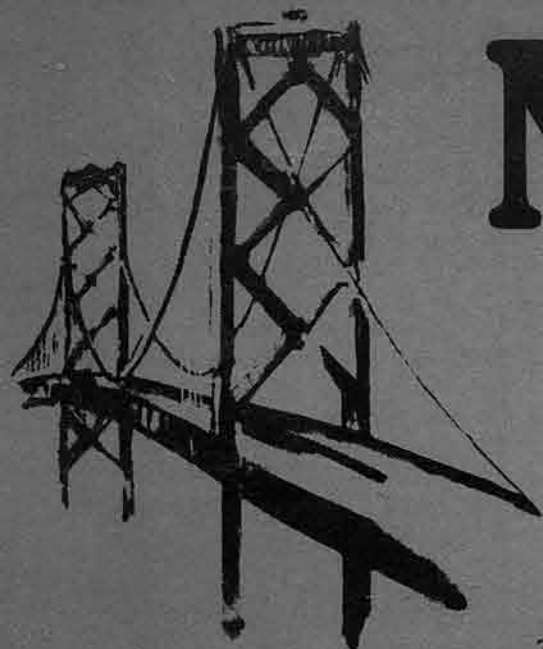


NOTEBOOK



Member of
California Org
of Police & S

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, JULY, 1987

NUMBER 7

Addiction = Disease

by Joseph Engler, Stress Unit
with Rick Seymour of the
Haight Ashbury Free Medical Clinics

All of us live in a society that uses drugs. We are surrounded by them, and, as police officers, often see their most devastating effects. All of us may see drug and alcohol abuse in the streets but find many things about drugs and the ways in which they affect people confusing. We're far from alone in being confused. More has been learned about drugs and their effects in the last five years than was known in all previous human history. Even the scientists and doctors who study drugs and their effects are having trouble keeping up with it all.

One thing that's becoming clear is the nature of addiction. The word "addict" is often used in a general sense to cover all drug abusers. Actually, an addict is a victim of addictive disease, or addiction. There are many forms of drug and alcohol abuse. In fact, alcohol abuse is drug abuse: alcohol is a "sedative-hypnotic" drug and similar in its effects to barbiturates and other downer drugs. Addictive disease, which includes alcoholism, is not a moral problem or a result of poor will power, but recognized chronic disease, like diabetes, with its own symptoms and prognosis. It's characterized by compulsive use of a substance, loss of control over that use, and continued use in spite of adverse consequences, such as accident

proneness, family problems, loss of property, job, etc. In other words, such consequences as disciplinary action or loss of job will not necessarily deter an addict from addiction by themselves.

Addictive disease is progressive; it will get worse. The bad news is that it's incurable, and without treatment it can be fatal. The good news is that with treatment the disease can be brought into remission, and its victims can lead healthy and satisfying lives, so long as they avoid using any drugs, including alcohol. This remission is called recovery and involves treatment, positive support after treatment, and complete abstinence from all drugs. Recovery is not a cure. People in recovery cannot go back to "social drinking" or any other form of drug use.

For the addict looking at recovery from within his or her addiction, this abstinence can look like the end of everything in life that they enjoy. Once in positive recovery, however, these same addicts discover that their addiction was not a positive thing. If anything, addiction kept them from many things that bring joy, meaning and satisfaction in life. They learn in the process that, although addicts may not be responsible for their disease, they are responsible for their own recovery.

Not everyone is vulnerable to addictive disease, but nobody knows for sure just who is. The latest estimate is that about 10% of the overall population become its

victims. The evidence indicates that some combination of genetics and environment is involved. The children or grandchildren of alcoholics and drug addicts seem to be the most vulnerable. Some high stress professions that involve public service, such as health care, public safety and law enforcement seem to have higher concentrations of vulnerable individuals than the public at large. The brain chemistry of vulnerable individuals may be a factor, and scientists are studying this possibility.

It is known that many future addicts react differently to alcohol and other drugs, and such reactions can provide early warnings of trouble ahead. These include the person who immediately sees alcohol or another drug as a solution to their problems, or as something that can be counted on to make them feel better. The drinker with a hollow leg, the one who can drink everyone else under the table, is at risk, as is the drinker who experiences blackouts, during which he has continued to function more or less normally but has no memory of what he did.

The greatest danger with addictive disease is the frequent inability of the addict to admit that there is a problem and seek help. This is called "denial." The problem of denial is made worse by the stigma of immorality, lack of will power or other forms of personal failure that often surround addiction in our society. Often, addicts have become aware that they need help but are afraid to come forward for fear of social or personal consequences. This situation is being helped by the many courageous public figures who have come forward and talked truthfully about their own addictions and successful recovery, and by those who have helped addicts break through their denial, recognize the chronic nature of their disease and enter into effective, life-long recovery.

Court Interpretations of the Peace Officers' Bill of Rights

By Anthony M. Santana,
Member, Board of Directors

The course of a peace officer's job is mainly the enforcement of criminal laws, but they should not forget that there are civil protections with regards to the jobs they perform and more importantly civil protections when they are investigated by their agencies.

The following will be a summation of some areas of civil law that affect us as police officers. The areas of law touched upon will be court interpretations of the peace officers' bill of rights as well as other cases that affect us as peace officers.

We should remember that when adverse comments or reports are placed in our personnel files we have a 30 day limit in which to file a written response. As the court pointed out in *Hopson v. City of Los Angeles* (83) 188 CR 689, the placements of conclusions (in this case an unfavorable review of the Shooting Review Board) in a personnel file are considered disciplinary. What this then caused was the right of the aggrieved police officer to request an administrative hearing. The City of Los Angeles disagreed. The court upheld the peace officers' bill of rights section with regards to the placement of the unfavorable conclusion and the officer's right to respond in this matter.

In a criminal setting, 1983 brought the case of *People v. Velez* (83) 192 CR 686. Here a city police officer was being investigated for possible criminal conduct by the County Sheriff's office. During the course of the investigation statements were made, and no Miranda rights were given. The officer contended that as soon as the investigation turned criminal he had the right under the Peace Officers' Bill of Rights to be mirandized. Here the court disagreed; the court stated that though the Bill of Rights requires an investigative officer to advise a peace officer of his/her Miranda rights whenever an investigation turns criminal; that right is only subject to an investigation con-

ducted by the peace officer's superior. Hence, it is not applicable to investigations by outside agencies. The major case dealing with Miranda and internal affairs investigations is *Lybarger v. City of Los Angeles* (85) 221 CR 529. This case is where a police officer was brought into internal affairs on a bribery, false arrest investigation. He was advised of the criminal investigation, he was given his Miranda rights but also advised that failure to answer the questions would subject him to charges of insubordination. The officer refused to answer questions presented by internal affairs per his attorney. He was fired for insubordination on his refusal to answer the questions. The court upholding the termination stated that although the officer had a right to be silent and not incriminate himself:

- (1) his silence could be deemed insubordination, leaving him subject to administrative discipline; and
- (2) any statement made under the compulsion of threat of such discipline could not be used against him in any subsequent criminal proceeding.

If officers are put in this position, in an administrative investigation, the answers appear to be protected from being used against them in criminal proceedings.

The following cases deal with transfers as discipline. In these types of situations transfers are considered to be discipline and the right to an administrative hearing for the officer is present.

In *White v. County of Sacramento* (82) 183 CR 520 an officer had been assigned to a temporary detective position. He was given a higher salary and a rank. As time progressed the officer was sent back to the lower rank and position for deficiencies in his performance. He requested an administrative hearing which was refused. Here, the court defined punitive action as follows:

"Any action which may lead to dismissal, **demonstration**, suspension, **reduction in salary**, written reprimand, or any other form of punishment."

