning is to the guitar.

(Chaplain Ryan works with the Department's Employee Assistance Program. He oversees the EAP's Family Support Program and can be contacted through the EAP office (553-1167) or at 431-8755. He welcomes suggestions for future articles. Send suggestions or correspondence to 455 Dolores St., San Francisco, CA. 94110).

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November 18, 1986

Board of Directors Meeting

President Barry called the meeting to order at 3:15 p.m. with the pledge of allegiance. Roll call was taken. Members present were Deignan, Goldberg, Lindo, Garcia, Santana, Maloney, Suslow, Doherty, McAlister, Rapagnani, Friedlander, Johnson, Chignell, Fagan, Flippin, Cole, Linehan, Collins, Parenti and Barry (20); absent, none; and excused were Mattoch and Simms (2).

REPORT OF THE PRESIDENT

Three Year Plan

President Barry advised the Board that the plebiscite vote taken of the Association's membership of the Three Year Plan was 388 No and 263 Yes. This represents approximately 36% of the total POA membership and is one of the lowest levels of Association voting in recent years. The ramifications of the membership's rejection of the plan were still unknown and additional meetings with the membership would likely result. President Barry stated that the Judge and all parties to be Consent Decree would be informed as to the vote via letter.

REPORT OF THE VICE-PRESIDENT

P-1 Transfers

Vice-President Parenti advised that the transfers of patrol sergeants by the Chief, in violation of General Order P-1, had been resolved to the satisfaction of the sergeants. The actions of the Department had been successfully grieved and the Administration has decided to agree with the position of the POA. This matter had become a very important issue with the POA leadership and had been watched closely due to its widespread ramifications. Vice-President Parenti and Director Chignell spearheaded and successfully carried the grievance which will protect the individual rights of transfer for all members of the Department.

Ten-Hour Days

The Board was updated on the status of the pilot program of a ten hour work day at Park Station. Vice-President Parenti provided the revised watch off schedule and Director Santana informed as to the problems that have arisen there. Director Santana spoke of the additional time of work per shift but stated that the officers seemed to have adjusted well. The POA will monitor the program and is very watchful of the one officer radio cars that are a part of the test. Officer safety is the most important matter and will not be sacrificed for any watch off schedule.

Uniformed Watch Off

The Department's plan to place the remainder of the patrol force on a single watch off schedule has been stalled until the seniority watch sign up. The Department intended to place the plan into effect on December 1, 1986. There has been a request to meet and confer with the Administration on this issue, but they have yet to respond. The POA has requested a large amount of materials to prepare for the negotiations and to refute the Administration's claim that the staffing — vs. — calls for service ratio is not compatible. The Administration is required by state law to meet and confer in good faith on wages, hours and terms and conditions of employment. We look forward to these meetings in good faith.

Removal of Narcotic Units at the District Stations

Vice-President Parenti advised that the Department is planning to end the use of the plainclothes officers at the district stations for narcotic enforcement. This action appears to be inconsistent with the Department's public awareness program of the dangers of narcotic use by school age children and seeking information of persons who sell drugs. The district narcotic cars are the front line of defense and often come in contact with persons who have information of drug law violators. A letter will be sent to the Chief asking for an explanation.

Officer Marty Casey

Vice-President Parenti advised that Northern Station has set up a fundraiser drive for Officer Marty Casey who is very ill. Donations can be forwarded to Northern Station via check payable to the Northern Station Floral Fund.

REPORT OF THE SECRETARY

Secretary Linehan stated that the Minutes of the Regular Board of Directors meeting held on October 14, 1986 had been forwarded to them last week. He asked if the minutes accurately reflected the actions and motions of the meeting. There being no changes, M/Maloney S/Santana to accept the minutes as written. Motion passed unanimously by voice vote.

REPORT OF THE TREASURER

Treasurer Collins presented the September and October Financial Statements which shows a current balance on hand, after expenses, of \$62,000. M/Lindo S/Maloney to accept the report as stated. Motion passed unanimously by voice vote.

The Board was advised by Treasurer Collins that the POA's audit by the Internal Revenue Service had been completed and no irregularities were found.

REPORT OF THE COMMITTEES

Legislative Committee

Secretary Linehan, the Legislative Committee Chair, provided copies of the POA's mail campaign of the recent successful "Yes on Proposition I" Charter Amendment. The success of this important Charter Amendment can be attributed to the involvement of the Association in the political circles. This measure had the support from a wide range of political leaders and groups in San Francisco and elected officers from the local, state and national levels. The total cost of the campaign was below the budgeted amount of \$45,000.

Welfare Committee

POA Welfare Officer Mike Hebel stated that he has drafted a letter to the Retirement Board requesting an investigation of the complaints by two (2) officers from Central Station. These officers were injured while on duty and were taken to St. Francis Emergency Room for treatment. The officers were told that they would have to wait approximately two (2) hours by the on duty supervisor regardless of the great pain they were in. The City Ambulance Crew that transported the officers felt that the lack of medical treatment was such, that they then transported the injured officers to MEH. The Retirement Board overviews the treatment of officers injured on the job. Brother Hebel stated he will report back to the Board and will follow this incident closely.

No other Committee Reports.

NEW BUSINESS

P-1 Transfers From Muni

Director Flippin stated that the pending transfers from Muni Division to Northern Station appear to be in violation of General Order P-1. To date the Chief has not complied with the "Good Cause and Notice" provisions of the General Order. Director Flippin stated that he will seek the advice of the Board if needed and will follow the matter intensely.

SPECIAL ITEMS

M/Rapagnani S/Maloney to forgive the outstanding debt of the Mike Nevin for the Assembly Campaign and allow this debt to be reported as an in-kind contribution. Motion passed unanimously by voice vote.

M/Doherty S/McAllister to purchase two (2) tickets, at a total cost of \$400 for a fundraiser in honor of Supervisor Tom Hsieh. Motion passed. Voting yes were Deignan, Goldberg, Garcia, Maloney, Suslow, Doherty, McAlister, Rapagnani, Johnson, Fagan, Flippin, Cole, Linehan, Collins, Parenti and Barry (16); noes, Lindo and Santana (2). M/Maloney S/Deignan to purchase two (2) tickets at a total cost of \$200 to the Spirit of Life in honor of Supervisor Willie Kennedy. Motion passed unanimously by voice vote.

President Barry requested permission from the Board to draft a letter in support of Mr. Ernest "Chuck" Ayala for the vacancy on the Board of Supervisors. There being no opposition the request was granted.

There being no further business before the Board, motion to adjourn was made at 5:45 p.m.

Respectfully submitted,
Daniel J. Linehan
Secretary

Weekly Report No. 1 Q-50/Q-35 and Q-80 Examinations

by David P. Clisham

The December 16, 1986 general membership meeting passed a resolution requesting that we issue a weekly report to the Association regarding the activities taking place around the development and administration of the impending promotional examinations. This is the first of such "weekly reports."

The postponement of the Q-50/Q-35 examination was requested by the federal government's expert, Irwin Goldstein, who determined that the "job analysis" was inadequate. The City Attorney has now hired an expert, Shelley Zidek, from U.C. Berkeley. Test Contractor Harry Brull has now been in consultation with Goldstein and Zidek, first on December 9, 1986 by way of a telephone conference call and, subsequently, on December 22, 1986.

Ray Wong was supposed to have released an overall plan on Monday, December 15, 1986 consisting of the activities for (1) redoing and reviewing the job analysis and (2) construction of the test instrument itself. We do not have a copy of this overall plan, but the experts did discuss the plan during the telephone conference call on December 22nd, in which we participated.

The Association should know that Goldstein is the current President of Division 14 of the American Psychological Association and that Zidek is the President elect of that

organization. At this point, there is overall agreement as to the procedures involved in reviewing the reworked job analysis and then, subsequently, the examination items themselves. We anticipate that this review will take most of the month of January 1987. Subsequently or possibly during January 1987, the actual examination schedule can be worked out, the announcement republished, the arrangements completed.

At the same time, Mr. Wong announced at the December 11, 1986 meeting that the City was in the process of deciding on a test contractor for the Q-80 examination and that the job analysis for that examination would be going on at the same time as the Q-50/Q-35 exam.

Enclosed with this letter is a copy of a "Department Special Order" which was issued on November 14, 1986 listing the names of the subject matter experts working on the proposed Q-50/Q-35 examination. The subject matter experts will continue to work on the examination and are prohibited from discussing any matters related to their participation in the process until after the eligible list has been adopted.

Finally, the next meeting of the auditor/monitor will be conducted on January 12, 1987. Should further matters need to be reported or developments take place before that date, a report will be issued.

If you have any question on any of the above, please do not hesitate to call this office at any time.

J.F.C.

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LETTERS

Lomio Fund Scholarship

Mr. Frank Jordan, Chief
San Francisco Police
Department
Hall of Justice, Room 525
850 Bryant Street
San Francisco, CA 94103

Dear Chief Jordan:

Officer Daniel P. Lomio of the San Francisco Police Department passed away on April 18 of this year. He was a 1978 graduate of San Jose State University.

Through the generosity of Officer Lomio's family, a memorial scholarship fund has been established in his name. The purpose of the fund is to provide financial awards to students who are majoring in our Administration of Justice program. Faculty members will annually recommend the names of recipients to the University's Financial Aid Committee.

My purpose in writing is to ask for your assistance in publicizing the Lomio Scholarship Fund within the San Francisco Police Department. Our hope is that some of Officer Lomio's former colleagues and friends might wish to send memorial contributions.

All gifts should be sent to my attention in care of the SJSU Foundation, One Washington Square, San Jose, CA 95192. Checks should be made payable to the SJSU Foundation — Lomio Fund. All contributions, which are fully tax deductible, will be invested in the Foundation's endowment fund; only the annual earnings will be distributed in the form of scholarships. All gifts will be acknowledged and the name of each donor will be sent to members of the Lomio family.

If you have any questions regarding this matter, please call (408/277-3700. And, please know that we will appreciate any efforts by you to publicize the Lomio Memorial Scholarship Fund at San Jose State.

Sincerely yours,
Robert C. Ringe
Vice President for
Development

Thanks

November 17, 1986

Mr. Robert Barry
President
S.F. Police Officers
Association
510 7th Street
San Francisco, CA 94103

Dear Mr. Barry:

Now that the election is behind us, we are able to sit back and reflect, with tremendous gratitude, on all the people who gave so generously of their time, energy and support to ensure the passage of Proposition B. The victory was over-

whelming. Sixty-two percent of the voters approved the expansion of the Moscone Center and we carried every neighborhood in San Francisco. We attribute this to the efforts of many — the media — both print and broadcast — for expressing their support of this measure; those who generously contributed financially so that San Francisco's voters could be properly educated on the issue; and you, who, as a leader in our City, endorsed the Proposition, giving additional validity to the extreme necessity of the expansion.

We could not have won this election without your assistance and we, once again, thank you so very much for all your efforts on behalf of San Francisco's visitor industry.

Sincerely,
George D. Kirkland
Executive Director
SF Convention &
Visitors Bureau

Thanks

Dear Friends:

Your comforting expression of sympathy will always be remembered with deep gratitude.

Thank you for your beautiful floral arrangement and thank you for your very thoughtful card. I appreciated them both.

Love,

Louise & Members of
Thulander Family

Commendation For The Doc

Dear Bob,

I am writing to tell you about the excellent treatment I received from John O. Missirian M.D. and his staff at Orthopaedic Group of San Francisco, Inc., 1800 Sullivan Ave., Daly City, CA 94015.

On July 25, 1986 I was injured while in training with the Honda Unit and upon responding to the Franciscan Treatment Room was diagnosed as having a severely sprained right ankle and a fracture in my right foot. I was subsequently referred to Dr. Missirian and his staff.

On my first visit Dr. Missirian clearly explained the extent of my injuries, what his treatment would be and the probable outcome upon healing. He placed me in a cast with clear instructions on how to use crutches and what to do to keep my pain and swelling to a minimum. On one occasion the interior of my cast became worn causing me a lot of discomfort. I called Dr. Missirian's office where I was told to come in as soon as possible and Dr. Missirian remedied the problem that day without

an appointment. All of my follow up appointments were handled on time and the staff were always courteous and helpful.

At a time when many of the doctors affiliated with the City Retirement System are being criticized I felt it only fair that they be made aware of the outstanding services being provided by Dr. Missirian. I hope a copy of this letter will find its way to the proper authority within the Retirement System. I also feel that any member of our Police Officers Association who finds himself under Dr. Missirian's care with a similar injury can rest assured he is receiving the best care possible.

Fraternally,

Brian M. D'Arcy
Tactical Co., Honda Unit

Solo Angel

Chief of Police
S.F.P.D.
Hall of Justice
850 Bryant St.
San Francisco, CA 94103

Dear Sir:

I'm writing this letter to let you know of the kindness and concern of one of your motorcycle officers.

On Thanksgiving Day, around 11:30 A.M., I drove off Highway 101, entering downtown San Francisco (near Van Ness, I'm not familiar with the street name) when my car suddenly became engulfed in clouds. I thought it was on fire and immediately pulled off to the side. It turned out to be only steam, a broken water hose thank goodness. I walked for blocks and looking for a telephone or an open gas station with a mechanic. Not being able to find either, I returned to my car, almost in tears, not having the slightest idea what to do next.

Looking in the rear view mirror, I spotted a motorcycle officer pulled over to the side of the street, checking traffic. I raised my hood and he came over. He looked at my car and thought perhaps it had simply not had enough water in it and suggested I drive to a gas station close by for water. He said he would check back on me. This was officer Dito, Badge #1850. The water ran right through the car and we discovered a broken hose. Officer Dito called for a tow truck. When the tow truck finally arrived, we could not locate any mechanics who were open on Thanksgiving Day. I was about to leave the car in San Francisco and call for someone to come up and get me when Officer Dito suggested perhaps he and the tow truck driver could fix the problem. They sliced some hose from another part of the car and somehow replaced the broken hose. We filled

the car with water and it worked great!

I would like officer Dito to know that I made it to Santa Rosa and in time for dinner too! When I returned to Sunnyvale, I took my car to my mechanic and he said they did a great job.

Officer Dito mentioned that having a broken down car stuck in San Francisco was "a heck of a way to spend Thanksgiving." Thanks to him, that didn't happen. He truly is an officer and a gentleman.

Sincerely,

Dianne Angel
1035 Aster Ave. #1114
Sunnyvale, CA 94086

Walter Knows Too!

December 9, 1986

Mr. Pete Maloney
Editor
The Notebook
S.F.P.O.A.
510 - 7th Street
San Francisco, CA. 94013

Dear Mr. Maloney:

I've just finished reading your editorial comment that appeared in the November 1986, edition of "The Notebook." Your comments were correct, necessary and to the point.

How well I understand the need for new and more effective long-range programs regarding the problem of alcoholism. I've taken inebriated individuals to the Ozaman Center and the Salvation Army and have been deeply impressed by the caring attention. I agree with your statement that no one in City Government has addressed the problem, but really, "What's next?"

I commend the San Francisco Police officers for their sympathetic approach to the alcoholic. Unfortunately, most of the energy of politicians is expended in being concerned about the next campaign. I say, "It's time to get out of politics and get down to business."

Thank you for your insightful editorials.

Sincerely,

Walter L. Johnson
Secretary-Treasurer
S.F. Labor Council

Thanks

I am Russell H. Callahan and I was the victim of a hit and run-drunk-driver on 8-31-86 at the corner of 16th and Market street. I wish to commend and thank, sincerely, the men who helped me; Officer Raymond A. Shine star #523 for a very fine report, Officers, C. Scatena star #1490 and T. Louie star #1125 of 3D1 for their quick response (within

seconds after I was struck) and apprehension of the culprit.

I also wish to thank Inspector Heller star #160 and Officer Fredrick star #570 for their expertise, as well as, any other Officers involved.

Gentlemen: I understand, from witnesses not named in the report that you fellows managed to get me into an ambulance and that I didn't want to go. I thank you very much. I was in bad shape and didn't know it. It's taken me some time now to find the presence of mind to thank you. Thanks for a fine, professional job.

I salute our City for Her quality of Law Enforcement. I am a 1986 graduate of The California Correctional Officer's Academy and I know a good job when I see one. Thank you,
Russell H. Callahan

Memorial Mass

November 16, 1986

Dear Bob:

We have just returned from the Memorial Mass for the deceased members of the Police and Fire Departments. The turnout was good, the services were beautiful and the reception afterwards gave those present the opportunity to chat and to renew old friendships. Bob, I have missed very few of these masses in the past and then only because no one sent me notice of the day and time. Thanks for the notification and my best wishes to you, your family and to all the Police families for a wonderful Thanksgiving.

Regards,

The Cahills

Bloody Thanks

November 30, 1986

Bob Barry
San Francisco Police
Officers Association
510 - 7th Street
San Francisco, CA. 94103

Dear Bob:

I'd like to thank several members and show my appreciation for the SFPOA Blood Bank. I recently had back surgery and needed four pints of blood. The hospital gives you two days to obtain blood or you use the stock of blood on hand.

I phoned Tom Vigo and asked for his help. Tom said he would handle everything and not to worry. About 30 minutes later Tom called me back and said everything was taken care of. He contacted four members, Doug Clennel, Rich Carnes, Steve Lindberg, and Rich Quesada, who went over to

Irwin Memorial Blood Bank. It's a relief to know that help is there when you most need it. I'd like to thank those who gave me my blood and to Tom Vigo for all his help. I hope you have the Best of Holidays.

Thanks Again

Tom Powers, Co. B

Thanks

Thank you for the beautiful plant.

Sincerely,

Mrs. Henry Sass
& Family

Dear Friend and
Supporter:

Victory is ours!
I want to thank you for your past and continuous support. I'm looking forward to serving you in the next four years.

Again, many thanks.
Warm Regards
Doris Ward

Thanks

November 19, 1986

Dear Bob:

Thank you and the P.O.A. for mailing my letter to the troops. I think it had a beneficial effect.

This was the largest crowd we have had at the Memorial Mass for many years. Your cooperation and generosity was, I think, largely responsible.

Next year we will try for an even larger crowd. It is beautiful and a fitting way to insure that our deceased comrades will never be forgotten.

Thanks again.

Sincerely,

Father Heaney
Chaplain, SFPD

Thanks

With sincere appreciation
for your thoughtfulness.

The Fowlie
Family

Thanks

December 27, 1986

Dear Bob:

I would like to thank the entire P.O.A. for the expression of sympathy during this difficult period.

As you know, the P.O.A. provides support in a variety of ways to the membership. When needed, the P.O.A. associated itself to my personal sorrow.

Sincerely,
Michael Pera

LETTERS

Thanks

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

The Caulfield
Family

Training Cops To Train Kids

December 17, 1986

Bob Barry,
Police Officers Assn.

Child Safety Training

SAFE is offering training for officers who have been participating or would like to participate, in our Child Safety Program. This training will give the officer a more formal structure and program lesson plan regarding what actually goes on in the classroom with the children. We will cover in detail the sections in which they will participate during the program.

The training will be held on January 29, 1987 from 10 a.m. until noon. At noon, SAFE will provide lunch for all participants. The training will be held at the Hall of Justice (room to be announced).

If there are any officers from your organization who might be interested in participating, please have them R.S.V.P. by January 22, 1987. Call Suzanne London or Pam Matsuda at 553-1984.

Thanks!

Suzanne London,
Program Coordinator

Thanks

December 1986

Mr. Barry:

Just wanted to wish you the best this holiday season and in the new year. I also

want to thank you for taking the time to present the Criminology Dept. Scholarship to me in November. It meant a great deal to me.

Sincerely,

Michale Andraychak

Thanks

December 2, 1986

Bob Barry
President
San Francisco Police
Officers' Association
510 - 7th Street

Dear Mr. Barry:

Many, many thanks from Rosalie House staff, volunteers, residents and their children for the beautiful food baskets you delivered to our shelter.

Your thoughtfulness warmed many hearts this Thanksgiving. We are fortunate to be included on your round of holiday giving.

Once again, a gracious thank you for your kind spirit and material generosity.

All Our Best to You and Your Families.

Linda Garcia
Director
Rosalie House

Thanks

December 2, 1986

Bob Barry
SF Police Officers
Association
510 - 7th Street
San Francisco, CA 94103

Dear Bob & Friends:

Thank you very much for your generous donation to my re-election campaign. I am most appreciative of your continued support throughout what seemed to be a very

long campaign.

I am extremely proud to have been elected to the Board Presidency and am certain that it was possible only because of the support I received from people like you. I look forward to continuing to work with you and I hope that together, we can work to keep San Francisco a truly wonderful city.

Sincerely,

Nancy G. Walker

Thanks

December 30, 1986

Mr. Bob Barry
President, Police
Officers' Association
510 7th Street
San Francisco, CA 94103

Dear Mr. Barry:

In behalf of the seniors of Kimochi, Inc., I want to thank you and your organization for the wonderful and beautiful food baskets for the Christmas holiday. All of our seniors were so happy that a lot of them cried with joy. The seniors who received these baskets are ones who live in tiny, one-room apartments or hotels and who are on Supplemental Security Income (SSI). They range from 60 years old to 82 years old and rely on Kimochi, Inc. for their support systems. In Japanese, the word "kimochi" means "feeling."

Please extend our appreciation to Mr. Frank Velasquez, the Director of the Arrest Hunger Project. Our organization applauds the POA for their commitment to helping the poor in San Francisco. Thank you, again.

Sincerely,

Sandy Ouye Mori
Program Director
Kimochi, Inc.

Thanks

December 30, 1986

San Francisco Police
Officers' Association
c/o Officer Bob Barry
510 7th Street
San Francisco, CA 94103

Dear Officer Barry:

We were delighted to receive your recent donation and are enclosing your receipt. Thank you so much for your contribution.

FreeWheelers has opened the doors for hundreds upon hundreds of wheelchair disabled in San Francisco. Our program is bringing a positive change in their lives — no longer are the wheelchair confined hidden from view because of their disabilities.

Through the FreeWheeler program support groups are being formed. Wheelchair confined who previously felt alone in small Tenderloin and South of Market rooms are meeting friends and neighbors on their outings. Nursing and convalescent homes are pleased to advise that the spirits of their patients have greatly improved, thanks to the stimulus they are receiving on "Day on the Town" outings.