(See BILL OF RIGHTS, Page 14)

The Notebook Needs You

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

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

Deadline for August issue: July 27, 1987

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Widows and Orphans Aid Association

The regular meeting of The Widows and Orphans Aid Association was called to order by Pres. **John Newlin**, Wednesday, June 17, 1987 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

Trustees **T. Greene** and **F. Jordan** excused. All other Officers present, including Jr. P. Pres. **Mark Hurley** and Pres. **Mike Duffy**.

The following donation received — Fisherman's Wharf Port Tenants Association for assistance from the Department during their Festa Italiano IV.

Treas. **Parenti** presented the regular bills for benefits and salaries which were approved. Treas. Parenti reported the following deaths: **JAMES GLEESON** - Jim was born in San Francisco in 1904. He worked as a salesman, and any of you who knew him know that he was pretty good at selling. He joined the Department in 1928 at age 24 and was assigned to Co K fixed post. After 3 years in the old brown uniform, Jim was transferred to Central Station where he remained for 25 years; walking beats in the area of Stockton and Grant Avenue. From Central, Jim went to Mission for a couple of years, then to Taraval where he remained until his retirement in 1968 at age 64. He was active after his retirement in the Veteran Police Assoc. and the Retired City Employees Assoc. Jim was 82 at the time of his death.

DENNIS SMITH: Another San Franciscan, born in 1912. After working as a bank clerk for a few years, Dennis became a member of the Department in 1942 at age 30. He was assigned to Co K, but in 1943 he was granted Military Leave and served in the Armed Forces for 3 years. He returned to Co K, in the Accident Bureau, remaining there until his appointment as Sergeant in 1953, when he was transferred to Park. From Park to Central, then to Northern, and from there to Mission. In 1966 Dennis

was appointed Director of Criminal Information where he remained until his retirement in 1970 at age 58. During his time in the Department, Dennis received the following awards — in 1948, a 2nd Grade for arrest of Luxor Cab holdup men; in 1949, 2nd Grade for off duty arrest of two armed holdup men; in 1958, a 1st Grade for arrest of an armed man who was firing at another person; in 1961, a 2nd Grade for arrest of 2 armed suspects who had committed armed robbery of a grocery clerk. Dennis was active in the Credit Union and had just started to serve the Veteran Police Officers Association as an Officer when he was stopped by an untimely heart attack at the young age of 65.

REPORT OF TRUSTEES: Hibernia Bank (through Miss Minuth) Vice President recommended purchase and sales of various stocks. These were approved by Board of Trustees after discussion. Cash reserve is being held to purchase four year Treasury Bonds. Trustees approved a meeting with Hibernia Bank, Management Investment for Friday, July 24, 1987 at 6:00 P.M. at 201 California Street.

GOOD OF THE ASSOCIATION: Pres. J. Newlin set the next regular monthly meeting for Wednesday, July 15, 1987 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. in memory of the above departed Brothers.

Fraternally,

Bob McKee, Secretary

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 San Francisco, CA

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Artists' Workshop
 552A Noe Street
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 861-9779

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Mailboxes Etc. USA
 110 Pacific Ave.
 San Francisco, CA
 982-0271

May Chan Embroidery Company
 760 Market Street Room 510
 San Francisco, CA 94107
 989-8950

San Francisco Veteran Police Officers Assn.

The regular monthly meeting of the San Francisco Veteran Police Officer's Association will be held on Tuesday, July 14, 1987 at 12:30 P.M. at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd. San Francisco, California.

PRESIDENT'S MESSAGE:

There will be no President's Message this month. Instead, let's remember three of our comrades. **Bob Diehl**, who rode solo bikes in the 1950's and 60's, passed away in Contra Costa County.

Paul McGoran, who served in Mission Station for many years, passed away in San Francisco.

Denny Smith, our beloved Vice President, who passed away doing what he loved - playing golf.

Let's all say a silent prayer.

Dick Castro, President

SOL WEINER REPORTS:

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

SICK CALL:

Peter Maloney is in St. Lukes Hospital with an unknown illness.

Mel Callert is in Laguna Honda Hospital Ward D-6 with Alzheimers.

Billy, the son of **Elmer Cuadeo**, is in the hospital with a brain aneurysm.

NEW MEMBERS:

Margaret Hartmann, we welcome you into our Association.

IN MEMORIAM:

James F. Gleeson 05/31/87, **Paul McGoran** 06/06/87 and **Dennis Smith** 06/09/87.

The dues for the current year were due in January. At the present time 201 members have not paid their 1987 dues. Please check your dues card to see if you have paid your 1987 dues.

Membership 780


Attendance last meeting 77

Dick Castro, President

Bob Pardini, Secretary

Liberty Dental Laboratory
 2390 Mission #300
 San Francisco, CA 94110
 648-6609

Manwell's Grocery
 3455 Sacramento
 San Francisco, CA
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The San Francisco Police Officers' Association

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- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- 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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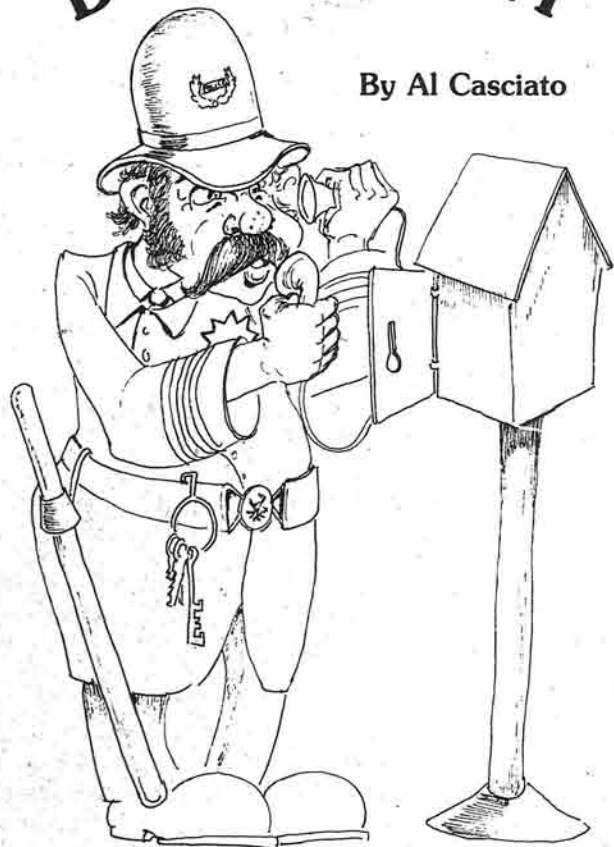
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442-0900

AROUND THE DEPARTMENT

By Al Casciato



Department strength predictions — closest to number on May 31st of 1988/89/90, wins dinner for two, courtesy of the editor of NOTEBOOK.

	(May)	1988	1989	1990
Capt. Mike Hebel	Co. F	1870	1820	1790
Sgt. Mike McNeill	Co. D	1800	1710	1620
Lt. Jack Ballentine	Co. G	1845	1795	1700
Sgt. Larry Barsetti	Co. D	1810	1750	1700
Lt. Al Casciato	Co. D	1850	1750	1650
Lt. Greg Corrales	Hospital Police	1850	1800	1900
Lt. Fred Gamez	Police Records	1851	1801	1850
Lt. Bob Berry	Academy	1900	1860	1800
Capt. Jim Arnold	Golden Gate Div.	1860	1835	1795
Sgt. Layne Amiot	Co. D	1890	1850	1805
Sgt. Sam Craig	Co. D	1850	1800	1700

Current Department Strength of sworn officers is 1896 as of 6/25/87. The academy class which just started contains no Q2's (San Francisco Officers). The next hiring of Q2's is scheduled for mid January 1988.

Brief Scenario of Serious Issue:

- Patrol Officer bitten 3 times by drug addict arrested for being under the influence.
- Suspects blood drawn for testing by coroner for drug intoxication levels.
- St. Francis Hospital asks officer to begin anti-hepatitis series unless suspect's blood can be tested for infectious diseases.
- Coroner states test for disease can be made only upon a court order.
- Officer hires lawyer/asks P.O.A. to pay for securement of court order.
- Doctors state that every day is critical. Time is of the essence.

(as of this writing no court order has been issued). WE NEED A LAW ALLOWING THE INSTANT DRAWING AND TESTING OF BLOOD IN THESE TYPE OF SITUATIONS.

Scene:

Sgt. John Young Lane approximately at 10:00 p.m. on a June night. Car containing a couple arguing heatedly drives up to two officers. Male says, "officers, I can't take it anymore." Woman responds in kind. Officer #1 to #2 "I don't believe it a drive in 418." Officer #2 "Wow! How could we be so lucky." Quizzical looking couple asks, "what's a 418?" Officers: "the crime you're committing." Couple — "we're not committing any crime!"

Officers: Yes you are.
Woman: Honey, let's get out of here before they arrest us.

Man: Maybe we're already under arrest.
Officer #1 to #2: Is it a felony?
Officer #2 : Let's ask.
Officer #2: (to a very nervous couple) Are you committing a felony?

Couple: Please let us go, we were just yelling over something stupid.

Officer #1 to #2: Let's close our eyes and let them escape, they seem nice. (suspects escaped).

Jennifers

2280 Chestnut
SF, Ca.
563-0162

A young woman in her mid 30's with two small children was found wandering on Valencia St. in front of Mission Station. Officers Miguel Torres and Kandy Parra brought the lady and children into the station where it was discovered that she was deaf and unable to communicate. Through her children the officers learned that their father "...beats up mommy all the time." The children said that they had been on the streets for several days and had not eaten during that time. Besides conducting the initial investigation, Officers Torres and Parra, assisted by Sgt. Layne Amiot, Officer Ken Neiman and Police Service Aide, Barbara Parizek, provided a dinner for the woman and children while locating a shelter which would take care of them with specialists who could work past the woman's handicaps. The children melted the hearts of the officers they met while the mother's eyes reflected a glimpse of hope after she understood that she was being helped. We will pray for their future...

Watch those clothing ads in the Sunday paper closely, the face staring back at you might be retired Sgt. Howard Kyle who is currently in much demand as a model...

Retired Sgt. Dante Del Chairio has always dabbled in screen play writing. Well someone has taken notice and one of Dante's scripts has been financed. Look for a police movie set in San Francisco's Chinatown to premier next summer. You'll have to look close at the credits, but Dante's name will be included as story by...

Glen Allen, Muni, has scored very high on a Department of Justice Investigators exam. They must be interested, a car has been offered as incentive...

Dan O'Connell, retired SFFD, sent this clipping from the May 28th Los Angeles Herald Examiner:

COMPARING FBI, POLICE SALARIES

A comparison of FBI starting salary of \$24,732 with local police departments.

City	Salary
1. Beverly Hills	\$35,721
2. Covina	\$29,436
3. Culver City	\$30,372
4. Fountain Valley	\$29,532
5. Garden Grove	\$29,592
6. Glendale	\$29,328
7. Hermosa Beach	\$33,000
8. Huntington Beach	\$27,852
9. Huntington Park	\$33,000
10. Los Angeles	\$35,721.50
11. L.A. Co. sheriff	\$31,341.87
12. Newport Beach	\$28,404
13. Orange	\$34,068
14. Orange Co. sheriff	\$33,068
15. Pasadena	\$33,384
16. Pomona	\$30,492
17. Riverside sheriff	\$28,548
18. San Clemente	\$27,996
19. Santa Ana	\$29,556
20. Santa Monica	\$32,772
21. Signal Hill	\$27,456
22. Stanton	\$30,996
23. Ventura	\$29,460
24. West Covina	\$39,972
25. Westminster	\$31,624

San Francisco starting salary is \$31,085. Interesting...

Retirees — where are you hiding? What are you doing? Let us know, your friends and former co-workers are interested.

Dave Tussey and Nick Shihadeh responded to a call in the notorious Geneva Towers at 222 Scherwin. After stepping through a virtual mine field, they arrived at the door to the apartment in question. When the woman who had called opened the door and invited them in they had to jump back and get their minds straight. Her apartment was immaculate! So immaculate that stepping through the door from the hallway was like stepping through a portal in the twilight zone...

San Francisco Giants Press Release:

Tom and Maribeth Eisenmann, managers of the Giants Farm Team, announced the arrival of the Rookie of 1987, MICHAEL THOMAS EISENMANN who was called up from the Farm Team on May 9, 1987. This humbaby of a prospect was a little late for spring training but in fine form weighing 7 lbs. 3 ozs. and 19¾" tall. Known as "Mike" to his friends, Eisenmann is expected to join the Giants starting line-up in the 2005 season.

Dad, Tom, is currently assigned to the Juvenile Bureau, learning coaching techniques...

Amity Market

3350 Taraval Street
San Francisco, CA 94116
731-4500

G. Gaird

400 Brannan
San Francisco, CA 94107
543-2172

Four year old Matthew Mammone calls to say that Mom and Dad AKA Rose and Robert (Co. I) gave him a present, a brother, Richard Michael, weighing 10 lbs. 6 ozs. on June 17, 1987 and boy is he happy... (10 + lbs. — 49ers take note)...

Mission Station beat officer Ernie Chapman received a lot of citizen praise after he began citing the Muni bus drivers for failing to pull into the bus zone at 23rd and Mission. One corner merchant said, "traffic hasn't flowed this good in 20 years." The Section is 60 of the traffic code.

Department PIC Radio 3309 is missing from Co. H (Ingle side). It is believed to have been picked up inadvertently during the confusion of a barricaded suspect incident out on Foot St. a couple of months ago. Please check your radios and if you have 3309 please return to Co. H. Two officers face disciplinary action should the radio not be found. They would appreciate your help...

Two 10 hour day complaints:

1. from spouses "I have to cook more..."
2. from bar owners "There's no 3-11..."

Dept. Ambassador of Good Will the Outer Mission: Ingle side beatman Jim Strange has the community falling in love with him. Beat officers like him are worth their weight in gold. They make the citizens feel safe and secure and it is those feelings that we want the citizens carrying to the ballot box when voting on police issues. Tier one was won in great part by the campaigning of beat officers...

Police Olympics Notes:

The Master Slow Pitch Softball Team in the 40 and over bracket were a little insulted when their coordinator told them all their games would be played during the evening hours. Seems that there was some concern about heat exhaustion given as the reason. But Coach Boss Hog (AKA The Commissioner) says the real reason was to prevent sunburn on the thinning domes...

This year San Francisco Gladiator (boxer) Tom Argo PBTF brought home a silver medal. He might of had a gold, but was not allowed to continue after suffering a broken nose. Tom has announced his retirement from boxing and that his sport next year will be horseshoes. If you have desires of replacing Tom as the pride of S.F. he will be happy to provide training tips...

Rumor has it that the P.O.A. will have a location in the Mission Bay Project, is this a Hurley move???

Marathon labor (44 hrs.) for Nanci and Larry Ratti Co. D as they welcomed into their family Angelina Marie, 6 lbs. 9 ozs. on 6/28/87. After a good rest, all doing fine. Big brother Joey, age 4, is being very helpful and might send Dad back to work soon. Congrats to all...

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The Golden Rule

By Paul Chignell, Member
Board of Directors

A couple of weeks ago it was reported to me that a certain officer who works at the Hall of Justice had the following comment to make about the power of high ranking administrators:

"You know about the Golden Rule?
He wears the gold — so he makes
the rules".

Nothing could be further from the truth.