With your assistance, we are able to continue bringing freedom and a richer lifestyle to the wheelchair confined of San Francisco.

The wheelchair confined join me in saying thank you. We are most grateful to you for helping us bring our "vehicle of hope" to our disabled brothers and sisters.

Best wishes to all of you for a happy and healthy new year.

Sincerely,

Jana Murray
Associate Director

Knights of the Road

Dear Sir:

This letter is in the form of a thank you concerning one of your officers.

A Motor Officer named Kevin Gotchet stopped me and three of my friends, all on motorcycles, one evening

on Geary Blvd. for a minor infraction. Instead of issuing citations he took the time to tell us that what we had done could have earned us tickets and why. His decision at that time was to warn us and caution us that our actions did have a degree of danger to them.

Not receiving a ticket at that time went a long way in convincing us to watch what we were doing. It also does a great deal in promoting respect for the man and the job he is doing. He showed us he was more interested in safety than just writing another ticket.

We thank him for the "break" and commend the department for keeping men of that caliber on the force.

Sincerely,

Bob Woodward
Ride Steward
San Francisco
Northstars

Thanks

December 24, 1986

Mr. Bob Barry
San Francisco Police
Officers' Assn.
510 7th Street
San Francisco, CA 94103

Dear Mr. Barry:

Thank you for your recent gift to the Northern California Chapter of the National Multiple Sclerosis Society. Your significant contribution will help us in our mission to provide services to in-

dividuals with multiple sclerosis and their families, and to fund research to find the cause and cure for this stubborn and elusive disease.

Our equipment loan program, seminars for newly diagnosed individuals, support groups for MS patients and their families, respite care, and many other services are vital to the lives of thousands of individuals in our service area.

It is only through generosity such as yours that we can continue to work toward our goals. Thank you for helping us sustain and expand our work.

Sincerely,

Debbie Levy
Executive Director

Thanks

December 24, 1986

Dear Staff of S.F. Police
Officers' Association:

The senior residents and staff of the YWCA apartments thank you for your thoughtfulness and generosity during this holiday season.

Sincerely,

Wai Fong Cho's Hon
Chairman of Resident

Council
Winnie Yin
Senior Social Services
Counselor
Wl Lee Tung
Asst. Manager

Trends For Hair

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San Francisco, CA
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IRS: DISABILITY PENSIONS

continued from page 1

at or above the amount which the police officer or firefighter would normally receive for and as a service retirement.

For example: if a 35 year old police officer is retired after 1969 due to a occupational injury and his disability is set at 50% of his final compensation, his monthly disability allowance is fully excludable and is not subject to federal or state income tax. Assuming at age 50 he qualifies for a service retirement, he would receive 55% (a Tier I retirement employee) of the amount of money being received by a police officer. The IRS takes the position that the additional 5% is based on age and length of service and not on disability, and therefore does not meet the criteria set forth in Section 104 of the Internal Revenue Code and is (the 5%) therefore taxable, unless the same police officer had received a disability rating from the Workers' Compensation Appeals Board establishing his disability at or above the figure of 55%.

Using the same 35 year old police officer but substituting a disability rating of 65% (established by the Workers' Compensation Appeals Board after the disability retirement was awarded by the Retirement Board) due to a severe occupational injury, his or her allowance is fully excludable and his or her entire service retirement would also be excludable since the disability rating (65%) is more than the percentage he will receive as a service retirement (55%).

For 1969 and prior years, a member automatically receives 75% of salary when awarded an industrial disability retirement. When that person becomes eligible for a service retirement, having attained the age and years of service, no part of his retirement is taxable since the 75% would exceed whatever service retirement that he may have been eligible to receive (50-70%).

DISABILITY RATINGS

In representing POA members, I am now giving serious attention to obtaining a rating from the Workers' Compensation Appeals Board after the industrial disability retirement has been awarded by the Retirement Board. (It should be noted at this point that police officers and firefighters who are under Tier II Retirement System - Post 1976 - are not entitled to a disability rating since their disability is statutorily set at 50%). That rating, if it falls below 50%, has no affect whatsoever on the retirement since the minimum retirement is 50%. However, an award above 50% has now become important for a second reason (the first being the additional monthly monies received); the rating is now necessary in order to protect the non-taxability of these retirement monies once a police officer or firefighter reaches normal retirement age.

The procedure for obtaining such a rating is as follows: an application for adjudication of claim is filed with the Workers' Compensation Appeals Board and the matter is calendared for a rating conference. An informal rating based on medical reports in evidence is then obtained from the Disability Rating Bureau; the rating thus obtained is presented to the judge for purposed of having the rating fixed in an award or fixed by stipulations of the attorneys involved.

1986 TAX RETURN

The completion of the U.S. Individual Income Tax Return for 1986 requires that pensions and annuities be reported on the front side of Form 1040.

It should be kept in mind that the Retirement System at the end of January of each year forwards to each member receiving an industrial disability retirement a form W-2P indicating the amounts of monies which the Retirement System has paid to the member in the prior year. Please take note that a copy of this form is also sent to the Internal Revenue Service Center in Fresno and can be matched with monies which should be reported on Form 1040. A police officer or firefighter who has received an industrial disability retirement and does not report such amount on Form 1040 runs a significant risk of an audit and an embarrassing situation in attempting to explain why significant monies were not accounted for on the 1040 return. Additionally, the Internal Revenue Service can levy a 10% penalty for failure to report monies received from the Retirement System of the City and County.

For a police officer or firefighter who receive the industrial disability retirement after being eligible for a service retirement or who receive it before being eligible but who become eligible for a service retirement, the reporting can be complicated. It requires consideration of the facts that: (1) Total amount previously paid into the Retirement System by the police officer or firefighter will not be returned within three [3] years and therefore an actuarial basis computation is needed; (2) The permanent disability award fixing a rating; and (3) The percentage by which the service retirement exceeds the industrial disability retirement. All three (3) factors are used to determine the taxable amount, if any, of an industrial disability retirement.

AUDIT OF PRIOR YEARS

In my experience in working on these matters, I have found that approximately 15-25% of the amount received pursuant to an industrial disability retirement, after reaching the age of service retirement, is taxable and the remaining amount is excludable from gross income.

Members wishing advice on this are urged to contact the welfare officer on an individual basis in that this matter

is complex and not readily given to addressing outside of a specific context. The general rule however remains that Section 104 (a) (1) does not apply to a retirement pension to the extent that it is determined by reference to an employee's age or length of service even though the employee's retirement is occasioned by an occupational injury or sickness.

TAX WITHHOLDING LAWS

Beginning on January 1, 1983 and for all years thereafter the Retirement System is required, by federal law, to withhold a portion of your benefits (retirement benefits) for federal income tax purposes, unless the Retirement System believes that all or a portion of the amount paid are not taxable or unless you direct them not to make such withholdings. Since the Retirement System does not distinguish between taxable and non-taxable payments, it will undoubtedly withhold against all payments unless a retired officer or firefighter elects not to have any withholding.

At the time of filing an application for industrial disability retirement, the Retirement System will present the necessary forms to you, for your consideration, in determining the amount to be withheld, if any, from pension monies to be paid.

Police officers and firefighters who receive taxable service pensions and partly taxable disability pensions should weigh the advantages of having tax withheld versus receiving the funds currently and investing them. Police officers and firefighters who are not subject to tax on their disability pensions should probably not have amounts withheld from their pensions. An IRS agent could improperly view withholding on non-taxable amounts as an "admission" by the firefighter or police officer that he or she considers the amounts received to be taxable.

DISABILITY LEAVE

The Charter of the City and County of San Francisco provides that occupationally injured police officers and firefighters are entitled to a leave of absence with full pay for a period of up to 365 calendared days for any one injury sustained in the line of duty. An Internal Revenue Service's Memorandum dated July 28, 1978 and the Rulings which were discussed in this article have nothing to do with the taxability of those monies. Since they are in the nature of a workers' compensation award, they are and remain fully excludable and not subject to either federal or state taxation.

LIGHT DUTY ASSIGNMENT

Revenue Ruling 80-137 discussed the following issue: Are payments made by a municipality to a disabled police officer performing light duty excludable from gross income under Section 104 of the Internal Revenue Code?

This Revenue Ruling discusses payments made by a municipality to a disabled police officer who has returned to work, but is assigned to light duty because the injury keeps the officer from performing regular duties. The Internal Revenue Service, in this Ruling, stated that monies received by a police officer assigned to light duty are payment of regular salary made and returned for services performed by the police officer and therefore do not fall under the exclusion from gross income provided in Section 104 (a) (1). This means that, unfortunately, monies received by officers performing a light duty capacity are fully taxable.

FRANCHISE TAX BOARD

The Franchise Tax Board of the State of California treats taxability of monies received pursuant to an industrial disability retirement in the same manner as does the Inter-

nal Revenue Service. Revenue and Taxation Code Section 17138 is substantially similar to 104 of the Internal Revenue Code. Both the federal government and state government are generally in accord as to the manner in which industrial disability retirement monies are to be taxed. Therefore, any member receiving an inquiry from the California State Franchise Tax Board concerning the manner in which he or she reported monies received from an industrial disability retirement should use the same procedures contained in this article for reporting monies on form 1040 of the Internal Revenue Service.

California Franchise Tax Board ruling No. 365 holds: "Since disability retirement pensions under the new charter provisions are determined by age and length of service once a member has qualified for service retirement, the exclusion of such benefits from gross income lasts only so long as a member is unqualified for a service retirement allowance. When service retirement qualification occurs, the benefit payable thereafter is taxable. Similarly, the widow's death benefit under the new charter provisions, so long as it is not measured by the decedent's service retirement allowance is excluded from her gross income. When her benefit is measured by the decedent's service retirement allowance, the benefit is thereafter taxable."

This ruling differs with Internal Revenue Code Section 104 (a) (1) and this inconsistency will probably not withstand judicial scrutiny.

SURVIVING SPOUSE

Payments made to the spouses of firefighters or police officers who are killed in the line of duty or who, after retirement (for service or disability) die as a result of the industrial injuries are also entitled to favorable tax treatment from monies received from the Retirement System.

If the police officer or firefighter was killed in the line of duty prior to being eligible for a service retirement, Revenue Ruling 80-14 holds the benefits paid to the surviving spouse during the spouse's lifetime are completely excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code.

The question becomes more complex when the police officer or the firefighter who dies, leaving a surviving spouse, has already reached eligibility for a service retirement or has, in fact, retired for either a service or industrial disability retirement. Revenue Rulings 72-291 and 80-84, pertaining to beneficiaries of deceased firefighters (also applicable to police officers), hold that benefits received by these beneficiaries are excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code if the recipient can establish that: (a) The benefits are received under the service connected death provision or, (b) That the benefits are received under the retirement provision and that the employee on account of who's death the benefits are paid was retired under the service connected disability provisions of the Charter at the time of the employee's death.

These holdings appear to indicate that if there is a determination that the death was caused by occupational injury or illness, then payments to the surviving spouse are not subject to taxation.

However, it should be noted that in my experience representing beneficiaries of deceased police officers, that the Internal Revenue Service takes a position that they should be treated in the same manner as their deceased spouse for tax purposes. This means that if part of the deceased spouse's retirement were being taxed, the Internal Revenue Service asserts its right to tax the same percentage when it is received by the beneficiary.

California State Franchise Board legal ruling 365 would fully tax these payments to a surviving spouse. This is inconsistent with parallel federal provision.

**Civic Center
Pharmacy**

626-8080

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San Francisco, Ca.

Hildas Pasteries

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333-6892

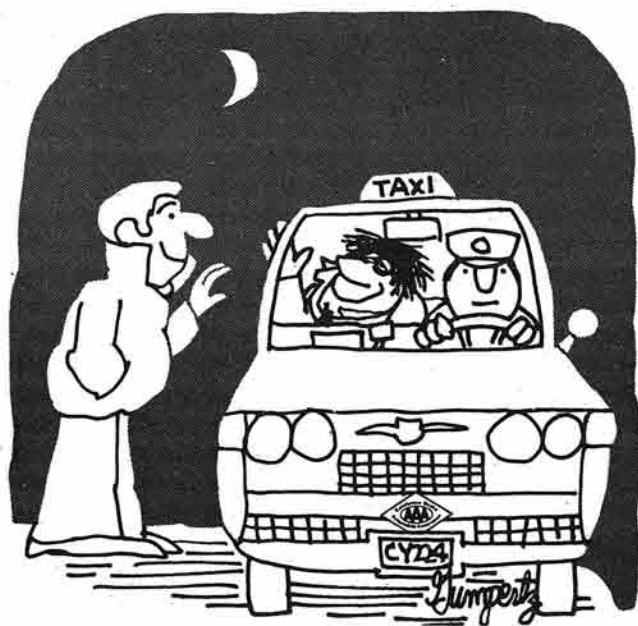
Winthrop Inc.

369 Pine, Suite 320
S.F., CA 94104
421-5255

Dashiells'

110 Powell Street
San Francisco, CA
397-3469

First A Friend, Then A Host



If a guest takes aboard too much "holiday cheer," arrange transportation with a sober friend, offer to put him up overnight, or call him a cab. Under no circumstances should he be allowed to drive. Be first a friend, then a host.

QUIT SMOKING CLINIC

Are you a smoker who wants to quit? For smokers who are serious about quitting, the San Francisco Department of Public Health will offer an eight session QUIT SMOKING CLINIC starting on Tuesday, February 3 at 6:30 p.m. at Health Center #1, located at 3850 - 17th Street.

The QUIT SMOKING CLINIC will provide you with the opportunity to learn about your smoking behavior and to quit in a supportive group setting. The instructors, ex-smokers who understand the difficulty of breaking an established addictive pattern, will help you to develop skills and techniques to quit smoking and remain a non-smoker for life.

The fee for the clinic is \$30.00 and includes all materials. Advance registration is essential as class size is limited to 15 people. For more information, call 558-2444, M-F, 8:30 a.m. to 4:30 p.m.

Dr. James White, D.D.S.

490 Post, 14th Floor, Suite 1428
San Francisco, CA 94102
397-1004

BE FIRST A FRIEND, THEN A HOST

Drinking drivers are responsible for approximately half the people killed in California and Nevada traffic accidents, according to the CSAA. In California, 2,412 persons were killed in alcohol-related accidents in 1985 out of a total of 4,933 traffic deaths. In Nevada, 116 persons died in drunk-driving accidents last year, out of a total of 259 traffic fatalities.

CSAA issues the following tips for party hosts:

- Suggest that your guests form car pools, with designated drivers who agree to remain sober.
- Don't make drinking the primary activity at your party. Focus attention on dancing, games or conversation.
- Make sure that fruit juice or non-alcoholic punch, soft drinks, coffee and tea are available.
- Use fruit juice or tea as a base for alcohol-content punch. Carbonated mixers speed up the rate that alcohol is absorbed into the body.
- Provide plenty of snacks because food helps slow the body's absorption of alcohol. Offer meat, cheese and other high-protein foods because they stay in the stomach longer.
- Two hours before the party is scheduled to end, put away the alcoholic beverages. Continue to provide plenty of non-alcoholic drinks.
- Offer your guests a late snack to end the evening.

Quick cures won't help those who have overindulged, CSAA says. Taking a cold shower or drinking a lot of coffee after too much alcohol makes a person wide-awake, but still drunk, the auto club emphasizes.

If guests do drink too much, the host can call organizations that offer free transportation to party-goers; pay for a taxi ride home; drive the guests home or let them spend the night.

If drinkers insist on driving, the party-giver can contact the local police department or, if highway travel is involved, the state highway patrol. The California Highway Patrol or the Nevada Highway Patrol can be reached by asking the operator for Zenith 12000, a toll-free number. It is helpful to have a description of the vehicle, including color and license plate number.

Parrott & Co.

500 Howard Street
San Francisco, CA 94105
495-4900

OCC INVESTIGATIVE HEARINGS

continued from page 1

oath that they shall maintain the confidentiality of the investigative hearing.

The position taken by the Police Association and supported by state law, we think, is that only the police officer may waive his or her right to confidentiality during the hearing process. Unless the officer waives such right — no one other than the police officer and his or her representative is to be present.

Penal Code Section 832.5(a) provides:

"Each department or agency in this State which employs police officers shall establish a procedure to investigate citizens' complaints against the personnel of such departments of agencies, and shall make a written description of the procedure available to the public."

Proposition A, passed by the voters in 1981, gave the responsibility to investigate complaints of police misconduct or allegations that a member of the police department has not properly performed his duty, to the Office of Citizen Complaints. However, the passage of Proposition A did not change the fact that penal code section 832.7 and 832.8 still apply and, whether it be an OCC or a department internal affairs unit, confidentiality during the hearing process is still required.

Penal Code Section 832.7

"Peace officer personnel records and records maintained pursuant to Section 832.5, or information obtained from these records, are confidential and shall not be disclosed in any criminal or civil proceeding except by discovery pursuant to Section 1043 and 1046 of the Evidence Code. This section shall not apply to investigations or proceedings concerning the conduct of police officers or a police agency conducted by the grand jury or a district attorney's office."

Penal Code Section 832.8, in part, provides:

As used in Section 832.7, 'personnel records' means any file maintained under that individual's name by his or her employing agency and containing records relating to:

... (e) complaints, or investigations of complaints, concerning an event or transaction in which he participated, or which he perceived, and pertaining to the manner in which he performed his duties; or (f) any other information the disclosure of which would constitute an unwarranted invasion of personal privacy."

Additionally, on May 27, 1986, then city attorney George Agnost reiterated an earlier opinion in which he concludes that the "Penal Code requires that proceedings such as OCC hearings be kept confidential. The Legislation has made a limited and specific exception to that rule in the Public Safety Officer's Procedural Bill of Rights, where it has granted the officer the right to bring a representative. There is no analogous state mandate for complainants. The conclusion that the complainant is not entitled to bring a representative to an OCC hearing harmonizes our local complaint investigation process with the duty imposed by state law to protect the confidentiality of the records gathered in that proceeding."

Clearly, the amendment as passed by the Commission violates the officer's right to confidentiality. The POA intends to litigate, for the protection of these rights.

Building Owners:

Roof Leak?

A hole in your roof can put a big hole in your operating budget. Luckily, we have a way to help you avoid them. A Rubbergard® EPDM rubber roof from Firestone.

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OWENS CHIROPRACTIC OFFICE

Seasons greetings and many thanks to the San Francisco Police for a job well done!

Our office offers complete chiropractic care for your whole family and we accept your insurance as payment in full for all covered services.

Start the new year out right by getting rid of those nagging little pains in your back with a thorough chiropractic examination and treatment with no out of pocket expense. Call our office today for an appointment.

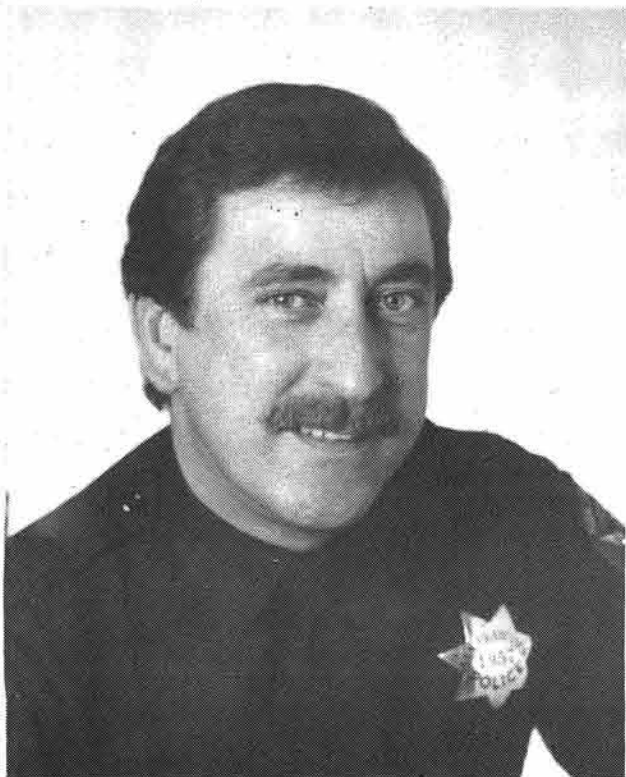
Dr. Bryant Owens



**707 FOURTEENTH AVENUE
SAN FRANCISCO, CA 94118
752-3123**

Election Special

RE-ELECT BOB BARRY PRESIDENT



I am once again seeking your support and vote of confidence for re-election as POA President.

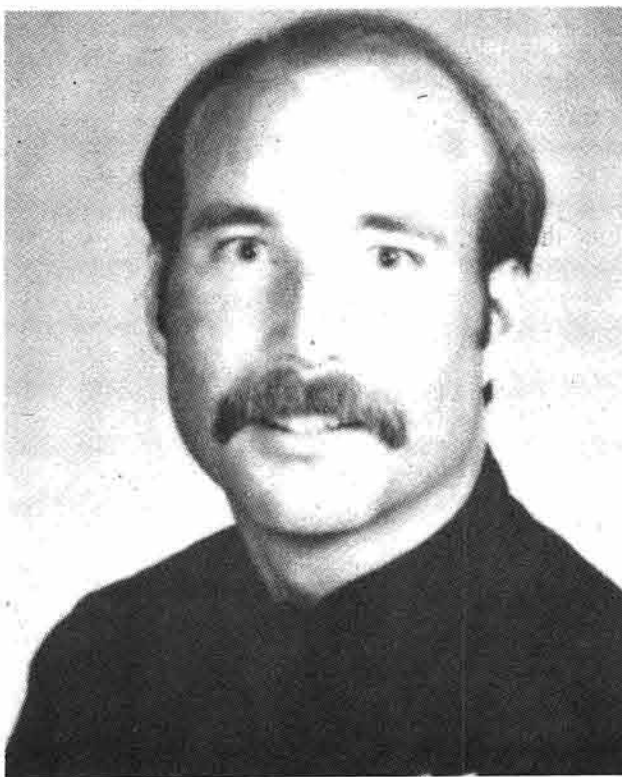
1986 marks my tenth year of involvement with the POA and the conclusion of my third 2-year term as President. I seek your support based upon a record of substantial accomplishment during the past two years, and I will continue to provide you with the best possible representation during my next term of office.