Labor relations have changed within major urban police Departments and particularly quickly within the San Francisco Police Department due to the passage of state legislation and active union people who refuse to go along with the old adages of divine right — which some officers still believe.

Don't get me wrong — we are a paramilitary organization and we must be respectful to our superiors, and if they give a lawful order, we must obey it.

However, no major changes take place in the San Francisco Police Department, particularly those that involve monetary matters, unless assent is given by the Association. Furthermore, the labor relations battlefield is littered with management proposals that never saw the light of day because the Association leadership had the fortitude to stop them.

And success breeds respect — you don't see the Administration trotting up to the Board of Supervisors anymore to change the City Charter with regard to police disciplinary powers. When policies that discriminate against pregnant women are dropped, like the latest proposal to remove all pregnant women from the district stations, the golden rule did not apply.

No, the Golden Rule is gone. Management still, has power — but their power is not absolute and often quite fragile.

Rap's Corner

By Reno Rapagnani



Thank You Dr. Dean Edell

About four months ago, President Bob Barry asked me to do some research about drug testing of public employees. Our friends from the International Union of Police Associations had sent BOB all the latest case law as well as other employer-employee agreements on drug testing. As fate would have it, one night I was watching Channel 7 News and caught a segment of Dr. Dean Edell's House Calls when he was discussing drug testing of employees. The next day, Bill Taylor and I made our way to KGO studios (while on 7M, of course) to meet with Dr. Dean Edell. Bill and I were told that Dr. Edell owned a Porsche that, according to another KGO reporter, was his pride and joy. So what did Bill and I tell Dr. Edell's staffer when she asked us why two San Francisco's Finest wanted to see the good doctor? Well, we told the staffer that the Doctor's Porsche had been stolen, and we had recovered the car but unfortunately it was totally destroyed. . . . The staffer had to sit down while she thought of a good way to break the bad news to the Doctor; then, we finally told her the real reason why we wanted to see him. Bill and I finally met with Dr. Edell to discuss drug testing and he gave us reams of medical and legal research as well as the name of an attorney who has handled some of the major cases on drug testing of both public and private sector employees.

That day, I called the attorney, Lyn Rossman and within the week, Lyn met with Bob Barry, POA attorney David Chisham and myself to plan a strategy for a meet and confer session with the Department on a policy for drug testing of police officers. After three months of meet and confer sessions with the Administration on the proposed general order D-18, we had one more obstacle to overcome. . . a skeptical Paul Chignell and Board of Directors. Add one more month of negotiations with Paul, the Board and Deputy Chief Casey, and we are very close to having the Police Commission adopt the General

Order. . . Anyway, it was Dr. Dean Edell who suggested that I contact Lyn Rossman and for that I want to say thank you Doctor. Lyn Rossman was fantastic as a negotiator and teamed up with Dave Clisham to provide the association with excellent representation.

PS. . . During those intense and sometimes heated meet and confer sessions, the participants had an opportunity to observe the POA ace attorney Lyn Rossman grow large with child. Not to worry, Lyn was at her best, which only goes to prove that Pregnancy is not a disability!

Speaking Of Pregnancy

This issue of involuntary transfers of pregnant police officers to downtown clerk jobs at the hall if on hold for the time being. This pregnancy issue got dropped on Deputy Chief Casey (after the Chief left the country) who really did not want to deal with this issue in the first place. Casey's solution was to have the City Attorney's Office give an opinion on this issue which could be forthcoming in the latter part of this century. . .

Being An Inspector

I had hoped someday, as I am sure other patrol officers have hoped, to pass a fair test and become a Police Inspector. What a great job that would be. . . A Police Inspector with weekends off, working investigators with overtime when needed. . . a suit and tie, and maybe even a hat (at least in my case with my lack of hair)! Times change and change is usually for the better. But not this time!!! The latest proposal by the Administration is to have Police Inspectors rotate their hours and days off while giving them as little overtime as possible. This proposal was the result of accelerating the rebooking of a felony arrest from 25 - 48 hours (in the past) to 14 - 38 hours. Because of jail overcrowding, the benefits of being a Police Inspector are quickly disappearing. That doesn't seem right to me. . . does it to you?

A Staged Political Event

Jack Molinari called a press conference at Park Station to dramatize his efforts in getting an additional police car for Park Station. Now, that isn't a bad idea since additional police cars are needed to insure that the "4/10 Plan" can stay in place at Park Station. The only problem with Jack taking the credit for the particular police car is that the whole Board of Supervisors is responsible for allocating funds on a yearly basis so that salaries, pensions, bullets and police cars can be purchased. Furthermore, the Mayor also must approve of our budget (not blue pencil it out) before one dollar can be spent. . . So. . . There was Jack, the Chief, 2 police Captains, 5 uniform police officers and me and Paul Chignell in the "peanut gallery". . . All part of a media event — minus the media. You see, the media didn't buy this staged political event either! Sometime later that day, a little birdie told me that Jack Molinari got very angry at seeing yours truly and Paul Chignell at this little media flop (I though this was still a free country). That afternoon, I had occasion to meet with the Chief on another POA matter when the topic of how a department head must avail himself to the City's legislative body is we police officers want to get the equipment we need to run a police department. Jack Molinari, the aspiring Mayoral candidate that he is, takes advantage of this relationship. . . and. . . there we have it folks. . . the unveiling of a new police car at Park Station. By the way Jack, if you really must know what Paul Chignell and I were doing at your press conference. . . the answer is POA business. I guess if Jack were Mayor, union officers would have to be accountable for every moment. . . and Jack, you call yourself a friend of labor?

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On Routine Patrol

(Edited by Joe Reily Co. H)

"Christmas In June"

Our tale begins with fingerprint technician Wendy Chong, Crime Scenes Investigations, hard at work. Pouring over prints lifted from several burglary scenes by field personnel, she was able to make three hits on the same suspect with the help of the AFIS computer. Rather than sending her findings through channels to the Burglary Detail, Wendy called Inspector Sam Hamilton to alert him to the overwhelming evidence at hand. Not having the best of timing, our unfortunate suspect had chosen that moment to appear at Sam's office trying to win release of his car. The car was towed as having been implicated in a few burglaries, (wrongfully of course). Sam, gently placing down the phone, enlisted the aid of Inspector Mike Wilcox, and together they offered their sincere sympathy to this unfortunate victim of the system, who had been so brutally maligned and cruelly deprived of his wheels. Being a decent sort of guy, Sam even offered to drive him over to ABC. But first, the Inspectors had to make a brief stop on the sixth floor.....You're right, it doesn't get much easier than that.....Suspect's comment?... "They weren't MY fingers!..."

"Oldie But Goodie" Department

Sgt. Tom Griffin, now assigned to Co. A, has long been famous for his portable collection of miscreant mug shots. When Tom was still assigned to the Dog Unit some time back, his partner Duke was taking Tom for a walk through the nether regions of Area A, affectionately known to the Patrol Bureau as the Tenderloin. Now Duke and Tom had just recently been the subjects of a brief spot on KPIX's EVENING MAGAZINE. As they walked along, there suddenly came from a dark corner the figure of a humanoid, which cast a jaundiced eye in their direction. As Duke strained his leash, Tom was startled to hear remnants of the English language. "I know you," the shadowy form hissed, "I saw you on TV!" Tom, never missed a beat, quickly produced an unflattering mug shot and shoved it where the humanoid's face most likely would have been. "I've seen you too!" declared Tom. Duke, now sensing that an outstanding warrant was about to be served, began that insidious growling which will freeze even the most deplorable denizen of the TL. Promotions, as controversial and complicated as they have been, have broken up some pretty good teams.....

"Don't Do Drugs"

The first radio reports were of a man stabbing a cat with a screwdriver. Responding units from Company F included plainclothes officer Kurt Schneider and Ed Ellestad. Arriving at the scene, they found the reportee who had also become the victim of a knife assault by the suspect. Quickly followed by two back-up units, Dan Greely, Shiboan Balmy, Garrett Tom, and John Lewis, the officers were directed to the room where the suspect had fled. There the sounds of a sustained series of blows and hacking noises were heard from within the room. Fearing another person was becoming a victim, the assembled officers prepared to forcibly enter and subdue the suspect. Before they could do so, the suspect pulled open the door and attacked them, machete in hand, slashing Schneider's clothing, and cutting through Ellestad's clothes down to his vest which deflected the deadly blow. As the furious encounter escalated, the officers were precluded from the just use of deadly force because of the close proximity of their colleagues and the close quarters in which they found themselves. Officer Dan Greely was finally able to relieve the suspect of his machete with a baton stick. It took all six officers to physically restrain the suspect, who was later determined to be under the influence of PCP. Later, while in custody awaiting medical attention, the suspect succeeded in breaking his four point restraints and overturning his hospital gurney before attendant officers again restrained him.

We've all had someone come up to us and say they wouldn't have our job for a million dollars. Cops do it for a lot less..... (Thanks to Bob Fitzer, Crime Scene Investigations; Don Woolard, Tactical; and Heidi Stettler, French Hospital)

See you next month, and keep those cards and letters pouring in.....

V.P.'s Column

By Ron Parenti
Vice-President

I would like to devote my column this month to reviewing the procedure of how a member may go about obtaining legal representation at Association expense.

The Association will provide members with legal counsel, criminal or civil, as long as the need for such counsel has arisen from a job related incident, either on or off duty.

When a member requires an attorney, the first step is to contact the Association through either a Board member or, in an emergency, through the Association Answering Service.

The Screening Committee, consisting of the Executive Board (President, Vice-President, Treasurer, Secretary), and meeting on an as-needed basis, will then convene. The Screening Committee is given the responsibility, under the Association By-Laws to decide if the request made by a member meets the requirement that the officer was, in fact, acting in the course and scope of his or her employment as a San Francisco police officer.

Article 14 of the Association By-Laws provide the following:

14. Screening Committee

- The Screening Committee shall consist of the Executive officers. (Amended February 1981)
- This Committee shall, from time to time, confer with the Association's legal counsel on matters pertaining to the welfare of individual member or the membership at large.
- Shall advise the Board of Directors of this Association of their activities when called upon to do so by said Board.
- Shall institute a procedure whereby members may be put into contact with the Association's legal counsel when the member requests advice of a criminal or civil nature arising out of the scope of his employment as a San Francisco police officer.
- Any member requesting the Association's legal counsel shall contact the Screening Committee through the Association answering service. The Committee shall then immediately contact the legal counsel concerning the member's request, and when necessary, see to it that the member

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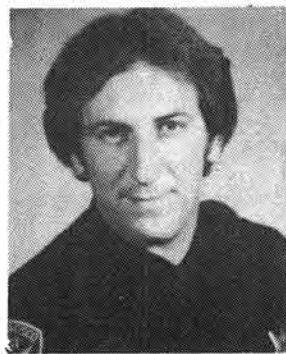
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is put into direct contact with the Association's legal counsel.

f. If the Committee, after consultation with the Association's legal counsel decides to represent a member, then whatever reasonable costs are necessary, these shall be borne by the Association's Emergency Fund provided that the member from the outset accepts representation by the Association's legal counsel.

g. Provisions of this section shall be strictly construed. Any financial assistance for legal representation must and shall be in accordance with the provisions of this section.

In the recent past several members who have had need for an attorney have hired their own without Association approval. Both the member and attorney then anticipated the Association would be financially responsible for these professional fees. Based on the By-Laws the Screening Committee had to deny these request.

The Association retains two (2) respected and reputable law firm, staffed with skilled attorneys, covering all aspects of the law. These firms are retained on a contractual basis. The fees paid by the Association is predetermined regardless of the number of cases handled.

Obviously the Association is unable to incur unlimited professional fees, and for this reason the By-Laws must be strictly adhered to. Therefore members requesting legal counsel at POA expense must utilize the already available POA attorneys. Certainly this does not negate a member's right to retain an attorney of their choice at their own expense.

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From "Bag Lady" to beat cop...Off. Dorothy Shurtleff, recipient of Honorable Mention Certificate from Women Peace Officers Association for their Professional Achievement Award - 1987.

S.F.P.D. Officers Receive WPOA Awards

by
Tom Flippin

Six police officers from this department were nominated for the Women Peace Officers Association of California 1987 Award for Professional Achievement. The six nominated officers were:

- Officer Jill Connolly, Richmond Station
- Sergeant Sylvia Harper, Northern Station
- Officer Ana Lee, Taraval Station
- Sergeant Judie Pursell, Communications
- Officer Dorothy Shurtleff, Potrero Station
- Officer Sandra Tong, Mission Station

Two of these officers were finalists and earned Honorable Mention from the WPOA judges.

Officer Dorothy Shurtleff, with nine years of service, works a foot beat in the Potrero District. She has had a wide variety of experience in her career from Vice to the Decoy program; from working in the HOJ to walking a beat. She was "mugged" 244 times as a decoy in the Street Crime Unit. In her present assignment in the Potrero she spends a great deal of her time (on and off duty) assisting and advising community groups on Potrero Hill.

In his memo nominating her for the WPOA award, Captain Frank Reed stated that Officer Shurtleff has started and organized four neighborhood SAFE groups. She was also credited for helping to re-establish the Potrero Hill Merchants Association.

Officer Shurtleff has received numerous awards and commendations during her career. Among them are: the first recipient of the Woman Officer of the Year Award, given by the International Association of Women Police, 1978; a Certificate of Appreciation from the San Francisco Police Commission; SF Lions Club — Police Officer of the Year in 1978.

Sergeant Harper also was given an Honorable Mention by the WPOA for her professional achievements. Sgt. Harper was nominated for the award by Lt. Lawrence Minasian and Captain Thomas O'Donnell of Northern Station. She is the senior sergeant on the Midnight Watch at Northern. Lt. Minasian, in his nominating memo, said that Sgt. Harper deserves much of the credit for making that watch one of the most productive in the Patrol Division. She is also an active participant in the Professionalism Committee and the Peer Counseling Program.

Sgt. Harper has received several awards and commendations in her seven-plus year career. She is a recipient of the Bronze Medal of Valor, a Police Commission Commendation, and has many Captains Complimentary Reports.

Officer Shurtleff received her Certificate of Honorable Mention at the Women Peace Officers Association Awards Luncheon on May 12th of this year in Universal City. Sergeant Harper was unable to attend; her Certificate was accepted on her behalf by former SFPD Chief of Police Thomas Cahill. The recipient of the 1987 Award for Professional Achievement was Detective Patricia Farrell of Walnut Creek.

Coping With Stress: It's Your Job

By SSA James H. Reese, Ph.D
Federal Bureau of Investigation
Submitted by
Lt. Alex Stevens

Contemporary law enforcement officers must function as counselors, social workers, psychologists, negotiators, and investigators, as well as traditional police officers. Their work alternates from dull and boring to moments of sheer panic, when life and death decisions have to be made in a matter of seconds. The combination of factors in police work — dealing with terrible situations and traumatized victims, and working under the threat of physical danger — results in overwhelming stress. It is this unusual amount of stress that makes explicable the fact that police officers in the United States, according to some, have high rates of problem drinking, suicide and divorce. How exactly does stress cause attitude and behavior changes, impair family and social relationships and develop cynicism, apathy, and an unwillingness to seek help?

Over the years the law enforcement profession has changed dramatically. As crime rates grow and new laws are added, the responsibilities of law enforcement officers become more complex. The problems inherent in being a police officer today are innumerable. Aside from the boredom, there are times of sheer panic, when life and death decisions have to be made in a matter of seconds. While the 'action oriented' stress may be more obvious it is necessary to note that the boredom present in police work can provide as much stress as responding to and investigating crimes. The behavioral results of officers attempting to deal with these problems can be tragic.