My strong commitment to representing individual officers in the disciplinary area and enhancing your benefits is a commitment of **long standing consistency**, not one of sporadic involvement.

I ask each of you to examine my record carefully and

continued on page 18

VOTE TED SCHLINK FOR PRESIDENT



Most of us belong to the Association for the legal representation it offers us, and not for the politics. I have been actively involved in Association business for the past 10 years, and have chaired numerous committees, and served as a member of our Board of Directors. The leadership of the Association is too serious a matter to be left to old habits that have not done us very much good lately. I am a 14 year veteran, with degrees in Law, Public Administration, and Police Science. My other habits are just as good.

I will propose a **20 year retirement plan for Tier 1 and Tier 2** retirement groups, as well as leading a committee to come up with a solution to the dual retirement plans. I will work toward the **retirement of your lost court over-**

continued on page 18

VOTE GERRY SCHMIDT POA PRESIDENT



STRONG, EFFECTIVE LEADERSHIP

Nearly a decade ago the P.O.A. set out in a new direction in pursuit of its goals and in meeting its responsibilities to the membership. I believe we're at the crossroads of another new beginning. My opponent represents the changes of the past.

With the increased political involvement of the P.O.A. in recent years, more and more of its natural power has been stripped away from individual members like you and put in the hands of the politicians and lawyers who run the organization today. One result is the organization is almost completely out of touch with its members, their needs and

continued on page 18

VOTE FOR RACHEL KARP VICE PRESIDENT



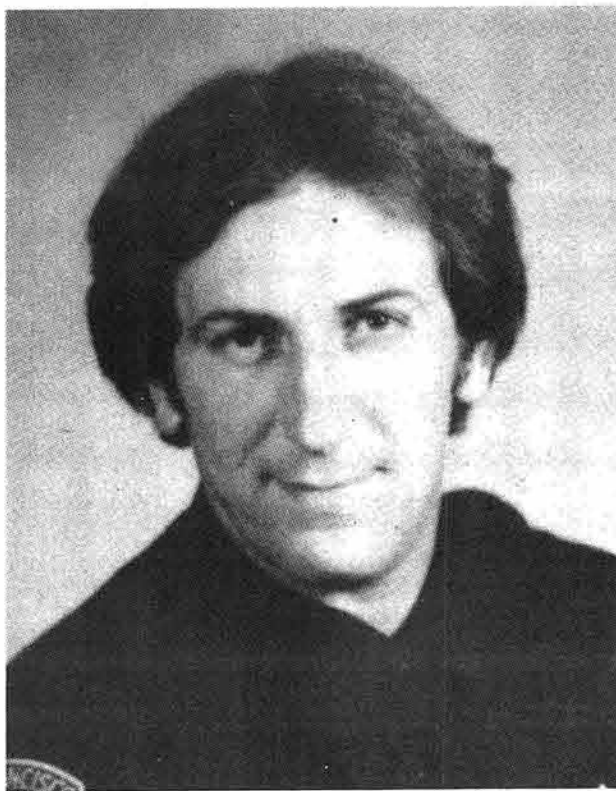
The present leadership of P.O.A. needs a change. We need an Association that is responsive to ALL of the membership and the current leadership has lost sight of what the rank and file members want.

Salary, benefits and retirement/disability issues are what interest me the most. There are unfair aspects of our retirement/disability benefits in Tier II and I want to see a strategy developed and implemented to address these issues.

No one from the P.O.A. seems too interested in asking the membership what they want out of the Association. In addition many people who would like to be involved in the P.O.A. are turned off by the unnecessary in-fighting and

continued on page 19

RE-ELECT RON PARENTI VICE-PRESIDENT



I am running for re-election as Vice-President of the San Francisco Police Officers' Association and am asking for your vote and support.

For the past 6 years, 4 as station representative from Northern Station and the last 2 as your Vice-President, I have tried to serve and represent you the best I could.

I have been a member of this Department and the Patrol Force for the past 17 years. I am an experienced, professional police officer. As such I am a dedicated advocate for the rights and benefits you all deserve. I believe my record of effectiveness, fairness, concern and availability speaks for itself.

I have enjoyed these past 2 years as your Vice-President and look forward to another term.

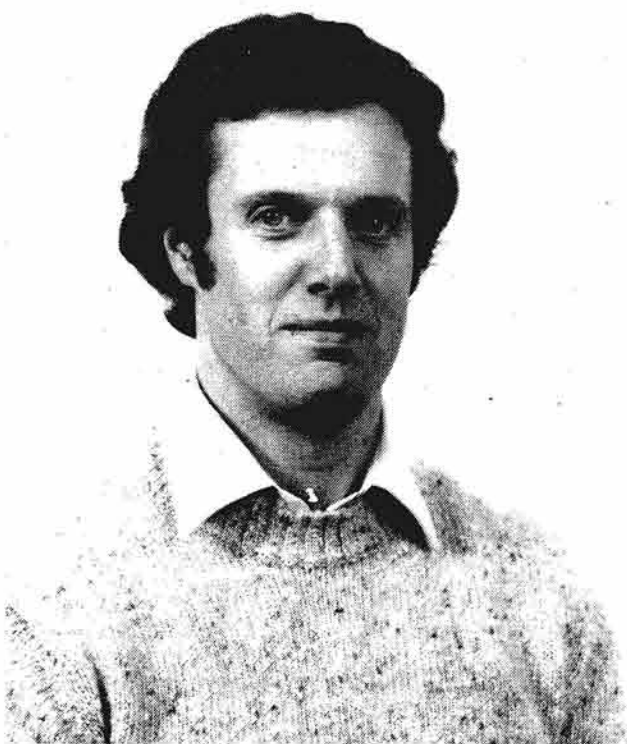
SAN FRANCISCO POLICE OFFICERS' ASSOCIATION ELECTION JANUARY 26 - JANUARY 30, 1987

- PRESIDENT** (Vote for One)
- Bob Barry (inc.).....☐
- Ted Schlink☐
- Gerry Schmidt☐
- VICE PRESIDENT** (Vote for One)
- Rachel Karp☐
- Ron Parenti (inc.).....☐
- SECRETARY** (Vote for One)
- Tim Foley☐
- Reno Rapagnani☐
- TREASURER** (Vote for One)
- Ray Carlson☐
- Dan Linehan☐

BOARD OF DIRECTORS (Vote only for your Station or Bureau)

- | | |
|--|---|
| Co. A (Vote for One) | Co. I (Vote for One) |
| Jim Deignan (inc.)..... <input type="checkbox"/> | Lindsey Suslow (inc.)... <input type="checkbox"/> |
| George Rosko <input type="checkbox"/> | Mario DiLorenzo <input type="checkbox"/> |
| Co. B (Vote for One) | Co. K (Unopposed) |
| William Bray <input type="checkbox"/> | Jerry Doherty |
| Mike Cesari <input type="checkbox"/> | Ben McAlister |
| Pete Maloney <input type="checkbox"/> | HQ. Co. (Vote for Two) |
| Marty Sacco <input type="checkbox"/> | Henry Friedlander (inc.) <input type="checkbox"/> |
| Co. C (Unopposed) | Steve Johnson (inc.).... <input type="checkbox"/> |
| Lilli Mattoch | Mark Hawthorne <input type="checkbox"/> |
| Co. D (Unopposed) | TAC (Unopposed) |
| Dan McDonagh | Bill Taylor |
| Co. E (Unopposed) | BUR. OF INSP. |
| Ed Garcia | (Vote for Two) |
| Co. F (Vote for One) | Paul Chignell (inc.).... <input type="checkbox"/> |
| Tony Santana (inc.).... <input type="checkbox"/> | Alex Fagan (inc.)..... <input type="checkbox"/> |
| Jack Smoot <input type="checkbox"/> | Roy Sullivan <input type="checkbox"/> |
| Co. G (Vote for One) | MUNI (Unopposed) |
| Bill Simms (inc.)..... <input type="checkbox"/> | Tom Flippin |
| Greg Ovanessian <input type="checkbox"/> | RET (Unopposed) |
| Co. H (Vote for One) | James Cole |
| Bob Guinan <input type="checkbox"/> | |
| Joe Reilly <input type="checkbox"/> | |

VOTE FOR TIM FOLEY P.O.A. SECRETARY



My name is Tim Foley. I am a 9 yr. veteran, currently working in the Fencing Section. I have previously worked in the patrol force at Potrero, Mission, Richmond and at Northern as a FTO. I have worked in the Community Service Division where I developed and ran the SFPD Youth Program.

I am interested in serving on the Executive Board of the P.O.A. as secretary because I believe a change in the leadership direction is necessary. We need to assess where we are and where we are headed as an organization. I want the P.O.A. to return to basics. The P.O.A. is an organization whose purpose is to improve the wage, benefits and working conditions of Police Officers — nothing more. We are not, nor can we afford to be a political, public relations business.

We need to stop and take a look at where our dues money is going. Money is being paid out, thousands of dollars, to people who are anti cop. Who never have voted for us and never will. Money can't buy friends so let's put it where it will do more good, developing grassroots support, a voting block in the city. Then we will have a voice that the politicians will listen to — votes.

As a family man with a wife and two kids, I am deeply concerned with our retirement/disability situation. I, like most of you, belong to the Tier II retirement system. I will work to correct the imbalance between the two systems without giving up any of the benefits that our Tier I members enjoy. This subtle form of discrimination must stop.

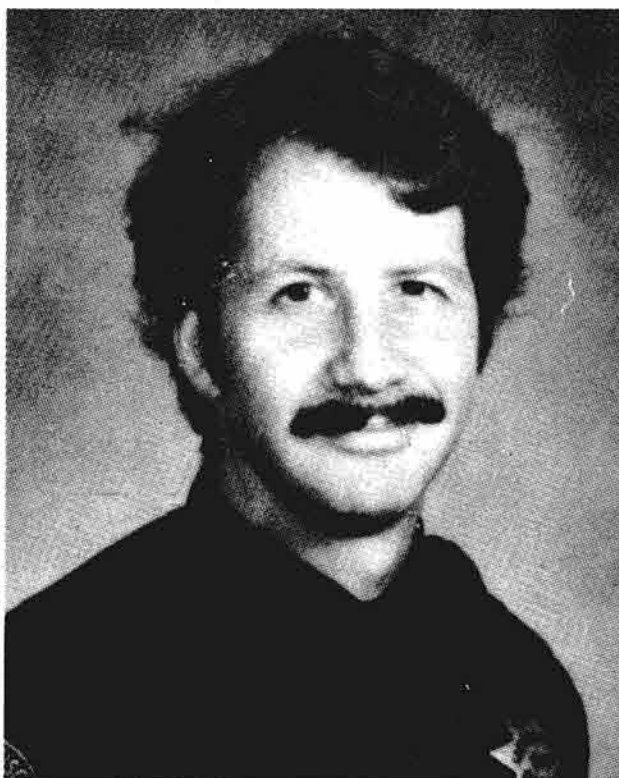
The P.O.A. needs to get back on target and work for all the members. It is time for every member's voice to be heard. Our membership has become a diverse composite of individuals which is reflective of the city we work in. Our strength, as it always has been, is in the members. We need to pull together. The P.O.A. needs to actively solicit ideas and feedback from all members. Your representatives should be coming to you to see how they should vote. Many members feel betrayed and out of touch with the organization that is supposed to represent them. This trend has to be reversed.

My experience in the department will enable me to do a good job for you as secretary of the P.O.A. As director of the SFPD Youth Program I was responsible for running a ¼ million dollar a year operation, coordinating thousands of individual schedules and activities, and staying within the budget. I gained valuable experience fundraising and lobbying in the public & private sector, dealing with politicians at City Hall and executives from major corporations. I have, on several occasions, worked within the P.O.A. on fundraising and/or public relations activities.

The time has come for a change, vote for a new direction. Together we will succeed.

VOTE FOR TIM FOLEY

VOTE RENO RAPAGNANI FOR SECRETARY



In the past ten years the San Francisco Police Officers Association has made substantial gains in benefits for its members. Time and a half for overtime, premium pay for night shifts, hazard pay for the Parks and Beaches unit, were three great charter amendment victories that I supervised during my tenure as Legislative Chairman of the P.O.A. The 6 million dollar victory by Legislative Chairman Dan Linehan when our pay formula was upgraded is but another example of the P.O.A.'s ability to make gains in your benefits. It's not surprising then to find out that these victories were accomplished by a team of individuals who have been working together for the past decade. President Bob Barry, Vice President Ron Parenti, Secretary Dan Linehan, Director and Grievance Chairman Paul Chignell and myself are collectively running as a team this year to insure that our benefit gains will continue.

Most members of the P.O.A. join for the sole purpose of representation before the numerous investigatory administrative boards in this Department. My ten years of experience as an elected representative makes me one of the senior union representatives in the P.O.A. to date. This experience, along with the Police Officer Bill of Rights (that was in part written by Director Paul Chignell), has given our membership excellent representation.

One of the most critical problems facing this country is drug abuse. I think all Police Officers would agree, that the use of recreational drugs by members of this Department can not be tolerated. However, there has been a dangerous trend in this department to use drug testing on Police Officers of this department without any formal guidelines. As a consequence, innocent Officers of the department have had their reputations and their careers damaged by inaccurate testing procedures. This will Stop! Working with Department's Administration for a sane and legally based drug testing procedure, Concerns for public safety and Police Officer's rights can both be satisfied.

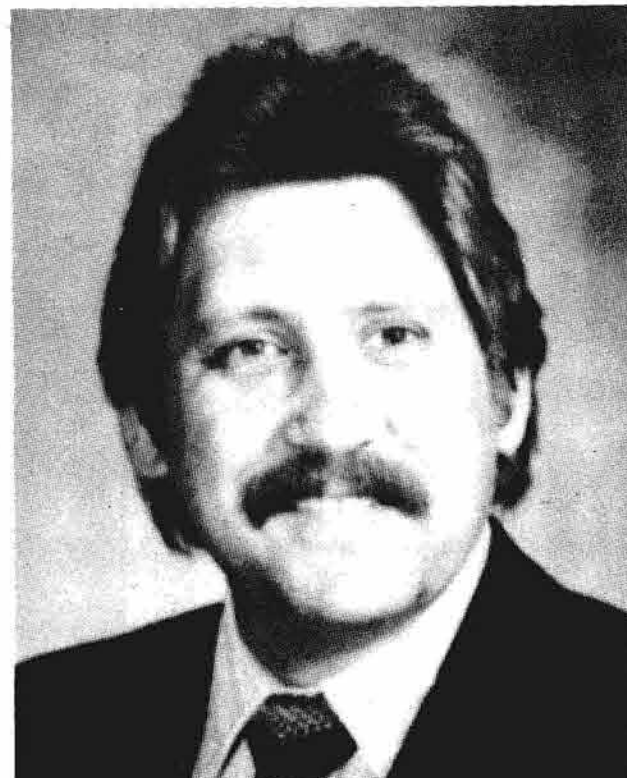
As a second generation San Francisco Police Officer I have the experience and involvement both within the Department and the POA to represent you as a member of the Executive Board.

Over the years of my involvement as POA Treasurer, and representative from Tactical and Taraval I have participated in most of the major decisions that the POA has made to protect your interests. Some of the issues that I have been active with over the years are:

- As Treasurer from 1981-82 I kept the organization in the black and substantially built up the reserves.
- Over the years I have represented over three hundred officers under investigation.
- Legislative Chairman for time and one half for overtime.
- Legislative Chairman for Night Differential Pay.
- Legislative Chairman for hazard pay for honda officers.
- As Board Member voted to support Proposition I to increase your pay.
- As Board Member supported the POA Will Program.
- As Board Member supported the Stress Program.
- As Treasurer funded the Backpacking Program.
- Approved measure that resulted in interest checks.
- Opposed Gann Initiative which was defeated.
- Opposed Mayor's civil service reform which was defeated overwhelmingly.

I request that you consider my experience and record and select me, Reno Rapagnani, for Secretary of the Police Officer's Association. I also request that you vote and return into Office President Bob Barry, Vice President Ron Parenti, and Dan Linehan for Treasurer. Critics who sit on the sidelines with little or no P.O.A. experience are no substitute for the proven leadership and experience of BOB BARRY, RON PARENTI, DAN LINEHAN and RENO RAPAGNANI.

VOTE FOR RAY CARLSON TREASURER



My name is Ray Carlson and I am seeking the office of Treasurer. The decision to seek the office of P.O.A. Treasurer stems directly from a feeling of abandonment by the P.O.A. of its stated objective, that of improving the working conditions for its members.

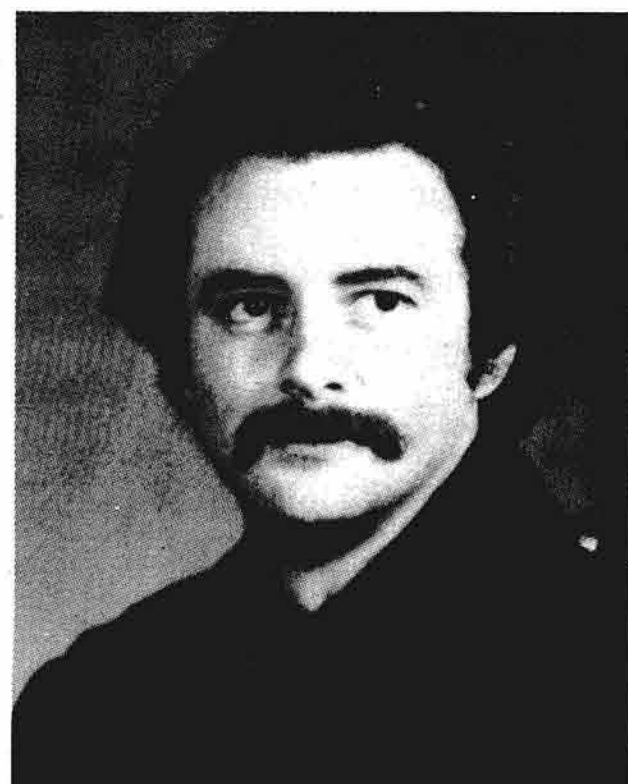
Let me describe the duties of the Treasurer. The Treasurer is, to be sure, the person accountable for the financial wellbeing of the Association. But, he is not a book-keeper per se. The stubby pencil work is delegated to salaried staff and to an outside certified public accounting firm.

The Treasurer is one of four managers (executive board) who execute the directives of the Board of Directors (station reps). The Executive Board who's responsibility it is to manage the day to day activities, do suggest policy positions to the Board of Directors for their approval and concurrence prior to implementation.

As your Treasurer, I have a laundry list of "must dos"

continued on page 19

DAN LINEHAN FOR TREASURER



The position of P.O.A. Treasurer requires a long term commitment to the Association and its membership. My commitment has been proven during the past six years as a member of the Board of Directors, the last two as Secretary. I have represented members before the Police Commission, the Chief of Police, Management Control and the O.C.C. I have a long and successful record of protection of members rights before each level of discipline within the Department.

Additionally, my record of success continues outside the Department. As a member of the Legislative Committee, I have been a part of the passages of charter amendments allowing for the payment of time and one half for holidays and overtime, night differential pay and the P.O.A.'s most recent victory, the correction of our salary system. I have also helped to defeat legislation that would have increased the suspension powers of the Police Commission and the Chief of Police, defeated "Juice" promotions to the ex-

continued on page 19

G E O R G I O U



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COMPANY A

RE-ELECT JIM DEIGNAN CO. A REPRESENTATIVE

photo not available

As Central Station's representative for the past year, I have been proud to serve you to the best of my abilities. I have worked to protect your rights, insured by the Police Officers Bill of Rights. I have represented our members with success at both O.C.C. and Management Control interviews. In addition, I have represented our members at D.A.B.O.R. hearings and in front of the Weapons Discharge Review Board.

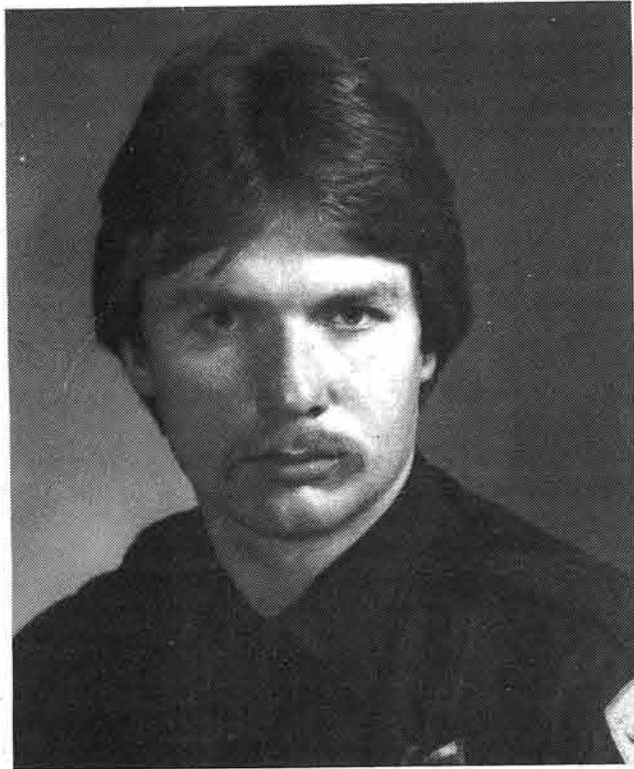
I attended the COPS Convention in Sacramento with other police representatives from throughout the State. We interviewed candidates for the Assembly and Senate who were seeking our endorsements.

I am soliciting your vote to return me to the Board of Directors for the year 1987.

The year 1986 was filled with many political issues for the POA Board. Many were positive and some controversial as Co. "A" members can see by the synopsis of political issues made available for your examination. Through this year of political battle we were helped by the experience of our Executive Board without the tough negotiating capabilities and hard work I observed these individuals pour into their positions. I shudder to think how many of these issues would not have turned out on a positive note.

I ask that you return me to office as your representative from Co. A so that I may continue to provide you with strong effective representation.

GEORGE ROSKO CENTRAL STATION REPRESENTATIVE



It is time for us to decide which direction we want our association to go. From the feedback I get at Central, there is great dissatisfaction with the status quo. The frustration level is high because there is a belief that no one is listening. I believe that there has been high enthusiasm for my candidacy because I will present Central Station views. If you want to see a change, I will welcome your vote. A vote that will be a clear indication of a new, positive direction. A vote that will mean you want to be heard. Demand representation, not dictation from a board tied up in old politics. Be assured that your representative asks you how you wish him to vote. Never allow him to vote his beliefs and then try to square it with you as recently happened with the three year plan. You don't want the 2/6 plan, make sure the association goes to bat for you. Don't let them trade your rights away. Make sure they don't make deals with your Seal Beach money. Emphatically tell them you endorse political moderates, not power brokers who take your money and run your association. I promise to remain independent and not get tied up in the machine. Your best interests will always come first.

COMPANY B

WILLIAM BRAY SOUTHERN STATION REPRESENTATIVE

photo not available

I am a native of San Francisco and have lived here my entire life. I joined the S.F.P.D. in 1972 and have spent the better part of the last 10 years at Southern station. I have become very familiar with department proceedings during the last 14 years and I would like to put this experience to work for the members of Co. B. In addition, I am currently pursuing a degree in speech/communication at S.F. State University, which would be very helpful in the capacity of station representative.

Although I have the necessary experience and training to be an effective representative, I feel the most important criteria is my desire to do the job. Campaign promises often sound hollow and unconvincing so I will close by simply saying that if I am elected, I will do the very best job possible.

MICHAEL G. CESARI SOUTHERN STATION REPRESENTATIVE

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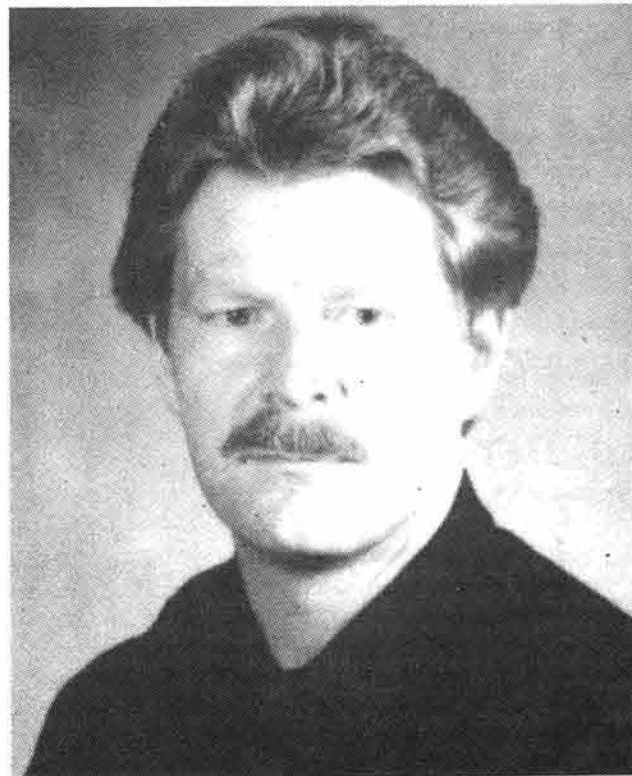
Southern Station has been without an in-station representative for too long. The "personal touch" has seemingly been lost causing the members, both new and veteran, to lose interest. This, I believe, has bred contempt in the ranks of our department. It is time the members of our department are heard in departmental business. It is time the general membership has protection in departmental activities and I will be a positive vehicle through which this can be accomplished.

We all know there have been many changes in the past few years and there are going to be many more changes in the next few years. All police officers, both new and veteran, have rights to be protected. The upper echelon is changing so rapidly that we must make certain that our rights are protected and not diluted.

I have been with the San Francisco Police Department for five years serving at Mission Station and Southern Station. Between the two stations I have worked on all three watches. I have recently been accepted on the Specialists Team.

It is through involvement in disciplinary hearings, Office of Citizen Complaints hearings, Management Control meetings, and complete disclosure regarding departmental issues that I intend to promote the welfare of Southern Station and the San Francisco Police Department.

PETE MALONEY FOR SOUTHERN STATION REP



I am running for the position of Station Representative of Southern Station for many reasons. All of them have to do with the interests of the membership whether it is the 'Notebook,' campaigns for benefits at the ballot box, or in the chief office representing another officer.

Fifteen years in the department and six years involvement with the POA has given me the experience to serve members in need. Familiarity with the department's administrative processes and the 'Peace Officers' Bill of Rights' gives a great advantage in dealing with the disciplinary procedures.

I consider myself a dedicated police officer committed to protect and serve the public. There is in me a commitment just as deep to see that cops are accorded their rights too.

Southern Station has distinct problems because of its location in the Hall of Justice as well as the unusual district itself. I would ask you for your vote in order represent the officers who are just as unique as where they work.

MARTY SACCO FOR SOUTHERN STATION REPRESENTATIVE

photo not available

I would like to declare my candidacy for the position of Director for Southern Station. Having been assigned to Southern Station for fifteen (15) years, I feel that I am quite familiar with the personnel problems related to this district.

Having no allegiance to any special interest groups or individuals; other than the members of this Association, I can promise you my utmost attention and support as your representative on the Board of Directors.

*by John R. Goldberg, Director
Southern Station*

I believe that Marty Sacco is the best candidate to replace me as the Southern Station Representative on the POA Board of Directors. Marty has spent his entire fifteen year career at Southern Station, having worked every watch. He knows well the District, its problems and its personnel. He has been willing to be in the forefront on several controversial issues and has stood up for officer's rights. I am convinced that Marty Sacco would be a strong advocate and effective representative. I heartily endorse him to the members of Southern Station.

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COMPANY F

TONY SANTANA

No statement submitted

JACK SMOOT

No statement submitted

COMPANY G

GREG OVANESSION

No statement submitted

BILL SIMMS

No statement submitted

COMPANY H

BOB GUINAN

No statement submitted

JOE REILLY

No statement submitted

COMPANY I

MARIO DiLORENZO

No statement submitted

LINDSEY SUSLOW

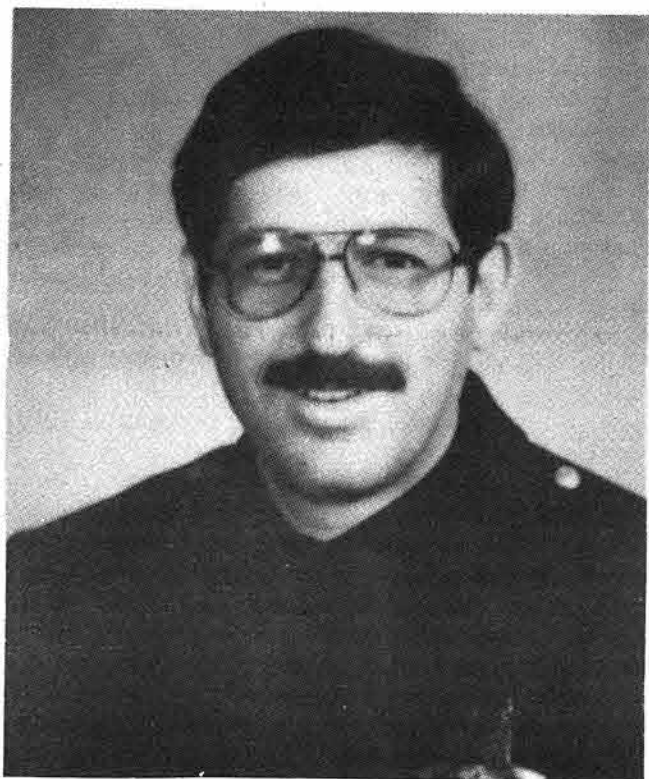
No statement submitted

P.O.A. Election VOTE



HEADQUARTERS COMPANY

HENRY FRIEDLANDER
HEADQUARTERS REP



No statement submitted

MARK HAWTHORNE
HEADQUARTERS REP



My name is Mark Hawthorne. I am currently assigned to the Crime Scene Investigations unit. I have been in the department for eight and one half years. I have served at Northern station, Taraval station, Tactical unit, and Central station, where I was a training officer. I was transferred to my present assignment in February of 1984.

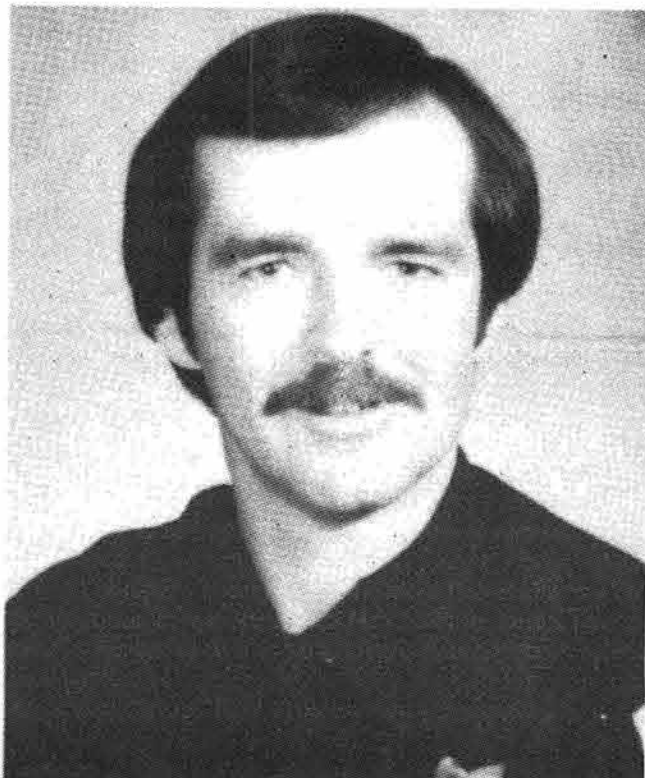
I am running for the position of Headquarters representative on the Board of Directors of the Police Officer's Association.

I am running for the position of representative because I feel the time has come for me to no longer take a passive role as a member of the P.O.A. I am no longer content to sit back and discuss the shortcomings of issues I don't agree with, and doing nothing about it. I would like to introduce some new ideas into our organization and challenge some existing, and projected policies. I would further like to strive for something that has apparently been lacking within our organization for some time, unity and a feeling that we are all part of the P.O.A.; Not, "The P.O.A. and Us." This feeling of well being can only be accomplished if a better "distribution/feedback" network were to be established between the Board of Directors and the general membership of the organization, on the current, as well as, the projected issues that will have an impact on us.

Keeping in mind what I have just stated, I am entering into this undertaking as a realist. I realize that not all of what I have said will be completed by the wave of a magic wand. I also realize that there is strength in numbers, and if we as an organization unite, hopefully there will be less dissatisfied members complaining about the situation at hand, and the benefits will be realized by all.

The position I am seeking is one with challenging responsibilities, of which I am able to accept. I would equally like to accept the opportunity to represent you. But like anything else in this world, to accomplish something, there must be support. I am asking for your support in an attempt to achieve those previously stated goals. Let us begin to strive for what truly belongs to each member of the association, an opportunity to step out and control our destiny.

STEVE JOHNSON
HEADQUARTERS REP



I was very privileged to have had the opportunity of serving as one of two Headquarters Representatives for the past year and I would appreciate your supporting my bid for re-election.

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BUREAU OF INSPECTORS

RE-ELECT PAUL CHIGNELL



January 1987 marks the twelfth time that I have asked the membership to return me to office on the San Francisco Police Officers' Association Board of Directors.

Over the years I have represented Taraval and Northern Stations on seven occasions, been elected Vice-President and re-elected to that position twice, served as interim President of the POA in 1984 when the incumbent resigned and served 1986 as the representative from the Bureau of Investigations and Vice Crimes Division.

I am currently assigned to the Bureau of Investigations and temporarily on an extended loan to Southern Station. In that capacity I have been attentive to the interests of members of the Bureau and Vice Crimes representing scores of members on grievances, medical problems, disability problems, internal and external investigations and have participated in all the major decisions of the POA.

In many ways, the Police Officers' Association is a major component of my life and I spend hundreds of hours at the office during the daytime and on many evenings assisting my colleagues on a variety of issues.

Below I have attempted to list some of the major areas that I have worked on over the years in an attempt to make the Department a better place for the people that I represent:

BILL OF RIGHTS

- Helped write and pass through the legislature the Police Bill of Rights.

MEDICAL ASSISTANCE.

- Worked on the transition from Ward 45 to St. Francis Hospital for disabled officers.
- Assisted in passing legislation to help injured officers.
- Represented officers with Health Service problems.

REPRESENTATION

- Considered the Grievance expert in the Department having filed almost 700 grievances to assist the membership.

- Represented hundreds of officers under investigation or in hearings before OCC, IAB, Management Control, Chief's Office and the Police Commission.

RESIDENCY

- Catalyst in removal of the 5 mile residency restriction.

BALLOT MEASURES

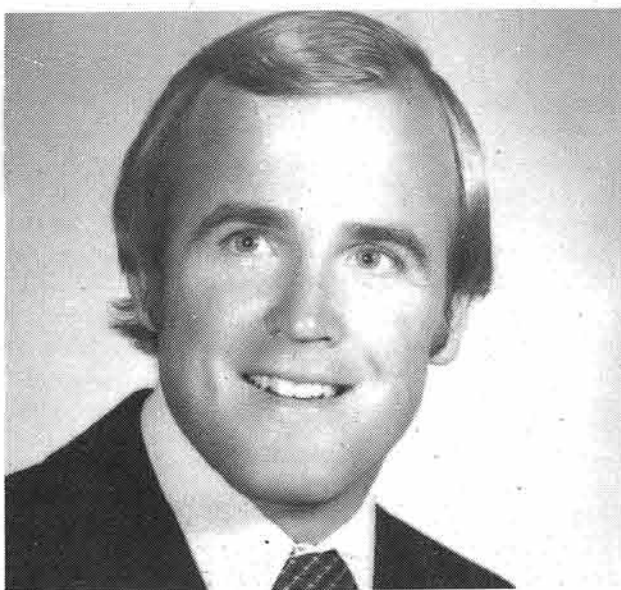
- Supported and worked on all of our major ballot measures from 1972-1986 including the latest measure Proposition I which increased our salaries.

INTEREST CHECKS

- Catalyst in obtaining interest checks after members' pay was withheld during new payroll conversion system.

continued on page 20

RE-ELECT ALEX FAGAN BUREAU REP



For the past three years I have been one of the POA representatives from the Bureau of Investigations and Vice Crimes Division.

I have enjoyed representing my colleagues and ask respectfully for another term as your spokesman at the Police Officers' Association.

Over the last three years the Association has accomplished much and has truly grown into a powerful force within the Department as well as in San Francisco.

We have won Charter amendments increasing our pay and have withstood various attacks on our rights and benefits because we are a unified organization with only one obligation and that is to the membership that we serve.

Having been in the SFFD for thirteen years I have seen a lot of change and believe that it is important to have a strong and cohesive Board of Director to protect the membership. I have represented and assisted scores of officers within the units that I have had responsibility for over the past three terms and I look forward to that representation in the future.

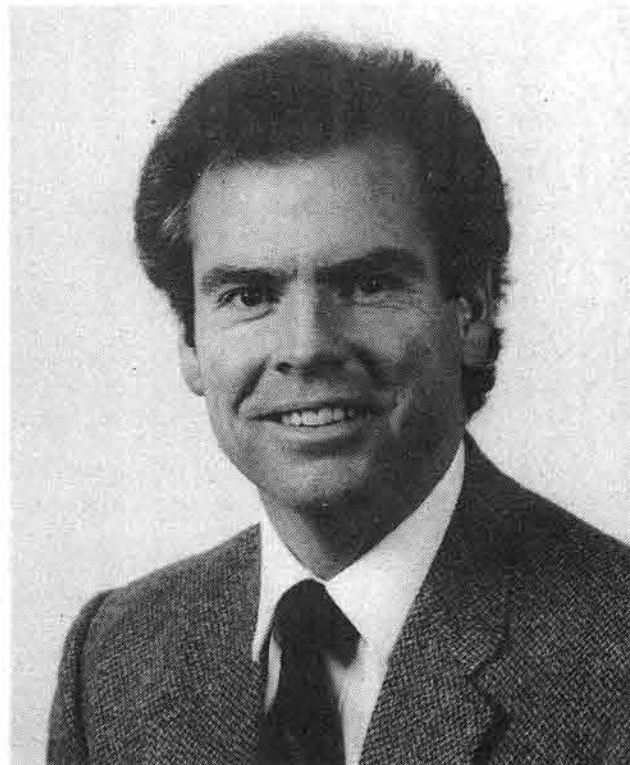
I am proud to have the support of President Bob Barry, Vice-President Ron Parenti, Secretary Dan Linehan, Duane Collins our Treasurer as well as Mike Hebel, Paul Chignell and Reno Rapagnani.

During the past year I have been involved in numerous issues including:

- * Increasing compensatory time to 240 hours
- * Supporting the POA Will program
- * Supporting Proposition I which increased members' salaries
- * Approved measures that resulted in interest checks for the payroll conversion plan
- * Opposed an increase in Chief's suspension powers which was defeated
- * Opposed Gann initiative which was defeated
- * Opposed Mayor's civil service reform which was defeated overwhelmingly
- * Successful in retaining Bureau standby and on-call cars.

Please give me the opportunity to serve you again on the POA Board of Directors. If you don't receive a ballot, please call.

VOTE FOR ROY SULLIVAN BUREAU OF INSPECTORS REPRESENTATIVE



Dear P.O.A. Members of the Inspectors Bureau:

During the week of January you will be asked again to select two individuals to represent you and your interests for the coming year. Right now there are three candidates for two positions. I am asking for one of your two votes. As you cast your ballot I would ask that you keep these issues in mind.

Experience: I have been a Police Officer since 1970 and in that time I have served on the Board of Directors as representative from Richmond Station and from Headquarters Co.

Involvement: I am currently on three separate P.O.A. committees, Blood Bank, Community Services and Federal Litigation.

Availability: My present assignment is with the Fraud Detail. I work the same hours as a great many of you. If you needed to talk, ask questions, debate me, or chew me out, I'm there for you. Lastly,

Compatibility: I believe the overall goal of the P.O.A. and the Board of Directors is to continually seek improvements in its members working conditions and benefits, not spending a lot of time fighting among ourselves. I can work with any member of this association. I am not in any groups "camp," or on any side's "slate." I only wish to be on the side of the members of the Bureau of Inspectors and the general membership as a whole. I think that's the way it should be! Again I ask for your vote.



VULCAN FORGE

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BARRY

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critically, as I believe the record will stand the toughest test.

Finally, our achievements would not have been possible without the consistent dedication of Ron Parenti, POA Vice-President, Dan Linehan, Treasurer, and Reno Rapagnani, Secretary. These individuals have been there for the membership day in the day out and deserve your vote of confidence.

•**Proposition I, Nov. '86 Passed.** a \$6 million charter amendment correcting police-fire salary formula. We've already seen the results of this amendment with the payment of our retro checks. An additional re-calculation to incorporate an additional bump in San Jose is now in process.

•**Compensatory Time Restored.** In a U.S. Supreme Court decision, (Garcia v. San Antonio) Comp Time for police officers was eliminated. POA V.P. Ron Parenti and I, in cooperation with Milwaukee POA and the International Union of Police Assn's. (AFL-CIO) Lobbied our congressional representatives and restored this vital benefit.

•**Special Events Overtime Order.** Officers assigned to the district stations no longer have their days off or hours changed to avoid the payment of overtime. EWW is now paid in lieu of any changes.

•**Proposition "C" Charter Amendment '85 Defeated.** This amendment would have increased the chiefs power to discipline officers for up to 30 days the limit now is 10 days.

•**Charter Amendment for Exempt Ranks Defeated.** This amendment June '85, supported by the Chief and Mayor would have authorized any rank to be appointed Deputy Chief. Defeated at Board of Supervisors.

•**Proposition "D" June '85 Defeated.** The Mayor "Civil Service Reform" which would have dismantled major Civil Service protections was defeated at the polls.

•**Secondary Employment "Hold harmless" contract Stopped.** This proposed contract before the Police commission would have required all secondary employers and officers to sign agreements exempting The City from any and all liability. Stopped at Commission for 2nd time.

•**Court Overtime.** In the face of an actual reduction of \$1.3 million in overtime funds and a proposal by the administration to eliminate the 4 hour maximum court payment and to pay our officers a straight "hour for hour," the Federal Fair Labor Standards Act mandate under the U.S. Supreme Court case (Garcia v. San Antonio), the policy was changed to maintain a 3 hour minimum in the a.m. and paid on an "hour for hour" basis in the p.m., including partial lunch period.

•**FTO Pay Maintained.** The administration recently proposed to reduce the FTO training compensation from 11 to 5 hours. After meet & confer with the administration, the existing policy is maintained.

•**Day Room for Court.** Established a POA Day Room for use by officers appearing in court. Day Room is equipped with furniture, T.V., books., pool table.

•**POA Insurance.** Revised the POA Insurance Programs to allow more retired officers to participate in our programs. The POA insurance policy was increased from \$2,500 to \$5000.

•**POA Will Service.** Created a low cost Will service for active and retired officers for very minimal fees.

•**Payroll Conversion Interest.** The POA initiated the negotiations with the city authorizing that interest be paid on the withheld funds every year. No other city pays such interest.

•**Purchased Additional Property.** Purchased the property at 502 7th St., directly adjacent to current POA building. The building is presently being leased. the property serves as a long term investment for the organization.

•**POA Attorney's.** Contracted with a new law firm in San Francisco to provide POA with all legal services at substantially less cost to the membership with higher quality services being performed. The law firm is Carrol, Burdick & McDonough.

•**POA Retirement Counseling.** In cooperation with the administration, we provide the resources for pre-retirement seminars for our membership. Over 180 members have participated.

•**10 Hour Day Shifts.** Strongly supported the 4-10 plan presently in place at Park station. Working with the administration to implement 4-10 plan at all district stations by the end of 1986.

•**Accelerated Retro Checks.** Worked extensively with controllers office to ensure you received your check prior to Christmas (thirty days in advance of normal payment).