These behavioral results are evidenced in the statistics dealing with police suicides, alcoholism rates, divorce rates and admissions to hospitals for stress-related cardiovascular disorders. The public has an immediate interest in the problems of police stress in that the public can be directly involved. This involvement can range from an inadequate police response to a service call, to an officers' improper use of deadly force.

This awesome responsibility on the part of law enforcement to serve and protect has prompted many mental health professionals to take it upon themselves to assist officers in dealing with their operational responsibilities. As a part of their efforts, these professionals have taught officers about human behavior so that they can better deal with the public. This training has now evolved to the point where the officers are requesting and receiving mental health care for themselves.

Professional Demands: Regardless of the myths promulgated by the media about the glamour of policing, police officers routinely see the worst manifestations of human behavior. They deal with molested children, muggings of the elderly and defenseless, senseless beatings and murders, suicides, mutilated bodies and rapes. The sum total of these experiences can lead to depression, despair and discouragement.

At some point in time, a sort of profound emotional 'hardening' occurs, the method by which an officer can deal with all the human misery he sees. The syndrome allows an officer to protect himself by becoming cynical, overly serious, cold, authoritarian and emotionally withdrawn, especially from his family. Because he loves all his family, he builds a protective 'bubble' around them. He dare not tell them of the human suffering he has witnessed at work for fear they will become frightened. Yet his very attempt to protect his family often serves to alienate him from it and leads to lack of communication within it.

The Family: Police officers may hear from their spouses: 'You're different', 'You've changed', 'You've become cold, callous, almost emotionless and unfeeling.' 'Whatever happened to the kind, considerate, patient, understanding person I used to know?' Experienced, veteran officers have almost certainly heard comments

(See STRESS, Page 14)

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Uniform and Safety Committee Report

Ammo Problems

by Don Woolard, Chairman
Uniform and Safety Committee

The P.O.A. Uniform and Safety Committee has been meeting monthly to discuss concerns voiced by members of the association. We are looking into some of these concerns to determine if remedies are available that will be of benefit to the members of the association.

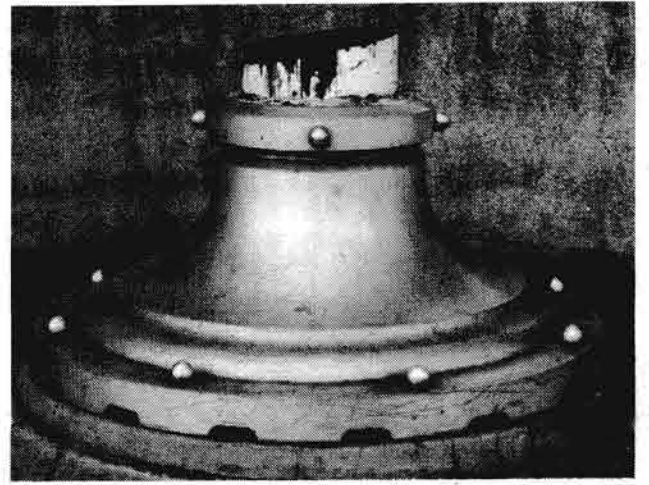
During the June committee meeting the issue of the recent change of department issued ammunition was brought to committee's attention by Off. Larry Cammilleri. The issue was discussed with past and present range masters, and it was determined that the reason for the change was due to a stipulation by the manufacturer of the +P+ ammunition requiring the city to sign a hold harmless agreement prior to the sale/purchase of any +P+ ammunition. The police department is prohibited from signing any such agreement, and therefore the +P bullet was purchased in its place.

The committee has contacted Deputy Chief Casey and requested a meeting in order to discuss this issue. The committee looks forward to working with the department in finding ammunition which will best suit the needs of the members of the department and the citizens of San Francisco. Watch for this column in the future, for more updates on ammunition and other matters of concern.



Gain Strikes Again?

By
Don Woolard,
Photo Editor



Remember when Charlie Gain was the San Francisco Police Chief and he ordered the American flag in his office replaced with a plant? Has he struck again at the front of Hall of Justice? The above photos show the existing status of the flagpoles at the front of the Hall. Nothing but three short stumps that appear to have been cut by a chain saw. The word is that last year's storms knocked over two of the rotting poles and the third was removed for safety reasons. When those in the know were asked about replacement they replied, "...when we get the money."

Ammo Update

by Larry Camilleri
Northern Station

There has been a recent development in the California Highway Patrol's use of their selected .357 Mag. ammo. The written information I had received in October of last year indicated that the CHP had authorized the Winchester Silvertip .357 ammo. I have since learned that in March of this year the CHP started to allow their officers to qualify with this round. This .357 round is an optional substitute for the .38+P+. CHP range staff has informed me that their officers experienced revolver lock-ups with the Silvertip .357 rounds in some revolvers. The revolvers were of Smith & Wesson manufacture. The lock-ups were due to primer cratering. It seems that Colt and Ruger revolvers are not affected. The CHP has stopped issuing the Silvertip rounds. The range staff told me that the CHP will continue testing other types of .357 Mag. rounds to find one compatible with their guns.

I will keep you posted on any new developments including our ongoing efforts to obtain the best possible ammo for members of this Department.

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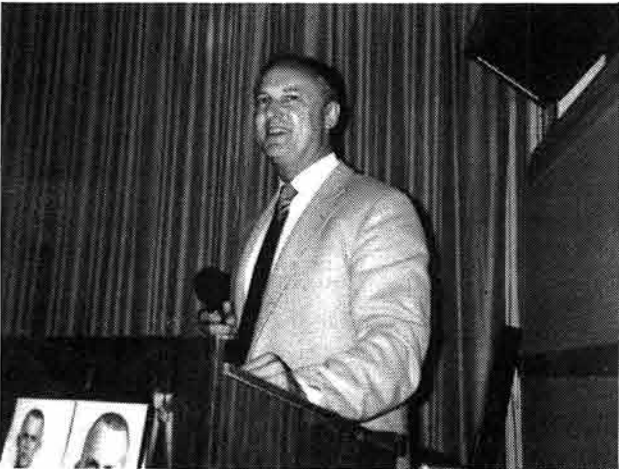
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Commander Isiah Nelson presents Captain Beene with his retirement certificate.



Retired Commander Bill Scheffler spoke about the days when he and Captain Beene were radio car partners.
(Photos by Don Woolard)

Captain Charlie Beene Retires

After getting robbed 361 times he says "Enough is enough."

by James Dachauer

A retirement dinner honoring Captain Charles Beene was held at the Italian American Social Club on Thursday, June 11, 1987. A look at the career of this distinguished member is in order.

In 1959, Charlie, a former major league pitcher, was working as a tree trimmer and going to school. His wife, LeAnne, was pregnant and Charlie was looking for a job with some security. He took the San Francisco Police Department test, passed, and was sworn in on Jan. 4, 1960.

Charlie attended the old Police Academy located at 37th Ave and Fulton St. In those days the Department had a policy that new members had to work at three different district stations in their first three years. Charlie was assigned to Co A, Co F, and his final station, Co C.

At Potrero Station Charlie was given a steady assignment to work with another new member, Bill Scheffler. The two became close friends as their careers intertwined over the years.

In 1966, Charlie joined the Police Department Canine Unit. He remained there for three years. During this time he and Bill Scheffler studied together for the Sergeant's exam. The test was given in 1969. Charlie passed number one, and Bill Scheffler passed number five.

Charlie was promoted and assigned to Park Station. His dog, Kelly, was assigned to another member. A month and half later a position for a Sergeant in the dog unit opened up. Charlie transferred back, was assigned a new dog, Darius, and remained there until 1974.

Charlie and Scheffler again started studying, this time for the Lieutenant's exam. They took the exam in 1974. This time Scheffler passed number thirteen, and Beene passed number twenty-one. In 1975 Charlie was appointed Lieutenant, and he started living out of his car as he substituted for various Lieutenants at seven different stations and an unknown number of different watches.

In 1976 the Crime Specific Task Force was formed, and Charlie was assigned, along with his good friend Bill Scheffler, to this new Company. On Nov. 26, 1976, Lieutenant Beene was selected by the Chief of Police to form and command a new unit — the Street Crimes Unit.

In February 1977, Charlie was sent to New York City to study their Street Crimes Unit, to learn their methods and tactics and to adapt them to the streets of San Francisco. Charlie returned that month and became the San Francisco Police Department's first successful decoy cop. Since that date Charlie has been mugged 361 times in decoy operations. The decoy operation has to date net-

Retired Members

Work - Leisure Preference Scale

by Gino Marionetti and Mike Sugrue

This scale is designed to help you discover if you would be happier after retirement with a part time money job. You should gain additional insights by comparing the score of this scale with that of the Pure Leisure Preference Scale. Circle the number that best describes your situation and total your score in the space provided.

The work ethic is in my bones and I admit it. I hope a part time job will satisfy this need.	10 9 8 7 6 5 4 3 2 1	I've squeezed the work ethic out of my system.
I need to have a feeling of accomplishment each day; only a money job will do.	10 9 8 7 6 5 4 3 2 1	I can get a better feeling of accomplishment through a hobby, craft or other activity.
Working for money is necessary for my ego. I need the recognition.	10 9 8 7 6 5 4 3 2 1	I can satisfy my ego in other ways.
I've got to have a money job to wake up to; I can't fill my days on my own.	10 9 8 7 6 5 4 3 2 1	I love to sleep late and then enjoy leisure activities.
Work keeps me in the main stream and in contact with younger people.	10 9 8 7 6 5 4 3 2 1	I can keep in touch with others without a money job.
Work will keep my mind active. I can't do it on my own.	10 9 8 7 6 5 4 3 2 1	There are many things other than work that will keep my mind active.
I need the money or I need the good feeling that earning money gives me.	10 9 8 7 6 5 4 3 2 1	I'm tired of working for money. I don't even want to think about it.
Working part time will help me enjoy my leisure far more. It's the combination I like.	10 9 8 7 6 5 4 3 2 1	Having to work for money would spoil my leisure time.
Work is pleasure for me — as long as I get paid for it.	10 9 8 7 6 5 4 3 2 1	I would get more pleasure out of leisure activities or a volunteer job.
Work is therapeutic; it will keep me alive longer.	10 9 8 7 6 5 4 3 2 1	Work tears me down, makes me a nervous wreck. I can't handle it.
		Total Score _____

If you scored above 70, it may be an indication that a blend of part time work and leisure is for you.

If you scored below 60, you should explore plans "A" and "C" more carefully.

PLAN "B" — LEISURE PLAN MONEY JOB

"I go on working for the same reason a hen goes on laying eggs." H. L. Mencken.
If you are ever in Honolulu on a working day, you might find three interesting male retirees having lunch at Arthur's. All three tried pure leisure Plan "A" in Hawaii where it should work like a charm and failed. Their solution? Working part time (not more than 20 hours per week). The result? All claim to enjoy Paradise more.
One says: "We have the best of both worlds. Work, to many retirees, is a good four letter word. To some, work is the most meaningful part of retirement. To others, work is more satisfying than recreational activities." Because of these factors, many individuals work far into their retirement years. Below are 10 rewards. Check the box if you want that reward. The more boxes you check, the more satisfaction you would receive from Plan "B".

Reward #1	Additional money	Earning more money is often necessary to maintain or improve your standard of living.
Reward #2	Insurance Benefits	Having an employer pay for medical benefits and contribute to social security and other insurance benefits can be compelling reasons to stay on a payroll after retirement.
Reward #3	Ego Satisfaction	Having a job, even though less important than the pre-retirement position can help your self-image.
Reward #4	Scheduled Activity	A job helps structure your day. You don't have to plan how to spend all of your time.
Reward #5	Leisure hour	Working helps make leisure hours more important, fun and exciting.
Reward #6	Eliminates down periods.	Too much leisure can cause depression. A job helps you keep better control of your positive attitude.
Reward #7	Better home life.	You appreciate home more when you are not there so much. Those who are married provide more freedom for their spouses.
Reward #8	People contacts.	A job helps you communicate with others, both at work and after work.
Reward #9	Feeling of purpose.	Working is an excellent way to make a contribution to society. You feel you are paying your own way.
Reward #10	Therapeutic.	A job involving activity keeps you in better shape mentally and physically.

Note: Working should not be something to simply fill time. It should provide both tangible and psychological rewards.

ted a total of 3710 felony suspects, all booked n/w 487.2 P.C.

In January 1984, Charlie Beene was promoted to Captain and asked to form the Convention Planning Unit for the 1984 Democratic National Convention. Charlie accepted the assignment and for the next seven months completely immersed himself in the preparations for the convention. All went smoothly, and at the end of the convention Charlie was reassigned to the Tactical Division, this time as the Commanding Officer.

Charlie accomplished a lot in the 27 years that he was with the Police Department. He worked his way up from Patrol Officer to Captain, and along the way he manag-

ed to accumulate one Gold Medal, one Silver Medal, six Bronze Medals, one Meritorious Conduct and two Police Commission Commendations.

Charlie also accomplished a lot in his off duty time. He and LeAnne, his wife of 32 years, raised three children, Marty, Casey and Marianne. All three have obtained college degrees and have started their own careers.

On June 12, 1987, Charlie and LeAnne left San Francisco for their new home in Billings, Montana. Using this address as their base of operations they intend to travel, golf, camp, and fish. They look forward to retirement.

Good bye Charlie. The Department will miss you. We wish you Good Luck.

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The Choice is Clear— Agnos for Mayor

by
Dan Linehan &
Paul Chignell

On July 18, 1987, four politicians will address the Board of Directors of the San Francisco Police Officers' Association seeking our endorsement for the Office of Mayor.

Former Supervisor and Chief Administrative Officer Roger Boas, City Attorney Louise Renne, Supervisor John Molinari and Assemblyman Art Agnos all desire the POA endorsement in this important race.

Open Race

The Mayor's race in 1987 is the first wide open contest since 1975 and the first seriously contested election for Mayor since Dianne Feinstein defeated Quentin Kopp in 1979. Due to the open nature of the race, the POA endorsement will be most influential in assisting any of the candidates.

Candidate Lobbying

As the endorsement nears, the main candidates are busy lobbying the Board hoping to secure the necessary majority. Both Assemblyman Agnos and Supervisor Molinari have invited the entire Board for private discussions on the issues of concern to the election of a Mayor.

Most Board members have not been lobbied by Renne or Boas but neither appears to have much chance of securing our endorsement. Of particular concern is City Attorney Renne as she is currently appealing our Circuit Court of Appeal victory in the latest promotional debacle.

The interview of Boas will be interesting with regard to his views on our issues as he has not held elective office for over twelve years.

Agnos Record

Assemblyman Art Agnos has an impeccable and consistent record on POA issues over the past eleven years. When he was a candidate in 1976 for the Assembly he was supporting the POA when a majority of the City wanted and succeeded in establishing a Tier II retirement and a drastic change in our pay formula.

Since then Agnos has always supported our charter amendments, been accessible to legislative requests and has been a leader in passing our legislation. He was a prime mover in passing the historic Police Bill of Rights — this action taken when Agnos was Chief of Staff to former Assemblyman and current Lt. Governor Leo McCarthy.