•**Seal Beach Case.** Successful in our efforts to convince the Attorney General to allow the POA to initiate legal action against the city to change our pay formula (back to equal to highest in state) and to change the retirement system (reversing the charter amendment, 1975 creating the tier 2 system).

SCHLINK

continued from page 13

time benefits, as well as reinstatement of deleted overtime for the Bureau of Inspectors. I intend to re-structure and strengthen the Associations legal defense policy to benevolently assist members who are setting a pattern of conduct that will result in future departmental disciplinary alternatives. My benevolent plan consists of offering rehabilitative referrals and funded rehabilitation tuition or medical care, to make up for what insurance does not cover. Finding a solution to a need before it erupts in behavior adverse to departmental or societal norms, **will save our Association expensive attorney fees and court costs, as well as preserving the jobs, family, and careers of our membership, which is all that really matters.**

When elected, I will expand representation to each and every department bureau, detail and station watch thru the use of stewards. The stewards will be kept up to date on current affairs so that **a constant exchange of contemporary dialogue will be maintained between me and you.**

I do not support mandatory testing for drugs based on my belief in the Fourth Amendment prohibiting unreasonable searches and seizures, however, I concur with the Administration's current policy of testing when reasonable cause to believe a member is using drugs exists. **I would support a voluntary testing program if the membership indicated a willingness to make such a statement or commitment.**

I would lead a committee to **bring back the rank of Corporal of Police**, the next promotional rank from Police Officer, as well as **longevity incentive pay** to go along with our five year hash marks.

I will hire a professional lobbyist and a governmental affairs consultant to do our political work in San Francisco and Sacramento. City Hall is a major league stadium, and only the competent are allowed to play the game of politics. We do not need policeman lobbyists, rather, we need professional lobbyists, who are able to see the forest thru the trees — their contract will demand it.

My three-year (3) plan can be summed up in one word, **proactive.** No longer will we sit waiting for the other side to do something first.

I will not tolerate a testing process that is able to legally exclude successful candidates. The Consent Decree acts both as a sword and a shield. It acts as a sword when it lowers the expectancy and dignity of candidates who study hard for promotion, and as a shield when it allows the future of the S.F.P.D. to rest on its goals. Every resource we have will be brought into the arena to recapture lost appointments, as well as recapture our dignity and self esteem with promotions based on color blind, and gender blind testing. Oliver Wendell Holmes once stated that even a dog knows the difference between being tripped over and kicked. Justice Holmes statement sums up my platform to bring new energy, ideas and people into the decision making process of our Association for the next two years.

Support my candidacy. Please, vote Ted Schlink for President when the ballots arrive AT YOUR HOME, and MAIL your ballot in the pre-stamped envelope during the week of January 26 thru January 30, 1987. VOTE TED SCHLINK FOR UNITY AND CHANGE.

SCHMIDT

continued from page 13

desires as exemplified by the recent vote on the so-called "Three Year Plan."

"... MORE AND MORE OF ITS NATURAL POWER HAS BEEN STRIPPED AWAY FROM INDIVIDUAL MEMBERS LIKE YOU AND PUT INTO THE HANDS OF THE POLITICIANS AND LAWYERS WHO RUN THE ORGANIZATION."

In response to your objections of feeling left-out, uninformed or even unimportant you're told that only "highly sophisticated" people can understand and deal with the complexities of current P.O.A. issues. As long as you fail to reject its faulty promise you will be left out, uninformed and rendered unimportant.

As a concerned member I got involved with the P.O.A. several years ago serving as a station representative as well as two years on the executive board. My experience tells me that what it really takes to be successful is hard work, dedication, integrity and respect for the talents, abilities and needs of all of our members. It's just that simple — give it a try!

**VOTE GERRY SCHMIDT FOR PRESIDENT
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VOTE FOR GERRY SCHMIDT

by Larry Ratti, Co. D

I ask you to vote for Gerry Schmidt for P.O.A. President for the good of us all. For far too long now, the P.O.A. leadership has been concerned with their own interests, instead of those of the membership. The reputation of the P.O.A. with the media and the elected city officials has deteriorated constantly. The P.O.A. is laughed at by the same city officials who have been taking our contributions without giving us anything in return.

In addition, I know Gerry Schmidt will listen to the voice of the membership and allow us to vote on issues of importance. I'm sure we remember how the current P.O.A. leadership would not let us take a "Vote of No Confidence" regarding our former Chief, because in their opinion the rank and file did not have the intelligence to realize the consequences of such a vote. What the P.O.A. leadership was really telling us is that they think each of us is too stupid to make a decision on matters concerning our own careers.

Considering how well the P.O.A. leadership has handled current issues such as the Consent Decree, Promotions, the changing of Watch Off Schedules and insuring that our best interests regarding pension systems and fringe benefits are represented to the Administration and City Hall, I feel a change is long overdue.

Let your voice be heard to protect your interests and to bring respectability back to our Association.

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KARP

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"political games." It all needs to stop.

We are a department, because of the nature of our job, that needs to work together. We need to participate in building a positive, strong and directed P.O.A. for our own future.

I want to see the P.O.A. return to its original purpose — a bargaining unit for police officers. Unless we stop the current trend, members are going to become even more alienated and the P.O.A. will continue to self-destruct. Let's get some new ideas, new direction and new leadership in the P.O.A.

This is an idea whose time has come!

VOTE FOR RACHEL KARP

Barbara Campagnoli

Your vote for Rachel Karp is a vote in the right direction **FORWARD!**

Rachel Karp is a positive, forward thinking police officer who's running for P.O.A. vice president. In the past three years that I've known Rachel, she's demonstrated to me such qualities as perseverance, integrity, leadership, level-headedness, confidence and tactfulness. Rachel has excellent communication skills which enable her to understand and be understood easily, **without** misconception. She's been actively involved with the S.F.P.D. Women's Support Group since it's inception, trying to ease problems and find solutions. Rachel understands that women have shied away from being active in the P.O.A. and she will strive to make the P.O.A. more accessible to women and to all officers.

**Rachel is a breath
of fresh air!
Breathe deep and
vote for Rachel Karp!**

RAY CARLSON FOR TREASURER

by Ralph Schoenstein
Crime Scene Investigation

Dear Fellow Members,

It is that time again to vote for the members of the Board of Directors of the P.O.A.

A good number of the dues paying members cannot devote the necessary time to attend the meetings, become involved in the many committees, or properly scrutinize the candidates that are running for office. I am one of those many members.

We are, unfortunately, limited in our available time. Time for the family, time for second jobs to make ends meet so we can afford a decent home and provide for our children's education. So naturally, the P.O.A. officials do not always rank high on our list of priorities. Simply because we have no time.

To replace that lack of time, we should have good representation on the Board of Directors. Ray Carlson is one such person, I feel, that will give us proper representation.

Ray Carlson is a candidate for the office of Treasurer of the P.O.A. Ray has the time and knowledge to devote to this office. The time most of us don't have.

Ray has a good sense of value and fairness for the needs of the general membership in mind.

It is for those previous-stated reasons, I am endorsing Ray Carlson for the office of Treasurer of the P.O.A.

by Linette Hogue
Police Officer
Ingleside Station

I would like to take this opportunity to give my written show of support for Ray Carlson, who is running for the position of treasurer in the up-coming P.O.A. election. I have known Ray for approximately 2 and a half years. In that time I have had the occasion to speak with him about the P.O.A., and the direction that a large number of us would like to see it take. I have been particularly impressed with Ray's interest in making the P.O.A. more representative of its members. he is concerned with how women and minorities have been represented on the P.O.A. board, and would like to see that the membership of the P.O.A. is equally represented. We are the P.O.A. and we deserve to have the type of representation that Ray is proposing.

CARLSON

continued from page 14

which begins with a one to two day seminar workshop for all newly elected, and reelected board members. To my knowledge, the P.O.A. has not held such a workshop for better than a decade.

The seminar/workshop has multi purposes; bringing the board, staff, and support people i.e. attorneys, consultants, accountants, etc., together to share and exchange ideas. The workshops will focus on the dissemination of current information, discussions, and formulations of intelligent plans of action on the following topics;

1. A total and complete review of the consent decree. The P.O.A.'s involvement in the "Three Year Plan" is far from over. The creation of a plan of action which includes the post decree era, insuring normalcy in the promotional process once the consent decree is dead and buried.

2. Discussion and development of an M.O.U. (memorandum of understanding). This is a labor contract which is binding on all parties. The M.O.U. could address court O.T.; transfer policy and anything to do with wages, hours, and working conditions.

3. A public image plan which will educate the electorate to the wants and needs of the P.O.A. which when successful, will reflect in the ballot box with improvement in tier II retirement benefits.

4. Training the board members as to their role and duty when representing its members before O.C.C., management control, the Chief, and the preparation of grievances.

5. The tragic case of Officer Marty Casey of Co. E has raised an issue the Association cannot ignore. Marty's case is not new. These unfortunate circumstances occur on a regular basis. The Association on its own or in cooperation with the "Widows & Orphans" must be able to create a comprehensive financial assistance program for our critically ill members' family.

As Police Officers, we are an extended family in its truest definition. We squabble, fight, and have our petty jealousies. However, when tragedy strikes, we pull together, close ranks, and stand proud.

If you feel as I that the above listed policies are what's needed to bring the Association back to its stated goals of improving working conditions, then I urge you to vote for SCHMIDT, KARP, FOLEY and myself for the Executive Board.

RAY CARLSON, POA TREASURER

by Dennis M. Norris

A growing number of us belong to a confused population whom are bedazzled by the complexities of financial dealings. Although we may sometimes find the luck to balance our checkbooks, concepts such as capitol gains and negative cash flow are as foreign to us as the rings of Saturn. Recent issues of *The Notebook* are laden with this type of monetary mumbo-jumbo that seems to assure us that our dues are being spent wisely. Numbly we agree, robotically nodding our heads and emptying our pockets.

I have recently found myself more aware of what happens to the red side of my green paycheck. This new insight is not due to some personal endeavor to seek financial understanding, but is a direct result of my association with Ray Carlson. He often deciphers, for myself and others, the cryptographs of budgetary and delivers the solution in comprehensible terms. More important that his unique understanding of the POA and its inner workings is his ability to convey to the membership this information in a clear, perceptible manner. As POA Treasurer, Ray Carlson would be able to explain to a wider audience exactly what our dues are paying for, and why. Ray Carlson can create a safe path through what is now a dark, cluttered room of financial furniture, sharp-edged and frequently rearranged.

I believe that the office of Treasurer should be held by someone with a sound base of honesty and reliability. After all, this is our money we are putting into their hands. I therefore submit to our association members that Ray Carlson has never exhibited to me anything but the best of intentions for the welfare of police officers, be they for financial or personal reasons. I also submit that his reliability and honesty are unparalleled, his wisdom of the department administration a valuable asset. Ray Carlson has proved his concern for our well-being in various letters and articles in *The Notebook*, and, more importantly, he is open to innovative ideas from the patrol officers. I think of our apathetic attitudes toward where our dues end up each month and realize that these attitudes stem from a general misunderstanding of finance and the current reluctance to clearly inform. I believe Ray Carlson to be a sound solution to this problem.

LINEHAN

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empt positions of Deputy Chief and commander from any rank in the department and defeated an attempt to have an unlimited probationary period. Each of these proposals were defeated at the Board of Supervisors, by contacting each member and advancing the negative affect it would have upon the membership. Hours of discussions, endless phone calls to members of the Board of Supervisors, and contacting "P.O.A. friends" to make contacts, have all been a part of my efforts to defeat legislation that would not benefit the Association members.

I have enjoyed the long hours required of a member of the Board of Directors. With your support, as Treasurer, my commitment will continue. I look forward to serving you as Treasurer while continuing my representation of Association members in need. I believe in a better police department by bettering the working conditions and benefits of its members.

DAN LINEHAN FOR TREASURER

by Duane Collins
POA Treasurer

As I leave the office of Police Officers' Association Treasurer, mixed feelings are felt by me in voluntarily ending a long term relationship with the Executive Board of our fine organization. But those feelings are less difficult because I am optimistic that my replacement will be Dan Linehan of Southern Station.

Dan currently serves as Secretary of the POA and has in that position enjoyed the respect of all members of the Board of Directors for his dedication, honesty and creativity in dealing with the issues that confront your employee organization.

There is no question that Dan possesses the experience to safeguard your dues money over the next two years but just as importantly he has the respect of his colleagues on the Board as well as from the vast majority of working police officers.

In fact, over the past few years Dan has already been making decision with your dues money as a member of the Executive Board that have significantly improved our financial condition and kept us solvent in times of need. Dan approved the important restructuring of our legal program which saved thousands of dollars and improved service. Dan was the chairman of ballot measures that were successful to bring tangible benefits to the membership and also were carried out within budget.

Please join with me, President Bob Barry, Vice-President Ron Parenti, Board members Reno Rapagnani and Paul Chignell and Welfare Officer Mike Hebel in voting for Dan Linehan for POA Treasurer.

Thank you for your consideration.

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CHIGNELL

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SALARY LAWSUITS

• Named plaintiff in 1978 lawsuit against City and County of San Francisco that resulted in millions of dollars in back pay to the membership.

During 1986 I have worked hard to oppose the Gann initiative, was a steering committee member on the Dale Smith fundraiser, worked to retain standby time and on-call radio cars for the Bureau, assisted Bureau members on transfers, located education and interest checks for members, assisted officers who were the subject of lawsuits in various details in the Bureau and was available twenty-four hours a day.

I have been endorsed for re-election by Bob Barry, Ron Parenti, Dan Linehan, Duane Collins, Reno Rapagnani, Mike Hebel and Alex Fagan of the POA leadership along with virtually one hundred per cent of the Board of Directors.

I respectfully ask for your vote for re-election.

VOTE PAUL CHIGNELL AND ALEX FAGAN BUREAU OF INSPECTORS

by Mike Nevin
Insp., Auto Detail

Dear Member of the bureau and Vice:

I write to urge your vote for Paul Chignell and Alex Fagan as members of the Board of Directors of the P.O. A. They have represented the Bureau of Inspectors very well.

No one in the history of the P.O.A. has done a better job representing police officers than Paul Chignell. He has sense, intelligence, and compassion. He has the courage to tell it like it is and he always does.

Alex and I served together as P.O.A. representatives a few years ago. He also knows his business and representing police officers is first and foremost on his mind.

Again, I urge all of us to take advantage of the best possible representation.

Vote: Paul Chignell and Alex Fagan.

Fraternally yours
Mike Nevin
Insp. Auto Detail

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BARRY, PARENTI, RAPAGNANI & LINEHAN

By Paul Chignell

The ballots will be out soon for the annual elections for the San Francisco Police Officers' Association and the membership will have important decisions to make.

For me, the decisions will be easy because I have been working at the POA for many years and have seen our organization move ahead in a unified and strong fashion with tremendous respect shown by members of the SFPD, City Hall and the public of San Francisco.

One of the reasons for an effective employee organization is the leadership of our President Bob Barry who has made the POA part of his life and has been at the forefront of our successes over the past few years. It is essential that Bob be re-elected so that his dedicated work for the POA continue.

I had the pleasure of appointing Ron Parenti to the office of Vice-President in late 1984 and have seen him become a tenacious and effective number two man who unequivocally deserves re-election.

Reno Rapagnani has served as a POA Board member and as Treasurer of our organization and has never lost a POA election. He was instrumental in bringing the organization into a strong fiscal position and is respected throughout the Department.

Dan Linehan is a bright light on the Board of Directors and served as Secretary the past two years, Southern director four years prior to that. He has orchestrated our legislative program which has been incredibly successful in recent years.

I can't imagine our organization without Bob, Ron, Reno and Dan at the helm. Their opponents are either not involved or have absolutely no experience.

Please join me in voting for effective experience.



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RE-ELECT BOB BARRY PRESIDENT

by Mike Hebel

I write this column with the strongest possible conviction in mind to urge you to re-elect BOB BARRY as our POA President.

I have been involved with the POA since the late 60's and have served on your Board of Directors for 14 years. For the majority of this time, I have been the primary attorney representative for our members in the area of retirement, workers' compensation and disability cases.

I have seen many, many Board members come and go, but Bob Barry has not just "come and go." Bob has been involved extensively for 10 years and has served us extraordinarily well as our President for 6 years. His record of accomplishments, certainly with the assistance of others, but clearly under his leadership, has been remarkable to say the least. I encourage you to review his record.

In my opinion, there is no other organization in our city, labor oriented or otherwise which can point to as many successes as the POA. Bob Barry's leadership has clearly brought us to this position and our membership should resoundingly re-elect BOB BARRY for another term as POA President.

RETAIN BOB BARRY

by Ed Garcia
Field Training Officer
Member, Board of Directors
S.F.P.O.A.

Fellow FTO's

As a 6 year veteran of the Field Training Program, I understand the stress and strain of training. Working the streets with recruits who are untested is a difficult task. In the fall of 1986, the administration announced to the field training officers that our compensation was to be cut from 11 to 5 hours per week. After years of hard work, our fair compensation was to be slashed for budgetary reasons. Myself and other POA board members from the FTO stations brought this matter to POA President Bob Barry, who immediately entered into talks with Deputy Chief Casey to retain our proper and more than deserved compensation. President Barry worked hard and was successful in protecting our interests in this matter, as he has been on so many other matters when protecting members rights. At this time I ask you to retain Bob Barry as POA president and give him your vote in this coming election.

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A FLURRY OF HONORS AND FESTIVITIES UPON CAPTAIN LAWRENCE GRAY'S RETIREMENT

By Marsha Garland
Police Community Relations-Central District

A few days short of 32 years with the SFPD, Captain Lawrence A. Gray retired on July 31, 1986. Formerly a captain in Juvenile, he had spent the past 18 months as Commander of the Central District. A quiet man who protested when luncheons and banquets were organized to honor his retirement, nonetheless three events took place. On August 14th, community (including representatives from the Tenderloin, Chinatown, North Beach, Telegraph Hill, Fisherman's Wharf) put on a luncheon at the Holiday Inn at Fisherman's Wharf. 125 people attended, including Supervisors Hsieh and Nelder, as well as Deputy Chief Jack Jordan, Commander William Scheffler and Central's new

Captain Jack Damon. On September 24th, the police department and the community honored him at a banquet at the Italian Athletic Club in North Beach. 200 people attended. Comedian Michael Pritchard emceed. Then a couple of weeks later, Central Station hosted a dinner at the New Pisa Restaurant and 90 officers turned up. Not a bad showing of friends and admirers for a man who thought no one would show.

While proclamations and acclamations were being presented left, right and center, the most special award was given by Chief Frank Jordan. The Chief honored Captain Gray with a first time ever award for Outstanding Achievement in Community Relations and expressed the hope that other officers would be able to follow Captain Gray's precedent.

SAN FRANCISCO POLICEMAN HOSTS GERMAN EXCHANGE STUDENT

One of San Francisco's Police Department's finest, Sergeant Richard Frost and Family have welcomed West German high school student Astrid Sasse into their hearts and home. Astrid is in the United States for a 10-month stay. She is a participant in the youth exchange program through OPA Speaker for Friendship, which is designed to promote the greater understanding between nations and affect the outcome of world peace.

Astrid has just celebrated her 17th birthday here in America with her host family. She lives in Martinez with Richard, Marjorie, and their daughter Daryle, where both girls attend Alhambra High School. Astrid's interests include jazz and modern dance, tennis, and chemistry. She also loves horse-back riding, and as luck would have it, the Frosts are the proud owners of a champion mare and a yearling.

Many talented and inquisitive young Germans await the opportunity to come to America and experience our way of life first-hand. If the idea of sharing American culture and hospitality intrigues you, don't delay! Call OPA Speaker For Friendship Student Exchange today at 415-567-0377 or 213-629-3380.



Left to right: OPA representative Margaret Brown, Astrid Sasse, Marjorie and Richard Frost.

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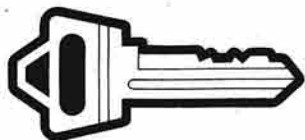
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By Marsha Garland
Chairperson-Police Community Relations
Central District

Named the Festival of Lights in order not to exclude any of the many ethnic groups that exist in the Tenderloin, this grass roots, community-organized event took place on Monday, December 15th. There are approximately 6,000 children in the Tenderloin, 80% of whom are 12 and under. Most of the children are immigrant children or first generation Americans. In addition to developing a growing sense of pride in the Tenderloin neighborhood, the Festival of Lights is also an event to introduce American customs to resident children and a time for them to share their customs with us.

The Building Decorating Contest was judged by Chronicle columnist, Jon Carroll, Captain Jack Damon, Central District, KGO TV and Radio personality, Ray Taliaferro and Tenderloin senior resident, Jack W.R. Kelly, Jr. The winning buildings were the Dorothy Day Community Apartments, 54 McAllister, The Marlton Manor, 240 Jones, the North of Market Senior Organization at 333 Turk

and an apartment building at 347 Eddy Street.

For the second year in a row, Officer Joe Garrity (Company A) dressed as Santa Claus and took the time to speak with every child who came through the line. Although no actual count was made, it is guessed that there were about 700 children. Sgt. Ron Vernali (Company A), also involved for the second year, helped sort out presents according to age and sex. Donald Biggs, San Francisco S.A.F.E., also worked in the gift line, as did Lil Barnes, Marsha Garland and Ann Rovere of Police Community Relations. Officers at Northern Station contributed some of the gifts. Company A Officers Larry Gray, Joe Weatherman, Arthur Orrante and Terry Hart were also on hand.

A tree lighting ceremony was held in Boedekker Park and bagpiper Shawn Folsom piped Captain Damon, Father Boedekker and others from the park to the Herald Hotel at 308 Eddy in time to see hundreds of children rushing Santa Claus.

The event was organized by the North of Market Planning Coalition and Police Community Relations-Central District.



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Cops for Darwin

by Dr. H. Sapiens
(submitted by Dennis Norris)

The concept behind our organization is based upon the natural selection theories of Charles Darwin. As you may recall, Darwin proposed that evolutionary advancement of a species results in adaptation to its specific environment. The strongest and most desired members will, by their sheer excellence, become prominent in their survivability, thereby advancing the preferred characteristics in terms of species continuance. Within the Cops for Darwin organization, we corrolate our objectives with the recent efforts to preserve the dwindling genus, Sergeanthropus.

Although anthropological and zoological data on Sergeanthropus is sketchy at present, we have knowledge that the entire genus may soon be classified as "endangered." This is largely due to the fact that an extraneous species has been incorrectly incorporated into the genus and, although it shares a few minor characteristics with the aboriginal, its differences are substantial enough to warrant reclassification. For instance, when observed in a controlled environment, its members show less development in competency,

capability and capacity. Our first order of business is to reclassify this fraudulent species, known as Sanfranciscus consentdecreethius, outside of the Sergeanthropus genus. Thus, they would be separated from the indigenous species, Sanfranciscus meritorious.

Through exhaustive research, our undergraduate members have revealed the source of this ancestral misrepresentation. It was discovered that, in 1979, a group of professors from the University of Salesmanship, while on expedition deep inside the Tropic of Tenderloin, stumbled across a band of Sanfranciscus meritorious habitating peacefully and effectively within their established environment. The professors, however, also noticed a peripheral group of Sanfranciscus consentdecreethius attempting to infiltrate the existing band with hopes of overthrowing the permanent order. A fierce battle ensued, and Sanfranciscus consentdecreethius proved victorious — not by intelligent strategic maneuvers, but by dominance in numbers. The professors then took it upon themselves to consolidate both species into one, and, in a vague and lengthy report to the concerned populace (and with the help of the Federal government), described them as Sanfranciscus inalfairnus. As one can imagine, this conglomeration of competency and incompetency within the same anthropological domain has caused considerable deterioration in the existence of the native species. As stated, it is the goal of this organization to re-segregate both species into their original lineages

and continue as before, with Sanfranciscus meritorious existing under the Sergeanthropus genus and surviving within their own innate capabilities.

This is not to say that members of Sanfranciscus consentdecreethius can never enter the preferred species. The theories of natural selection would rule this an implausible restriction. If, through personal endeavor, a Sanfranciscus consentdecreethius establishes aptitudes similar to those already in acceptance, he/she would be welcomed into the Sergeanthropus genus with open arms. Ancestral heritage or sex-type of the individual would have no bearing on the species transfer.

Cops for Darwin, by its mere existence, provides an alterior understanding that entrance into the genus Sergeanthropus must be based upon natural selection and survival of the fittest. Historically, our views have been in direct contrast with those of Cops for Creation (of which, we presume, the learned elite from the University are honorary members), but we feel that Darwin's scientific evidence cannot be ignored. We urge our members to follow our beliefs and to adopt the logical attitude that no other factors will prevail. In this way we have retained the option to incorporate other groups into the established domain, based solely upon their achieved aptitude. This evolutionary procedure would help to make sound the base of our ancestral tree. No longer, then, will its branches sag under the strain of incompetency, ignorance and injustice.

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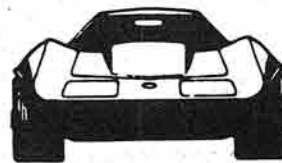
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Second-guessing

by Thomas Sowell
(Submitted by Pat White, Auto Detail)

PALO ALTO — Understanding the limitations of human beings is the beginning of wisdom. But the New York Court of Appeals has demonstrated once more that many appellate judges recognize no such limitations in themselves, and are prepared to second-guess the limitations of everybody else.

In a case where all concerned were caught in a tragedy not of their own making, a huge, mentally deranged woman wielding a knife attacked policemen who had been sent to get her. She was larger than most football players, and all efforts to reason with her, or to keep her at bay, failed.

During the struggle, she was swinging a 10-inch knife at an off-balance policeman when another officer fired twice with his shotgun. The woman fell — and later died.

The policeman's split-second decision to fire has now been second-guessed for more than two years — in the safe-

ty and comfort of court chambers and newspaper offices. The fact that the policeman was white and the woman was black was tailor-made for the media hype that followed.

"Detached reflection cannot be demanded in the face of an uplifted knife." That remains as true today as it was when Justice Oliver Wendell Holmes said it 65 years ago, in a case where race was not an issue.

That is how the trial court saw it as well, when the policeman was first charged with manslaughter. The trial judge dismissed the charges. But the New York Court of Appeals has now overruled the trial judge (and another appellate court), so the policeman must go to trial on manslaughter charges.

The key issue from a factual point of view is whether the second shot was necessary. Second-guessers often seemed amazed that an "unnecessary" number of shots are fired in such situations — situations they have never faced. The New York Times has repeatedly harped on "the second shot," just as The Los Angeles Times repeatedly expressed its shock that eight shots were fired by two policemen in a similar case a few years ago.

Such comments betray an ignorance of the realities of shooting and an arrogant disregard of that ignorance when indulging in condemnation. As a former pistol instructor in the Marine Corps, I can assure these second-guessers that the kind of shooting precision or certainty they expect is seldom found, even in the peace and calm of a pistol range, much less in the heat of instant life-and-death decisions.

In the real world, it is not uncommon for criminals and police to fire many shots at each other without any of them

hitting the target. When a shot does hit, no lights go on to let you know it, the way they do in a video arcade. Only after the body is autopsied does anyone know how many bullets hit.

Policemen do not fire and then call "time out" to size up the situation. When a second's delay can mean the difference between life and death, you keep firing until it is clearly safe to stop. Two shots are hardly a shooting spree, in this context. Even after being hit a second time, a huge deranged woman was still able to fight against medical personnel who tried to help her.

Much has been made of the fact that the first shot so injured her hand that she should not have been able to hold a knife, in the opinion of medical examiners. Even assuming that they are right — that a slow-motion replay would show the woman no longer a danger after the first shot — the fact remains that the officer did not have the same amount of time that the medical experts had to determine her condition.

How much time did the officer have between shots? Estimates varied among the witnesses. A neighbor said the shots were "like bam, bam, one right behind one another." The longest estimate was "three to five seconds" between shots.

Some journalistic Sherlock Holmes at The New York Times has seized upon this longest estimate to imply that the policeman had time to realize that the second shot was "unnecessary." But obviously no one was holding a stopwatch — and people's estimates of very short time intervals are notoriously unreliable. Yet, on this flimsy basis, a much-decorated policeman who volunteered for hazardous duty is to be charged with manslaughter.

Is it not enough that such men put their lives on the line in impossible situations? Must their lives and their honor be further jeopardized by editorial office heroes who blithely demand the superhuman, miles from the scene of the action?

No one should kid himself that undermining the police somehow helps the minority community. No other community has suffered more from the undermining of law enforcement over the past two decades.

This is only one of many areas in which the whole society is paying a terrible price for the moral preening of a relative handful of glib and self-infatuated writers.

(Reprinted from the S.F. Examiner)



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NEW DRUG LAW BANS BALLISTIC KNIVES

U.S. Rep. Mario Biaggi (D-NY) hailed President Reagan's approval of a \$1.7 billion antidrug law that includes a ban on a new type of super knife which has a shooting blade that can pierce the bullet resistant vests worn by police officers.

Biaggi, a 23-year police veteran, had first proposed a ban on the so-called Ballistic Knife in April when he introduced a bill (H.R. 4711) prohibiting the manufacture, importation, sale, possession and mailability of the lethal weapon. He was joined by U.S. Sen. Alfonse D'Amato, who was the Senate sponsor, in attaching the measure to the comprehensive anti-drug bill.

According to Biaggi, the knife is sold through the mail by a Florida-based company at a cost of \$80. The four and one-half inch blade of the knife can be propelled up to 30 feet by a spring-operated mechanism at the push of a button. It was first developed in the Soviet Union for elite Soviet guerilla forces, and it is advertised to "kill swiftly and silently."

Biaggi noted that "this deadly weapon poses a special threat to police because it can penetrate their bullet resistant vests, and because its ordinary appearance can lull an officer into a false sense of security." Biaggi reported that the Ballistic knife problem was brought to his attention by Nassau County (NY) District Attorney Denis Dillon after Nassau County police discovered the super knife during a narcotics raid. "Police officials were concerned it would become a tool of the trade in the drug industry if left unchecked," he added.

"This has been a banner year for law enforcement," Biaggi proclaimed. "The police community has become a very formidable presence on Capitol Hill and the results have been unprecedented. This year alone, Congress banned the Ballistic Knife, armor-piercing 'cop killer' bullets, machine guns and silencers; they authorized \$350 million to help state law enforcement agencies fight drug abuse; and they turned back a number of anti-police gun law reforms."

COMPANY A OFFICER SPECIAL GUEST AT VANCOUVER PD CENTENNIAL

By Marsha Garland
Police Community Relations-Central District

Police Officer James Speros loves taking his wife and two children to Vancouver on vacation. In June of 1985, Speros and family were in Vancouver for the International Police Officers' Assn.'s Friendship Week. Speros (the only American participating) took his family to the Stanley Park stables to visit the mounted unit.

While Speros' kids were petting the horses, Speros suddenly noticed that Vancouver Constable Charlie Warren (of the mounted unit) was being viciously attacked by two crazed men. Speros jumped to Warren's aid and probably saved his life. Turns out, the attackers were two drug users who had been injuring the horses.

As a result, the Vancouver Police Department invited hero Speros to participate in Vancouver's Centennial celebrations, which took place on November 15th. (Even though April 14th was the joint Centennial of the City of Vancouver and its police department, celebrations were postponed to November because of the Expo.)

Officer Speros and his wife, Yvonne, attended the Centennial Banquet and Ball at the Vancouver Hyatt Regency. There were 1,100 people, mostly officers and wives, who attended the ball with approximately 40 visitors from the United States, most of whom were from the Seattle area. Speros, in full dress uniform, was the only officer from the United States with official presentations. Speros presented November Chief Constable Robert Stewart with proclamations from the SF Board of Supervisors and from Chief Frank Jordan.

Speros reflects: "We all share similar problems and



Yvonne Speros, Chief Constable Robert Stewart, VPD, and Jim Speros, SFPD.

goals and are part of one brotherhood, no matter what external or internal forces might be at work to destroy our unity." He goes on to say that his trip "was an opportunity to exchange ideas on law enforcement, criminal justice systems and training and was a valuable, once in a lifetime experience."

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SPORTS

SAN FRANCISCO SPECIAL OLYMPIC BASKETBALL TEAM

By Ron Jones

In the world of X's and O's this SF team has never lost a game!! Of course they have sneaky plays, a center that hugs his opponent and a power forward that shoots at the wrong basket. Their secret weapon is a kid in a wheelchair with a "talking basketball" and a scorekeeper that loves to twist dials but can't read numerals. No wonder their record against local schools, churches, businesses, youth teams from SFPO, Salvation Army and the Chinese consulate is: 318 Wins — 0 Defeats — 1 Tie — 2 Convictions — Lots of Friends and 1 Arrest.

Yes, the arrest came when we played SFPD. In fact the SFPD has been a great assistance. Not only have SFPD officers and members of the youth program played us but helped fund the enclosed report. I've attached some words from that report and a photo showing some of your youth members and officers in a game.

"It seems like every team we play displays some special trait, some gift of human conduct. Players from the University of San Francisco became elevators that lift our athletes into the air so they can slam dunk. Gary Bacon's team from Los Altos High School surprised us by bringing a cheer leader and then joining us after the game for a spontaneous dance. The Police Team brings us caps and comically handcuff our players as a response to a 'technical foul.' When we protest the police threaten to arrest everyone in the gym. Half of my team run and hide in the bathroom and won't come out until they get their cap."

Hope you enjoy the report (B-BALL). I appreciate all that the SFPD has done for Special Olympic Sports.



RUNNING THROUGH MY MIND

by Walt Garry

The New York City Marathon reaches far beyond the 26 mile course threaded through the city's five boroughs. The race has become a part of the fabric of New York, touching every aspect of city life — the media, the police, the traffic, the subway and most of all the millions or so average New Yorkers who line the course to offer cheer, encouragement and water to the passing runners. It was just this atmosphere that greeted the SFPD Marathon Teams arriving in the "Big Apple." From our hotel across from the Madison Square Garden, the team's first time visitors checked out all the required sights, while those back for second visits renewed old acquaintances and played tourist guide for the newcomers.

On Friday our group was able to secure a table at the famous Tavern on the Green for a pre-race dinner attended by the Elite Runners. We were greeted personally by the marathon's well-known director, Fred Lebow and made to feel most welcome. Saturday, Manufacturer's Hanover sponsored the International Breakfast Run, a four mile, open only to the foreign marathon runners. Again, the SFPD team managed an invitation and gathered at the U.N. Plaza with three thousand runners from all over the world. Carrying the flags of their individual countries and sports clubs and wearing running attire that ranged from the sombrero to the kilt, the event got underway. We jogged west on 42nd St. to 6th Ave. then north to Columbus Circle and finishing in Central Park. Then, for a second time, enjoyed the hospitality of Mr. Lebow for breakfast at Tavern on the Green. Imagine the setting, a buffet that included delicious french pastry, gourmet entrees and goats milk yogurt, while seated at the next table such runner notables as Grete Waitz and Joan Benoit this was one of the highlights of my trip.

Race day found our runners in a good starting position on the Verrazano Narrows Bridge ahead of most of the 20,000 others, nervously waiting to start the race. Thanks to Chief Jordan and Chief Murphy, the non-running members of our party were asked to join them in the lead vehicles. Accompanied by senior police officials from all over the country, we were treated to a tour of the course, lined by thousands. At the finish, seats were made available in the grand stand to cheer on the team as they completed the race. Won't forget Lou Bronfeld, waving the 49ers colors the last two hundred yards ... he didn't believe he'd made it.

Results: MIKE MAHONEY, Co. C. 3:21; JOHN PAYNE, Co. E. 3:22; STAN BUSCOVICH Tac/MTD 3:29; LOU BRONFELD, Co. E. 3:45; JEFF Brosch, Homicide, 3:53; PATTY REILLY, Co. K, 3:55; MARTY WALSH, Juvenile, 4:15. Congratulations to Stan, Lou and Patty for establishing a P.R. and a special thanks to WALT FEYLING SFPD 3:49 and CATHY SHERRY, Airport P.D. 4:07 for joining the San Francisco Team. As

for the results of the SFPD/NYPD Marathon Challenge we lost by two minutes to a strong New York team. We have started planning on next year's race.

If you have ever thought of doing just one marathon in your life, think about New York - none other like it. I would also like to acknowledge the generosity of the Friends of the Police Committee for providing funds to assist some of those who traveled to New York. The Committee's recognition of this sport endeavor and the department members involved has resulted in better physical and mental conditioning and a strengthening of their commitment to the department and the police profession.

The San Francisco Manufacturers Hanover Corporate Challenge was held on a cold Wednesday evening last August. A short three mile run around the financial district that drew teams from corporations and public agencies all over the bay area. SFPD teams placed 51st and 177th out of 210 in last year's competition and were looking to improve their standings. Led by LOU PEREZ, Co. D, who placed in the top twenty (approximately 3,000 runners), other team members included MARTY WALSH, DENNIS O'LEARY, Co. E., BEN McALISTER, Co. K, JOHN PAYNE, BILL KIDD, Juvenile, STAN BUSCOVICH, PATTY REILLY, DENNIS BIANCHI, Tac/Mounted, BILL DAVENPORT and MARTY SACCO, Co. B, Chief Murphy joined us at the finish and congratulated the finishers. The results will be mailed in six months. Thanks to the Police Officers' Assn. for their sponsorship of this

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Stockton has a wide selection of "Things To Do" with the Delta and its 1000 miles of waterways high on the list. Stockton offers some of the best water-skiing to be found anywhere.

Fishing is also up there in popularity, whether it be from boat or bank.

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There are R.V. parks and campgrounds throughout the area and if hunger pangs strike, there are waterside restaurants.

If you want a little action in the evening, there are waterside bistros with live music.

Or you could drive up to the Mother Lode country and learn first hand about early California history.

It is only a short drive south to Lodi and wine country. Good time to check it out and take home your holiday supply.

The City of Stockton owns and operates an Olympic-sized ice-skating arena, located in Oak Park. There is also a skate rental shop.

Don't neglect to visit the Haggin Museum in Victory Park or the Alan Short Gallery.

There are climate-controlled malls for ladies who enjoy the fun of shopping away from home.

The population is composed of many ethnic groups, which means the restaurants offer a great variety of choice.

For those who plan to bring the family, there are twelve (12) parks in or near the City, each offering something recreational for the family.

You might want to send the family on a 500-passenger riverboat cruise to Sacramento or San Francisco. Or maybe take a shorter cruise on a real "Paddlewheeler."

For more information or brochures on your own particular interest, write: Stockton-San Joaquin Convention and Visitors Bureau, 46 West Fremont Street, Stockton California 95202. Or call: (209) 943-1987, 1-800-821-4441 (in California). Police Olympic # (209) 944-8334.

See you in Stockton!

race, as well as, many others. It is recognized and appreciated.

International Police
Winter Games

The second annual International Police Winter Games will be held Feb. 8-11, 1987 at South Lake Tahoe. Alpine races are scheduled for Heavenly Valley and Nordic events at Kirkwood. In addition there will be a Hockey tournament held in Reno. Again this year The High Sierra has been selected as the host hotel and is offering excellent rates. Last year Medal winners included, in Alpine, BOB BELOUS, SAM LACABANNE AND WALTER CHANG Muni Transit, HOWARD KYLE AND FRANK MACHI Co. A, LES TOM and DONNA DE MARTINI Narcotics, MICKEY GRIFFIN General Works, BOB SLEAD Photo Lab, MIKE FARRELL PBTF, BOB GILLASPIE Rm. 400, SUE MEYERS Co. E, and Diane Otis, Robbery. In Cross County, JEFF BROSCHE Homicide and WALT GARRY Juvenile. For more information contact Bob Gillaspie, Duane Otis or Walt Garry.

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San Francisco, CA 94109
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SPORTS

1986 CALIFORNIA POLICE OLYMPICS RESULTS

1986 CALIFORNIA POLICE OLYMPICS RESULTS

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JOEY

FIELD ROUND-BARRECH:	
1. L. Albrecht	Los Angeles P.D. 446
FIELD ROUND-BOUNTER FREESTYLE-UNLIMITED:	
1. J. Wagner	CIA 512
FIELD ROUND-BOUNTER FREESTYLE-UNLIMITED:	
1. Bob Carrola	Pittsburg P.D. 481
2. M. Helms	Los Angeles P.D. 474
3. J. Tsitakis	Bakersfield P.D. 469
4. H. Rhodes	Capitola P.D. 465
5. D. Shade	Glendale P.D. 469
FIELD ROUND-BOUNTER:	
1. R. Deppa	Glendale P.D. 495
2. R. Foley	San Francisco P.D. 360
3. F. Henley	Westminster P.D. 350
4. R. Kestera	Riverside Co. S.D. 341
5. D. Van Davis	Ventura Co. S.D. 338
FIELD ROUND-FREESTYLE-UNLIMITED:	
1. T. Boelke	CHP 513
2. R. Packard	Union City P.D. 492
3. T. Richards	Los Angeles Co. S.D. 491
4. S. Snooks	Dept. of Corrections 489
5. R. Vachals	Visalia P.D. 485
FIELD ROUND-FREESTYLE-UNLIMITED:	
1. L. Crawford	Onard P.D. 477
2. R. Duran	Los Angeles P.D. 472
3. J. Bevilacqua	Yanard P.D. 472
4. A. Gomez	Los Angeles Co. S.D. 245
900 ROUND-BARRECH:	
1. L. Albrecht	Los Angeles P.D. 766
900 ROUND-BOUNTER FREESTYLE-UNLIMITED:	
1. J. Wagner	CIA 813
2. M. Post	Glendale P.D. 652
900 ROUND-BOUNTER FREESTYLE-UNLIMITED:	
1. Bob Carrola	Pittsburg P.D. 797
2. D. Shade	Glendale P.D. 789
3. J. Tsitakis	Bakersfield P.D. 786
4. H. Rhodes	Capitola P.D. 775
5. M. Helms	Los Angeles P.D. 778
900 ROUND-BOUNTER:	
1. R. Deppa	Glendale P.D. 763
2. R. Foley	San Francisco P.D. 648
3. R. Kestera	Riverside Co. S.D. 645
4. J. Lynn	Gardena P.D. 630
5. P. Henley	Westminster P.D. 625
900 ROUND-FREESTYLE-UNLIMITED:	
1. T. Boelke	CHP 843
2. D. Bond	Santa Barbara P.D. 834
3. R. Vachals	Visalia P.D. 829
4. R. Packard	Union City P.D. 805
5. S. Snooks	Dept. of Corrections 800

ANCHOR

900 ROUND-FREESTYLE-UNLIMITED:	
1. L. Crawford	Onard P.D. 781
2. R. Duran	Los Angeles P.D. 763
3. J. Bevilacqua	Yanard P.D. 732
4. A. Gomez	Los Angeles Co. S.D. 580
ARM WRESTLING	
MEN'S OPEN-150 LBS & UNDER	
1. M. Celaya III	Univ. CA Berkeley P.D.
2. M. Sakauye	Sacramento P.D.
MEN'S OPEN-175 LBS & UNDER	
1. J. Cervantes	Santa Cruz Co. S.D.
2. T. Pruitt	Downey P.D.
3. S. Camery	Pullerton P.D.
4. D. Dattola	Southgate P.D.
5. H. Provancher	CIA
MEN'S OPEN-200 LBS & UNDER	
1. R. Rosey	Downey P.D.
2. D. Holford	Westminster P.D.
3. G. Toledo	Downey P.D.
4. A. Harvey	Alhambra P.D.
5. R. Schapp	Los Angeles Co. S.D.
MEN'S OPEN-OVER 200 LBS	
1. M. Newton	West Covina P.D.
2. M. Jones	San Diego P.D.
3. M. Hensley	Los Angeles Airport P.D.
4. M. Allen	CHP
MEN'S SENIOR-150 LBS & UNDER	
1. J. Cantrell	Newport Beach P.D.
2. O. King	D.O.
3. R. Wong	D.O.
MEN'S SENIOR-175 LBS & UNDER	
1. R. Ponce	Santa Clara Co. S.D.
2. M. Rule	Newport Beach P.D.
MEN'S SENIOR-200 LBS & UNDER	
1. T. Halpin	San Jose P.D.
2. T. Kuhn	Glendale P.D.
3. W. Sheller	So. Calif. Rapid Trans. Dist. P.D.
4. S. Howard	Rancho P.D.
5. G. Bernallack	West Covina P.D.
MEN'S SENIOR-OVER 200 LBS	
1. J. Parsons	Alhambra P.D.
2. D. Mallan	West Covina P.D.
3. P. Aguilar	San Jose P.D.
4. P. Dunbar	FBI
5. W. Thomson	So. Calif. Rapid Trans. Dist. P.D.
MEN'S MASTER-150 LBS & UNDER	
1. M. Ard	Gardena P.D.
2. J. Schimanski	West Covina P.D.

ARM WRESTLING CONT'D.

MEN'S MASTER-175 LBS & UNDER	
1. C. Rust	Vallajo P.D.
2. F. Pitassi	Dept. of Corr.
3. E. Magin	San Mateo Co. S.D.
4. S. Meyers	CHP
5. A. Campbell	Newport Beach P.D.
MEN'S MASTER-200 LBS & UNDER	
1. J. Flores	Capitola P.D.
2. G. Fried	Carlsbad P.D.
3. D. Hawley	Alameda Co. D.A.
4. T. Villa	Newport Beach P.D.
MEN'S MASTER-OVER 200 LBS	
1. J. Matthews	Los Angeles Co. S.D.
2. R. Sutton	Walnut Creek P.D.
3. D. Irvin	Oliver City P.D.
4. R. Harper	Los Angeles P.D.
5. P. Williams	CHP
MEN'S GRAND MASTER-175 LBS & UNDER	
1. Eselle Williams	Los Angeles Co. S.D.
2. Ron Began	Los Angeles, Cal. Col. P.D.
MEN'S GRAND MASTER-OVER 200 LBS	
1. M. Thornton	Santa Clara Co. S.D.
WOMEN'S OPEN-150 LBS & UNDER	
1. J. Sturina	Santa Ana P.D.
2. C. Williams	San Diego Co. S.D.
3. P. Moore	Los Angeles Co. Marshal
4. C. Thomas	Los Angeles Co. Marshal
5. A. Hirschi	CHP
WOMEN'S OPEN-175 LBS & UNDER	
1. M. Deguire	Bakersfield P.D.
2. M. Barnett	Newport Beach P.D.
3. J. Gray	San Diego State Univ. P.D.
4. A. Hammond	CHP
WOMEN'S OPEN-200 LBS & UNDER	
1. D. Davis	Orange Co. S.D.
2. J. Callejas	San Francisco Airport P.D.
3. J. Metcalfe	Torrance P.D.
4. S. Downing	La Habra P.D.
5. G. Smith	Santa Ana P.D.
WOMEN'S SENIOR-150 LBS & UNDER	
1. J. Tepper	Univ. CA (Santa Cruz) P.D.
2. L. Engelman	San Diego Co. S.D.
WOMEN'S MASTER-150 LBS & UNDER	
1. L. Campbell	Newport Beach P.D.
2. M. Muller	Orange Co. Marshal
WOMEN'S MASTER-OVER 150 LBS	
1. E. Vickers	Santa Ana P.D.

BOWLING

OPEN SINGLES	
1. P. Bracco	Whittier P.D.
2. C. Illes	Santa Barbara Co. S.D.
3. S. Ruelas	Los Angeles P.D.
4. B. Bagg	Orange Co. S.D.
5. J. Lutz	Los Angeles Co. S.D.
OPEN DOUBLES	
1. San Diego P.D.	D. Spahnower
2. Santa Barbara Co. S.D.	C. Illes
3. Los Angeles P.D.	M. Fentress
4. San Diego Co. S.D.	R. Medina
5. San Diego Co. Marshal	D. Baker
OPEN-150 LBS & UNDER	
1. G. Dawson	Los Angeles Co. S.D.
2. B. Hyde	Los Angeles Co. S.D.
3. D. Nesbitt	Los Angeles Co. S.D.
OPEN-175 LBS & UNDER	
1. R. Williams	Glendale P.D.
2. J. Gonzales	Los Angeles Co. S.D.
3. M. Vail	Pasadena City Col. P.D.
OPEN-200 LBS & UNDER	
1. B. Waldo	Los Angeles Co. S.D.
2. J. Parra	Ventura Co. S.D.
3. M. Valdez	Los Angeles P.D.
OPEN-147 LBS & UNDER	
1. M. Young	Los Angeles Co. S.D.
2. B. Nance	Los Angeles Co. S.D.
3. R. Ortiz	U.S. Parole
OPEN-156 LBS & UNDER	
1. G. Lopez	Los Angeles P.D.
2. P. Tame	Dept. of Corr.
OPEN-165 LBS & UNDER	
1. J. Romero	Los Angeles Co. S.D.
2. J. Mackenzie	Dept. of Corr.
3. D. Brannan	Ventura Co. S.D.
OPEN-178 LBS & UNDER	
1. B. Woods	Los Angeles Co. S.D.
2. M. Ward	Los Angeles Co. S.D.
OPEN-201 LBS & UNDER	
1. K. Hoffman	Dept. of Corr.
2. M. Smith	Los Angeles Co. S.D.
OPEN-OVER 201 LBS	
1. K. Scott	Dept. of Corr.
2. M. Cardine	Los Angeles Co. S.D.
MEN'S ALL EVENTS-OPEN DIVISION	
1. R. Shultz	San Bernardino P.D.
2. P. Schmidt Jr.	Covina P.D.
3. L. Pope	Los Angeles P.D.
4. L. Ruple	Los Angeles P.D.
5. R. Fry	San Joaquin Co. S.D.

BOWLING CONT'D.

NOVICE-178 LBS & UNDER	
1. D. Nienpovk	Whittier P.D.
2. E. Bernakovich	Orange Co. S.D.
3. D. Vallada	Los Angeles Co. Marshal
4. J. Vernon	Seaside P.D.
5. S. Page	CHP
NOVICE-190 LBS & UNDER	
1. R. Alcaraz	Los Angeles Co. S.D.
2. C. Torres	Costa Mesa P.D.
3. J. Struck	Onard P.D.
NOVICE-201 LBS & UNDER	
1. G. Dawson	Los Angeles Co. S.D.
2. B. Hyde	Los Angeles Co. S.D.
3. D. Nesbitt	Los Angeles Co. S.D.
NOVICE-OVER 201 LBS	
1. R. Williams	Glendale P.D.
2. J. Gonzales	Los Angeles Co. S.D.
3. M. Vail	Pasadena City Col. P.D.
OPEN-150 LBS & UNDER	
1. B. Waldo	Los Angeles Co. S.D.
2. J. Parra	Ventura Co. S.D.
3. M. Valdez	Los Angeles P.D.
OPEN-147 LBS & UNDER	
1. M. Young	Los Angeles Co. S.D.
2. B. Nance	Los Angeles Co. S.D.
3. R. Ortiz	U.S. Parole
OPEN-156 LBS & UNDER	
1. G. Lopez	Los Angeles P.D.
2. P. Tame	Dept. of Corr.
OPEN-165 LBS & UNDER	
1. J. Romero	Los Angeles Co. S.D.
2. J. Mackenzie	Dept. of Corr.
3. D. Brannan	Ventura Co. S.D.
OPEN-178 LBS & UNDER	
1. B. Woods	Los Angeles Co. S.D.
2. M. Ward	Los Angeles Co. S.D.
OPEN-201 LBS & UNDER	
1. K. Hoffman	Dept. of Corr.
2. M. Smith	Los Angeles Co. S.D.
OPEN-OVER 201 LBS	
1. K. Scott	Dept. of Corr.
2. M. Cardine	Los Angeles Co. S.D.
MEN'S ALL EVENTS-OPEN DIVISION	
1. R. Shultz	San Bernardino P.D.
2. P. Schmidt Jr.	Covina P.D.
3. L. Pope	Los Angeles P.D.
4. L. Ruple	Los Angeles P.D.
5. R. Fry	San Joaquin Co. S.D.

BOWLING

MEN'S SINGLES-A DIVISION	
1. R. Giles	Los Angeles P.D. 1095
2. P. Vannatter	Los Angeles P.D. 1088
3. G. Nakamura	Riverside P.D. 1018
4. C. Basswell	Dept. of Corr. 1010
5. L. Nitchman	Burbank P.D. 997
MEN'S DOUBLES-A DIVISION	
1. CHP	1905
2. J. Pecorella	J. Roberts 1859
3. C. Haney	R. Overland 1835
4. A. Burtrink	J. King 1823
5. R. Bardsley	K. Kirkade 1822
MEN'S ALL EVENTS-A DIVISION	
1. R. Giles	Los Angeles P.D. 2934
2. K. Kirkade	Los Angeles P.D. 2850
3. J. Hendry	West Covina P.D. 2811 TIE
4. C. Chaney	Los Angeles Co. S.D. 2811 TIE
5. P. Vannatter	Los Angeles P.D. 2799
TEAM-A DIVISION	
1. Los Angeles P.D.	3744
2. L. Pope	J. Chandler J. Balicki L. Ruple 3438
3. R. Carter	P. Vannatter R. Giles H. Bardsley 3611
4. C. Chaney	R. Overland W. Pender M. Crowley 3611
5. Santa Clara Co. S.D.	J. Mollo S. Dashing 3611
6. Anaheim P.D.	T. Kovach J. Mollo S. Dashing 3611
7. R. Kasper	F. Stronobant R. Godsey J. Watkins 3611
TEAM-B DIVISION	
1. Torrance P.D.	3449
2. J. Popp	S. Badenoch J. Cook H. Siegel 3438
3. Los Angeles P.D.	P. Jack D. Serbeck P. Wagner S. Sockosky 3397
4. Brea P.D.	R. Bughe R. Edwards G. Palmer D. Coover 3392
5. Santa Cruz Co. S.D.	L. Gray M. McMillan 3347
6. Sacramento Co. S.D.	R. Smith W. Roberts D. Michael P. Davidson 3347
MEN'S SINGLES-OPEN DIVISION	
1. R. Gerner	San Jose P.D. 1100
2. R. Fry	San Joaquin Co. S.D. 1033
3. F. Schmidt Jr.	Covina P.D. 1030
4. B. Strayer	CHP 1019
5. S. Galluzzo	L.A. Univ. School P.D. 1017

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BOWLING CONT'D.

MEN'S DOUBLES-OPEN DIVISION	
1. Santa Cruz Co. S.D.	J. Morris
2. Los Angeles P.D.	L. Pope
3. San Diego P.D.	F. Kral
4. Los Angeles P.D.	R. Gerner
5. CHP	L. Matthews B. Strayer
WOMEN'S SINGLES-A DIVISION	
1. P. Crain	San Diego Co. S.D. 997
2. D. Flanagan	Los Angeles Co. S.D. 962
3. K. Tawesha	San Diego Co. S.D. 874
4. K. Huxel	Kern Co. S.D. 827
5. P. Pruitt	U.S. Dept. of Def. 756
WOMEN'S DOUBLES-A DIVISION	
1. San Diego Co. S.D.	K. Takeshta
2. Los Angeles Co. S.D.	P. Snively
3. Los Angeles Co. S.D.	J. Jablonski
WOMEN'S ALL EVENTS-A DIVISION	
1. P. Crain	San Diego Co. S.D. 2692
2. K. Takeshta	San Diego Co. S.D. 2590
MEN'S SINGLES-B DIVISION	
1. K. Hall	Dept. of Corr. 980
2. M. Fleisher	San Bernardino P.D. 960
3. J. Cook	Torrance P.D. 939
4. A. Gabriel Jr.	Berkeley P.D. 923
5. E. Tull	San Bernardino P.D. 921
MEN'S DOUBLES-B DIVISION	
1. San Bernardino P.D.	F. Good
2. Los Angeles Port P.D.	V. Garcia
3. West Covina P.D.	R. Bringer
4. Los Angeles P.D.	D. Sarbeck
5. Brea P.D.	N. Bughe
MEN'S ALL EVENTS-B DIVISION	
1. M. Fleisher	San Bernardino P.D. 2763
2. J. Cook	San Diego P.D. 2722
3. L. Davis	Dept. of Corr. 2713
4. V. Garcia	Los Angeles Port P.D. 2708
5. D. Coover	Brea P.D. 2671

WOMEN'S SINGLES-B DIVISION

1. L. Taylor	San Francisco Co. S.D. 851
2. B. House	San Francisco Co. S.D. 846
3. J. Metcalfe	Torrance P.D. 836
4. M. Barnett	Torrance P.D. 818
5. E. Gurned	San Francisco Co. S.D. 814
WOMEN'S DOUBLES-B DIVISION	
1. Torrance P.D.	J. Metcalfe
2. San Francisco Co. S.D.	L. Taylor
3. San Francisco Co. S.D.	D. King
WOMEN'S ALL EVENTS-B DIVISION	
1. J. Metcalfe	Torrance P.D. 2480
2. L. Taylor	San Francisco Co. S.D. 2464
3. E. Gurned	San Francisco Co. S.D. 2458
4. M. Barnett	Torrance P.D. 2426
5. B. House	San Francisco Co. S.D. 2410
OPEN	
1000 METER-2-MAN-2-WOMAN WITH COUSHAUN	
1. San Diego P.D. #1	D. Summers
2. San Diego P.D. #2	V. Deardorff
3. Los Angeles P.D. #1	D. Kirshner
4. Los Angeles P.D. #2	R. Womack
5. Los Angeles P.D. #3	L. Hunter
1000 METER-4-MAN WITH COUSHAUN	
1. Los Angeles P.D. #1	T. Jones
2. Los Angeles P.D. #2	L. Hunter
3. Los Angeles P.D. #3	D. Pasching
4. Los Angeles P.D. #4	E. Petrick
5. Los Angeles P.D. #5	D. Pasching
1000 METER-4-MAN WITH COUSHAUN	
1. Los Angeles P.D. #1	T. Jones
2. Los Angeles P.D. #2	L. Hunter
3. Los Angeles P.D. #3	D. Pasching
4. Los Angeles P.D. #4	E. Petrick
5. Los Angeles P.D. #5	D. Pasching
1000 METER-MEN'S SINGLES	
1. D. Haid	Fullerton P.D. 4:09:11
2. T. O'Connell	San Francisco P.D. 4:28:17
3. M. Rule	Newport Beach P.D. 10:21:0

OPEN

1000 METER-PAIRS-MEN	
1. Los Angeles P.D.	T. Jones
2. San Diego P.D.	D. Pasching
3. San Diego P.D.	M. Coggan
4. San Diego P.D.	B. Manning
5. Newport Beach P.D.	E. Walsh
1000 METER-4 WOMAN WITH COUSHAUN	
1. San Diego P.D.	D. Summers
2. Los Angeles P.D.	V. Deardorff
3. Los Angeles P.D.	L. Igone
4. Los Angeles P.D.	L. Hunter
5. Los Angeles P.D.	K. Sazo
CROSS-COUNTRY	
MEN'S OPEN	
1. M. White	Pasadena P.D. 37:10
2. H. Gonzales	Dept. of Corr. 39:14
3. S. D'Amico	U.S. Customs 40:23
4. J. Payne	San Francisco P.D. 41:03
5. T. Duran	Santa Ana P.D. 41:03
MEN'S SENIOR	
1. W. Ortiz	U.S. Parole 38:26
2. S. Moore	Onard P.D. 38:31
3. M. Hottan	BART P.D. 38:57
4. L. Powell	FBI 39:17
5. M. Zygaencko	CHP 39:37
MEN'S MASTER	
1. J. Murphy	Los Angeles P.D. 40:09
2. D. Wheeler	CHP 41:19
3. D. Lenton	Los Angeles P.D. 42:55
4. G. Salazar	Los Angeles Co. S.D. 43:41
5. D. Joyce	FBI 44:10
MEN'S GRAND MASTER	
1. J. Galvez	CIA 46:39
2. R. Peltz	Redondo Beach P.D. 46:40
3. H. Sullivan	Los Angeles Co. S.D. 46:59
4. D. Monga	Los Angeles P.D. 50:17
5. A. Remolin	Oakland P.D. 50:36
WOMEN'S OPEN	
1. L. Hagan	Bakersfield P.D. 48:09
2. B. Rorner	Dept. of Corr. 49:49
3. M. Salas	Los Angeles Co. S.D. 53:26
4. L. Ban	CIA 54:43

CROSS-COUNTRY

MEN'S SENIOR	
1. C. Hagstaff	CHP 44:47
2. C. Comstock	Los Angeles Co. S.D. 48:35
3. R. Burroughs	FBI 49:26
4. M. Valencia	Los Angeles P.D. 51:45
5. J. Sober	San Diego P.D. 53:21
WOMEN'S MASTER	
1. J. Henderson	U.S. Customs 54:29
2. C. Martinez	San Diego Co. S.D. 57:21
CYCLING	
MEN'S OPEN-800 METER SPRINT	
1. H. Edwards	Pasadena P.D. 29:06
2. R. Boman	Los Angeles P.D.
3. J. Meistrin	Irvine P.D.
4. F. Marquez	Los Angeles P.D.
5. J. Skikas	Los Angeles Co. Marshal
MEN'S OPEN-10 MILE CRITERIUM	
1. H. Edwards	Pasadena P.D.
2. R. Boman	Los Angeles P.D.
3. J. Meistrin	Irvine P.D.
4. F. Marquez	Los Angeles P.D.
5. J. Skikas	Los Angeles Co. Marshal
MEN'S OPEN-50 MILE ROAD RACE	
1. K. Bushong	Los Angeles Co. S.D. 2:15:37
2. R. Boman	Los Angeles P.D.
3. H. Edwards	Pasadena P.D.
4. P. Flanagan	Internal Revenue

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KARATE CONT'D

OPEN-195 LBS & UNDER	
1. M. Newman	Contra Costa Co. S.D.
2. H. Emerson	Huntington Beach P.D.
3. H. Romero	Los Angeles Co. S.D.
4. M. Mello	Huntington Beach P.D.
5. T. Harris	Pomona P.D.

OPEN-165 LBS & UNDER	
1. B. Fleeman	Bakersfield P.D.
2. L. Poter	Ventura Co. S.D.
3. D. Friedland	Irvine P.D.
4. B. Spafford	Los Angeles P.D.

SENIOR-144 LBS & UNDER	
1. D. Demings	CA Dept. of Motor Veh.
2. J. Lee	Orange Co. S.D.
3. T. Grubb	Los Angeles Co. S.D.
4. R. Valencia	CA
5. T. Inoa	San Jose P.D.

SENIOR-121 LBS & UNDER	
1. B. White	Los Angeles P.D.
2. J. Ashe	Calif. Dept. of Corr.
3. N. Lisi	Los Angeles P.D.
4. R. Johnson	Pasadena P.D.
5. S. Skaggs	DEA

SENIOR-95 LBS & UNDER	
1. J. Struck	Orange P.D.
2. R. Dillard	Los Angeles Co. S.D.
3. E. Halick	Los Angeles P.D.
4. J. Gabelman	Santa Ana P.D.
5. D. Zarate	CIA

SENIOR-67 LBS & UNDER	
1. I. Williams Jr.	Los Angeles P.D.
2. R. Sue	Los Angeles P.D.
3. S. Greer	Dept. of Corr.
4. D. Loney	Hogan Hill P.D.
5. L. Steward	Calif. Dept. of Corr.

MASTER-195 LBS & UNDER	
1. E. Hill	Contra Costa Co. S.D.
2. L. Duesene	San Jose P.D.
3. S. Rodriguez	Los Angeles P.D.
4. S. Asencio	San Jose P.D.
5. R. Nattos	San Jose P.D.

MASTER-165 LBS & UNDER	
1. K. Scidmore	Los Angeles Co. S.D.
2. H. Lowery	Fed. Prot. Service
3. L. Henry	Los Angeles P.D.

MOTORCROSS

OPEN-125 CC & UNDER	
1. W. Sutton	Los Angeles Co. S.D.
2. A. Key	South Gate P.D.
3. G. Nordyke	Santa Barbara Co. S.D.
4. J. Stedman	Los Angeles Co. S.D.
5. J. Moffitt	CAL State (San Jose) P.D.

OPEN-125-250 CC	
1. J. Johnson	Orange P.D.
2. F. Underlin	Ventura Co. S.D.
3. R. Sullivan	South Gate P.D.
4. D. Prickett	CHP
5. J. Lammers	Los Angeles Co. S.D.

OPEN-251 CC & OVER	
1. J. Bungeamer	Los Angeles Co. Marshal
2. M. Duval	CHP
3. W. Sutton	Los Angeles Co. S.D.
4. D. Cave	Fullerton P.D.
5. B. Carrigan	Sunnyvale Dept. of Pub. Safety

OPEN-400 STROKE	
1. D. Cave	Fullerton P.D.
2. S. Edwards	San Marino P.D.
3. J. Moffitt	CAL State (San Jose) P.D.
4. D. Braun	San Bernardino Co. S.D.

OPEN-MOTORCROSS-ATV	
1. B. Utlich	Ventura Co. S.D.
2. F. Ordel	Santa Clara Co. S.D.
3. K. Hubbs	San Diego P.D.
4. W. Hardin	Riverside P.D.
5. B. Grund	Ventura Co. S.D.

OPEN-EUROPEAN SCRAMBLES-200 CC	
1. W. Sutton	Los Angeles Co. S.D.
2. A. Key	South Gate P.D.
3. G. Nordyke	Santa Barbara Co. S.D.
4. J. Moffitt	CAL State (San Jose) P.D.
5. J. Stedman	Los Angeles Co. S.D.

OPEN-EUROPEAN SCRAMBLES-201 CC & OVER	
1. J. Bungeamer	Los Angeles Co. Marshal
2. M. Duval	CHP
3. W. Sutton	Los Angeles Co. S.D.
4. D. Cave	Fullerton P.D.
5. B. Carrigan	Sunnyvale Dept. of Pub. Safety

OPEN-EUROPEAN SCRAMBLES-ATV	
1. D. Kendrick	Fullerton P.D.
2. W. Hardin	Riverside P.D.
3. J. Trotter	San Bernardino Co. S.D.
4. B. Grund	Ventura Co. S.D.
5. S. Kinski	San Diego P.D.

OPEN-QUADS	
1. B. Utlich	Ventura Co. S.D.
2. F. Ordel	Glendale P.D.
3. S. Wade	Ventura Co. S.D.

1986 CALIFORNIA POLICE OLYMPICS RESULTS

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MOTORCROSS CONT'D

SENIOR-125 CC & UNDER	
1. M. Stedman	Fullerton P.D.
2. G. Green	Los Angeles Co. S.D.
3. W. Hard	Santa Monica P.D.
4. D. Heyfron	Menlo Park P.D.
5. S. Larsen	Carlsbad P.D.

SENIOR-125-250 CC	
1. M. Stedman	Fullerton P.D.
2. V. Curti	Los Angeles P.D.
3. W. Hard	Santa Monica P.D.
4. A. Kent	Costa Mesa P.D.
5. R. Hanes	CHP

SENIOR-251 CC & OVER	
1. C. Beck	Los Angeles P.D.
2. P. Lopez	Orange Co. Marshal
3. G. Boyd	Riverside P.D.
4. G. Seymour	Burbank P.D.
5. S. Stoen	San Bernardino Co. S.D.

SENIOR-400 STROKE	
1. C. Beck	Los Angeles P.D.
2. D. Warr	Riverside P.D.
3. J. Ashton	CA Dept. of Parks & Rec
4. S. Plourd	CHP
5. R. Brownell	Los Angeles P.D.

SENIOR-MOTORCROSS-ATV	
1. V. Hupp	Costa Mesa P.D.
2. G. Seymour	Burbank P.D.
3. M. Boone	Los Angeles Co. S.D.
4. J. Greene	La Mesa P.D.

SENIOR-EUROPEAN SCRAMBLES-200 CC	
1. M. Stedman	Fullerton P.D.
2. G. Green	Los Angeles Co. S.D.
3. A. Kent	Costa Mesa P.D.
4. D. Heyfron	Menlo Park P.D.
5. D. Hanson	San Bernardino Co. S.D.

SENIOR-EUROPEAN SCRAMBLES-201 CC & OVER	
1. M. Stedman	Fullerton P.D.
2. A. Kent	Costa Mesa P.D.
3. V. Curti	Los Angeles P.D.
4. C. Beck	Los Angeles P.D.
5. D. Heyfron	Menlo Park P.D.

SENIOR-EUROPEAN SCRAMBLES-ATV	
1. J. Greene	La Mesa P.D.
2. M. Boone	Los Angeles Co. S.D.

SENIOR-QUADS	
1. V. Hupp	Costa Mesa P.D.
2. E. Dunton	Torrance P.D.

MASTER-125 CC & UNDER	
1. N. Cobbs	Torrance P.D.
2. R. Cooke	Los Angeles Co. S.D.
3. R. Kozovika	San Jose P.D.
4. R. Peterson	Los Angeles Co. S.D.

MASTER-125-250 CC

1. N. Cobbs	Torrance P.D.
2. M. Robbins	Los Angeles Co. S.D.
3. R. Cooke	Los Angeles Co. S.D.
4. J. Weiss	San Diego Co. S.D.

MASTER-251 CC & OVER	
1. K. Irvin	Los Angeles Co. S.D.
2. R. Kozovika	San Jose P.D.
3. M. Robbins	Los Angeles Co. S.D.
4. R. Roudabush	U.S. Border Patrol
5. D. Postma	Los Angeles P.D.

MASTER-FOUR STROKE	
1. R. Kozovika	San Jose P.D.
2. K. Irvin	Los Angeles Co. S.D.
3. M. Robbins	Los Angeles Co. S.D.
4. R. Cooke	Torrance P.D.
5. D. Postma	Los Angeles P.D.

MASTER-EUROPEAN SCRAMBLES-200 CC	
1. R. Kozovika	San Jose P.D.
2. R. Cooke	Los Angeles Co. S.D.
3. R. Peterson	Los Angeles Co. S.D.

MASTER-EUROPEAN SCRAMBLES-201 CC & OVER	
1. K. Irvin	Los Angeles Co. S.D.
2. D. Postma	Los Angeles Co. S.D.
3. R. Cooke	Los Angeles Co. S.D.
4. R. Kozovika	San Jose P.D.
5. M. Robbins	Los Angeles Co. S.D.

MASTER-QUADS	
1. R. Kozovika	Torrance P.D.
2. J. Perrino	Ventura Co. D.A.
3. J. Silvester	Ventura Co. S.D.

GRAND MASTER-EUROPEAN SCRAMBLES-200 CC	
1. N. Cobbs	Torrance P.D.

GRAND MASTER-EUROPEAN SCRAMBLES-201 CC & OVER	
1. N. Cobbs	Torrance P.D.
2. H. Carrillo	Ventura Co. S.D.

PENALTIES	
1. R. Green	Los Angeles
2. J. Silvester	Orange Co. S.D.
3. P. Granger	Los Angeles P.D.
4. P. Conrad	Sacramento Co. S.D.
5. A. Nunes	Los Angeles P.D.

OPEN TEAM	
1. Los Angeles P.D.	5911
2. Wheeler	L. Bullock
3. Los Angeles P.D.	5870
4. Los Angeles P.D.	3921
5. R. Holquin	M. Miyoshi

PENALTIES CONT'D

SENIOR	
1. P. Rile	Neport Beach P.D.
2. M. Akiyoshi	Los Angeles P.D.
3. J. Ballester	CHP
4. R. Nunez	Orange Co. S.D.
5. S. Booth	Orange Co. Marshal

MASTER	
1. L. Bullock	Los Angeles P.D.
2. L. Brown	Los Angeles Co. S.D.
3. J. Brown	Alameda Co. S.D.
4. L. Harwan	Palm Springs P.D.
5. D. Wheeler	Los Angeles P.D.

GRAND MASTER	
1. D. Thomas	Los Angeles Co. S.D.
2. K. Vollenselder	CHP

PISTOL	
1. J. Fride	Los Angeles P.D.
2. S. Nadel	U.S. Customs
3. J. Wickham	Los Angeles P.D.
4. M. Cobb	Long Beach P.D.
5. P. Flint	Los Angeles Co. S.D.

GRAND MASTER (SKILL) TEAM	
1. U.S. Customs	237x152
2. Los Angeles P.D.	236x144
3. Stockton P.D.	234x140
4. Stockton P.D.	234x119
5. San Francisco P.D.	233x117

GRAND MASTER (SKILL) INDIVIDUAL	
1. D. Bishop	Long Beach P.D.
2. J. Fride	Los Angeles P.D.
3. R. Collins	Stockton P.D.
4. P. Rollins	U.S. Customs
5. B. Critchlow	L.A. Co. S.D.

DISTINGUISHED MASTER-INDIVIDUAL	
1. P. Flint	L.A. Co. S.D.
2. C. Munro	San Diego P.D.
3. M. Horan	L.A. Co. S.D.
4. D. Johnson	L.A. Co. S.D.
5. T. Lim	FBI

DISTINGUISHED MASTER-TEAM

1. Los Angeles Co. S.D.	236x131
2. Los Angeles Co. S.D.	233x123
3. Long Beach P.D.	233x118
4. U.S. Border Patrol	232x 96
5. Long Beach P.D.	232x122

MASTER (SKILL)-TEAM	
1. Orange Co. S.D.	231x 97
2. El Cajon P.D.	230x 96
3. San Jose P.D.	230x 97
4. Costa Mesa P.D.	227x 80
5. Los Angeles D.A.	228x 80

MASTER-INDIVIDUAL	
1. S. Wojtak	U.S. Immigration (Ins)
2. V. Bester	U.S. Customs
3. R. Hides	El Cajon P.D.
4. R. Natale	Buena Park P.D.
5. W. Smith Jr.	San Jose P.D.

EXPERT-TEAM	
1. San Diego Co. Marshal	227x 86
2. Buena Park P.D.	N/A
3. El Estero	224x 89
4. San Diego P.D.	222x 74
5. Santa Fe Railroad	214x 60

EXPERT-INDIVIDUAL	
1. J. Tank	C. Clark
2. Buena Park P.D.	B. McCally
3. El Estero	T. Pinchot
4. San Diego P.D.	S. Selby
5. Santa Fe Railroad	J. Wooten

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1986 CALIFORNIA POLICE OLYMPICS RESULTS

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PISTOL CONT'D

EXPERT-INDIVIDUAL	
1. R. Smithson	El Cajon P.D.
2. L. Van Der II	Orange Co. S.D.
3. J. Quamra	Huntington Bch. P.D.
4. R. McAlley	San Diego Co. Marshal
5. D. Johnson	Calaveras Co. S.D.

SHARPSHOOTER-TEAM	
1. Costa Mesa P.D.	221x67
2. Brea P.D.	220x60
3. C. Wason	R. Hardy D. Gray G. Quikson
4. Irvine P.D.	215x56
5. Anaheim P.D.	214x59

SHARPSHOOTER-INDIVIDUAL	
1. D. Steward	Orange Co. D.A.
2. D. Edberg	Buena Park P.D.
3. W. Halverson	Glendale P.D.
4. K. O'Brien	Fullerton P.D.
5. R. Daum	Los Angeles Co. D.A.

MARKSMAN-INDIVIDUAL	
1. S. Rautas	Costa Mesa P.D.
2. A. Hirsch	CHP
3. D. Gray	Brea P.D.
4. G. Jenkins	San Diego Co. Marshal
5. E. Willey	Oceanside P.D.

OPEN-(SKILL)-TEAM	
1. Laguna Beach P.D.	218x77
2. W. Gonsavage	L. Ishrael
3. G. Malloch	P. Worsgen
4. Brea P.D.	212x69
5. R. Pratt	C. Trimble

OPEN-(SKILL)-INDIVIDUAL	
1. M. Shayer	R. Kretschmer
2. Laguna Beach P.D.	205x60
3. R. Sapp	K. Murrell
4. La Habra P.D.	R. Vangorder
5. J. Hulse	W. Smith

JOKE BULLDOGS	
1. M. Boyd	San Francisco P.D.
2. R. Miller	Los Angeles Co. S.D.
3. R. Barner	Los Angeles Co. S.D.
4. K. Merrill	Gilroy P.D.
5. G. Brand	Orange Co. Marshal

POLICE SERVICE DOGS

1. J. Bell	Inglewood P.D.	296.9 pts
2. T. Tunny	Mountain View P.D.	288.8 pts
3. L. White	Ventura P.D.	286.6 pts
4. K. Johnson	San Carlos P.D.	284.1 pts
5. K. Greenleaf	Redondo Beach P.D.	283.5 pts

<u>POWERLIFTING</u>	
MEN'S OPEN-148.75 LBS & UNDER	
1. K. Tanaka	San Jose P.D.
2. B. Leong	Los Angeles Co. Marshal
3. J. Roche	Los Angeles Co. S.D.

MEN'S OPEN-165.25 LBS & UNDER	
1. M. Ramirez	San Jose P.D.
2. D. Ordway	Los Angeles Co. S.D.
3. C. Jackman	Bakersfield P.D.
MEN'S OPEN-181.75 LBS & UNDER	
1. S. Glesser	Dent. of Corr.

2. R. Chavez	San Jose p.D.
3. L. Brewer	San Diego Co. S.D.
4. M. Reta	San Diego Co. S.D.
5. L. Miller	Fullerton P.D

MEN'S OPEN-196.25 LBS & UNDER

1. J. Smith	San Jose P.D.
2. G. Jehle	Orland P.D.

MEN'S OPEN-220.25 LBS & UNDER

1. G. Herman	Santa Monica P.D.
2. E. Giambalvo	Los Angeles Co. S.D.
3. S. Birch	Pomona P.D.

4. J. Sevilla	West Covina P.D.
5. E. Ludascher	Onard P.D.

MEN'S OPEN-242.5 LBS & UNDER

1. M. Porretta	Oceanside P.D.
2. J. Falcao	San Jose p.d.
3. T. Bryant Jr.	Los Angeles Co. S.D.

4. W. Hunt	Orange Co. S.D.
5. I. Willis	San Leandro P.D.

NOTE: FORRETTA ESTABLISHED A NEW CALIFORNIA STATE
RECORD WITH A DEAD LIFT OF 367.5 KG

MEN'S OPEN-275.5 LBS & UNDER

1. J. Attwood	Orange Co. S.D.
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1. D. Atwood	Orange Co. S.D.
2. M. Seltzer	South Gate P.D.
3. R. Rodriguez	Los Angeles P.D.
4. J. Lennon	San Leandro P.D.

MEN'S OPEN-OVER 275.5 LBS

1. R. Minini	Los Angeles P.D.
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For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



Fielding questions during a break is Officer Harold Butler.



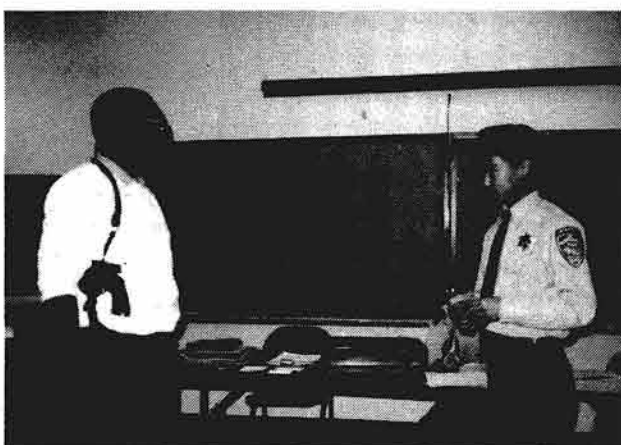
PAL Cadets examining closely a display of illegal drugs. Sgt. Dave Robinson of the Narcotic Bureau and his staff gave a presentation to the Cadets recently.



Officer Ed Collins (Property Clerk's), PAL Pistol Program Commissioner shown addressing the new PAL Cadets at the Police Academy.



Sgt. Dave Robinson and Officer Harold Butler giving a presentation on the subject of illegal drugs to a group of PAL Cadets.



Officer Joe Clemons (CoD) was a recent guest speaker at a PAL Cadet meeting. Officer Clemons spoke about patrol procedure.



PAL Senior Cadet Lt. Jose Pubill assisting in the Balboa High School recruitment drive. In all, 70 students professed an interest in joining the PAL Cadets.



PAL Senior Cadet Captain Chris Parente (left) inspecting the Cadets at a recent meeting. The Senior Cadets meet once a month at the Police Academy. Anyone between the ages of 18 and 21 interested in joining the PAL Senior Cadet Program are to call 821-1411 for further information.



PAL Senior Cadet Carlos Cordova at a recent recruitment drive held at Balboa High School.



The PAL Float was featured in the Christmas Party for Special Olympics kids held in the Hall of Flowers at Golden Gate Park on December 9th. The float was used to usher in Santa Claus (played by Mike Pritchard of the District Attorney's Office). Assisting Santa were (left to right) District Attorney Arlo Smith, Ronald McDonald, Chief of Police Frank Jordan, Probation Officer Maureen O'Shea, Captain Michael Hebel of Community Services, and Sgt. Herb Lee, PAL. Over 400 special olympics kids were treated to goodies, entertainment, and presents. The party was partly sponsored by the Criminal Justice System group.



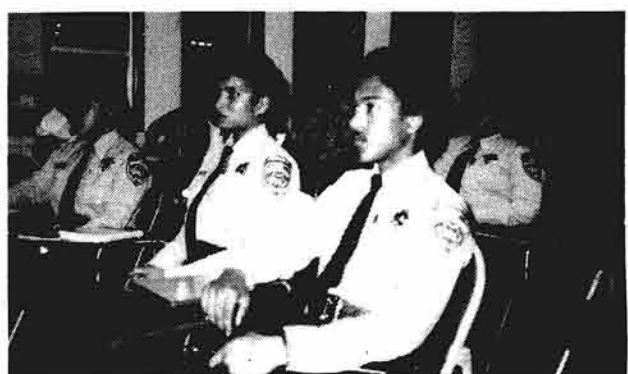
Chief Frank Jordan is shown with Mr. George Keller (2nd from left) and assistants with some PAL kids. Mr. Keller is the General Chairman of Chevron Corporation and both posed for photos to help raise funds for the Bay Area Sports Hall of Fame and the PAL.



Part of the large crowd of special olympics kids at the Christmas Party.



PAL Senior Cadet Captain Chris Parente (3rd from left) conducting the first meeting of the new semester. In all, 13 returning Seniors are active members.



A PAL Cadet class. The Cadets will meet each Tuesday night at the new Police Academy from 7 pm to 9 pm thru May, 1987.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL CADET PROGRAM

The PAL Law Enforcement Cadet Program meets each Tuesday night 7 p.m. to 9 p.m. in the Community Room of the new Police Academy Building, 350 Amber Drive in the Diamond Heights area. Any boys or girls in the 10th, 11th, and 12th grades attending school in San Francisco, are eligible to signup to become a Cadet. The weekly meetings include films, lectures, and visual aids in all facets of law enforcement.

PAL SENIOR CADET PROGRAM

The PAL Senior Cadet Program is open to youths between the ages of 18 and 21 who are interested in law enforcement as a career. Meetings are held once a month the first Tuesday of each month in the community room at the Police Academy, 350 Amber Drive. Anyone interested may attend a meeting and signup. The next meeting is scheduled for Tuesday, January 6, 1987, 7 p.m.

PAL PEE WEE BASKETBALL

It's not too early to begin thinking about placing your child into our PEE WEE Baseball Training Program. The Program, founded by Mrs. Thelma Williams, is in its 26th year and designed for boys and girls 6 to 10 years old. The emphasis is on baseball fundamentals such as hitting, throwing, and catching. Every team member gets to play. Over 600 boys and girls competed last year in what proved to be the largest group ever. We will place your child with a team nearest your home. T-shirts, caps, provided at a nominal cost. Balls, bats, provided at no cost. Mr. Stan Chiarucci is the Director of the Program. Mrs. Williams continues to remain active by coaching a team. The Program is scheduled to begin in February, 1987.

PAL Pee Wee Baseball signups is scheduled for Saturdays, February 7th and 14th, 1987 from 10 a.m. to noon at Larsen Playground, 19th Avenue and Ulloa. This beginner's baseball training program is geared for both boys and girls 6 thru 10 years of age. Simply show up with your child at the above time and location. Call PAL Headquarters (821-1411) for further information.

PAL JUDO

PAL Judo signups for boys and girls between 6 and 18 are being accepted. Call Officer Joe Mollo (552-7495) for signups. The classes are conducted at the old National Guard Armory, 14th and Mission Sts.

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288-2040

39th and Judah Market

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San Francisco, CA
665-9465

St. Francis Hotel Florist

335 Powell
San Francisco, CA
441-3730

Bail Bond Association

19 Boardman Place, 2nd Floor
San Francisco, CA 94103
431-6565

Columbus Auto

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San Francisco, CA 94115
928-0192

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INVESTIGATIONS

727 INDUSTRIAL RD., SUITE 1, SAN CARLOS, CA 94070 (415) 593-0163

LIE DETECTION

Amigo News

CYO URBAN DEVELOPMENT 180 FAIR OAKS STREET, SAN FRANCISCO, CA 94110 (415)826-6880
"CITY HALL"
Luncheon

We had a good turn out for the City Hall Luncheon. What we did not have were the incumbents or the candidates that were running for office.

AMIGOS PRESENT

Mary Callanan, our City Treasurer was the only City elected official present.

We don't know why, perhaps the mail did not get out in time, etc.

Jose Medina the Executive Director of Instituto Laboral de la Raza was appointed to the Board of Permit Appeals by the Mayor. Congratulations!

Again a great job by John Bulen who not only tended bar, but donated Lotto tickets from Gemstar Realty. Tammy Moore also helped us by selling raffle tickets. She also won some lotto tickets!

It was good to see Walter Johnson, Rudy Merez, John Mendez, Diane J. Oswald, Sylvia Batz, Rex Pendleton from Labor.

P. G. & E. was represented by Steven Machado and Mary C. Barbero, Pacific Bell by Jeannie Munich.

The S.F.U.S.D. was represented by Felix Duag and Lucy Olivas.

ON THE STREET/Tom Flippin



Jim Gonzales representing the Mayor's Office was present.

Jim and Mary O'Connor from Lorries Transportation enjoyed the enchiladas.

Rafael Ledesma, Charlie Meyers, John Bardis and of course all the CYO/Urban Development Staff were present, Liliana Rossi, Steve Jordan, Gloria Bonilla, Dorothy Alvarez, etc.

Pete Bullard, Ron Bixler and Manuel Frias all from the S.F. Community College District.

Maria Beersdorf from Senator Marks Office and Ana Kalos from Arriba Juntos, Paul Tang, Carlos Ramirez, Diana Hill, Pat Lee also came to enjoy the best enchiladas in town.

Thanks to our cooks & volunteers for their help: Thanx to Shirley Cohelan Burton and Oscar Carcelen our President & Vice President for their generous gifts!

PROGRAM UPDATE

Remember we have a youth employment program that hires high school youth. Steve Jordan is Director and can be reached at 826-6880.

We also have an after school program for youth ages 6-12 from 2:30 - 6:00 pm, Liliana Rossi is the Director and we have a few openings, the cost is \$50.00 per month. Call for information at 826-6880.

John Rodelo, our Athletic Director is beginning to get our athletics program moving. We have a undefeated soccer team, a chess club, and have participated in a volleyball tournament in addition to our regular Tae Kwon Do Classes and now the PAL has given us a boxing ring so we can start to teach our youth the proper art of self-defense. Call John Rodelo for information at 826-6880.

MEMBERSHIP RENEWAL

It is time to renew membership in the AMIGOS of CYO-Urban Development UNREADABLE

This year our costs are greater due to an increase in youth activities and, in particular, our after school and summer programs. We serve more than 950 youth in our day and evening activities.


Please join us by renewing your membership so we can continue to help our youth.

Mail Del Service
 1801 Mariposa Street
 San Francisco, CA 94119
 863-6085

Manila Florist
 4905 Mission St.
 S.F., Ca. 94112
 469-7930

KYO'S Flowers
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 (415) 346-0661

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