The important consideration in judging Agnos is his consistent record on issues of concern to the POA over his entire public life and the fact that he does not have a knee jerk liberal attitude towards many police issues. A prime example of his law enforcement perspective was recently shown when he took on the ACLU over child pornography laws and won. Agnos also has a personal perspective on crime in that he was a victim of a random shooting during the Zebra killings of 1973-1974.

Agnos Political History

Assemblyman Art Agnos has never lost a political race since being elected to the State Assembly in 1976. In June of that year he defeated Supervisor Harvey Milk in a bitter primary election for an Assembly seat that was vacated.

Since then Agnos has been re-elected five times by huge margins that increase every two years — the last race a plurality of 85%. His constituent service is known throughout political circles as the best in the City in answering the myriad of questions that citizens ask, for delivering with state and federal agencies, and for passing legislation in Sacramento.

Victory Effort

Assemblyman Art Agnos will win this race for a number
(See AGNOS, Page 16)

Molinari For Mayor

by Bob Barry, President

In just a few short months, San Francisco voters will elect a new mayor, and because the race is a "free for all" as it was in 1975, the POA's endorsement and involvement in the process will be crucial to our endorsed candidate.

For the past several years, our organization has seen substantial success from being directly involved in the political process, and as history has shown us, our endorsements, or the lack thereof, is a high stakes game. And, depending on which side of the fence we end up on, the successes we'll have or the ramifications we experience will be felt for a long time to come.

The point here is that we must be quite circumspect in our endorsement, looking at all sides of each candidate, as the next mayor will probably be in office for eight years.

We must look carefully at each candidate, taking into account the positive and negatives of each candidate. The issue for us, as a special interest group, is balancing our endorsement on both negative and positive traits, assessing the public's perception and reaction to current issues and carefully examining which influential organizations endorse a particular individual and why and which candidate is most electable. We must also examine each candidate's background as far as support or opposition to our primary issues is concerned, and which candidate would best lead our city for the benefit of all who live and work here.

A wide open race like this is difficult to assess this early in the process, and it would be quite presumptuous of me to say that any one particular candidate has a lock on the mayor's office. However, the front runner at this point is clearly Supervisor John Molinari.

Although there are four major candidates running for mayor, Supervisor John Molinari, Assemblyman Art Agnos, City Attorney Louise Renne and former Chief Administrative Officer Roger Boas, it's quite apparent that only Molinari and Agnos are in the running for the POA's endorsement.

A substantial number of POA Board members are fairly well committed to either Molinari or Agnos at this point, but it's also quite clear that neither candidate has yet to achieve the majority of votes, and it's doubtful that a majority will surface until our formal interview and endorsement process on July 18.

In the meantime, the lobbying effort on all sides will continue at an intense pace. Both candidates have mounted an all out effort with your Board of Directors and various Board members are also lobbying with an intensity not seen in several years. In keeping with that spirit, I would like to express my very strong sentiment that our board of Directors stand firmly behind the candidacy of Supervisor John Molinari.

Supervisor Molinari began serving our city when he was appointed to the Civil Service Commission in 1967 and in 1971 he was elected to the Board of Supervisors, where he has served six terms, five times as President of the Board.

In the early 70's, Molinari was supportive of a number of our significant issues, however, in 1975, police officers and firefighters went on strike for the first time in our history, and in reaction to the strike, the entire Board of Supervisors, including Supervisor Molinari, voted to submit charter amendments to the voters which changed our pay formula and retirement benefits for new employees. Both amendments passed. Other public employees were similarly affected in 1976 and for the next few years, the

(See MOLINARI, Page 16)

Vote Molinari

by Jim Deignan

Last month members of the Police Officer's Association met with Supervisor John Molinari regarding his candidacy for Mayor of San Francisco. I was impressed with his record and with his desire to listen and to be sensitive to the concerns of police officers.

He has voted with the Police Officer's Association 100% of the time since 1979. That support has been evident on ballot issues, the proposal of charter amendments and with his votes on the Board of Supervisors.

In 1982, he supported us on two important ballot issues. Proposition I would have corrected the two tier retirement system and Proposition J allowed time and a half for holidays and overtime.

In 1983, he supported Proposition I which would have corrected our salary formula problems. He also supported a 1984 proposition which allows a nightly pay differential. In 1984, he supported two propositions which the voters passed and which now allow for an extended probationary period for newly hired police officers and allow hazard pay for Honda motorcycle units.

John Molinari has also joined the Police Officer's Association five times in the last five years with a No vote on proposals which would change the Charter and work against the best interest of police officers.

John Molinari has proved that he is willing to be a working partner with the police officers of San Francisco. He is strong in his commitment to continue that partnership as Mayor of San Francisco.

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Taxation of Boats and Motorhomes

by Duane Collins,
Credit Committee, SFPCU

If you own a boat and are planning to declare it as your second home for the purpose of deducting the loan interest under the Tax Reform Act of 1986, you'd better get out the old life preserver. Under Senate bill 624, which was introduced by Senator John Danforth (R-MO), such interest deduction would be sunk.

Danforth who is a member of the Senate Finance Committee said the object of the bill is to point out the unfairness of the law. A person of modest means could not write off a loan to send a son or daughter to school, but a wealthy person could buy a yacht and write off the interest.

Under the Tax Reform Act of 1986, certain boats, recreational vehicles, and mobile homes qualify as second homes if they have cooking, sanitation facilities, and sleeping areas. The boating industry has lobbied long and hard to assure that many boats would qualify for the deduction under the new law. Danforth said the issue was "something nobody focused on" during the legislative process, and added, "I never realized this was the case until the conference report came out."

Needless to say, the boating industry is already on the alert, and has fired off a salvo of telegrams opposing the bill. They suggest, with 15 million boat-owners in the country, that Danforth may have the wrong target in his sights.

We are not talking about 'fat cats'; we are talking about middleclass Americans who choose to own a boat instead of a condo at the beach or a cabin in the woods. Only 12% of all boats are "habitable" and only 0.25% of all boats sold are over 40 feet, or what you could call a "yacht."

What happens to people who actually live on board? I know several people who do just this instead of owning a house.

The word in tax circles is that if this bill passes, Motor homes, and mobile homes are next. Then, *all* second homes are the final target. Thanks, Senator!

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DESCRIPTION		MAX. RATE	%
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Signature Loan	Maximum \$10,000.00 in contribution with comaker	60 mo.	14.9
Stock Loans	60% of quoted price listed for date in the Wall Street Journal Maximum \$15,000.00	60 mo.	13.9
New Autos	100% of new car price plus tax & lic. Max. \$25,000.00 up to	24 mo.	8.50
		25-36 mo.	9.00
		37-48 mo.	9.50
		49-60 mo.	9.90
Used Autos	100% of low blue book excl. tax & lic. to 4 yrs. up to	24 mo.	9.50
		24-36 mo.	10.0
		37-48 mo.	10.5
New Boats & Boat Trailers	90% of new or appraised value	60 mo.	13.9
Used Boats & Boat Trailers	80% of low book or appraised value	60 mo.	14.9
New Motorcycles	95% of new price excluding tax & lic.	60 mo.	12.9
New Travel Trailers	Maximum \$25,000.00	60 mo.	13.9
Used Travel Trailers	Maximum \$15,000.00	60 mo.	14.9
New Horse & Utility Trailers	90% of new pride excluding tax & lic.	60 mo.	13.9
Used Horse & Utility Trailers	80% of low book or appraised value	60 mo.	14.9
New Tent Trailers	Maximum \$15,000.00	60 mo.	13.9
Used Tent Trailers	Maximum \$10,000.00	60 mo.	14.9
New Motor Homes, Custom Van, Van Conversions & RVs	90% new price excluding tax & lic. Maximum \$30,000.00	60 mo.	13.9
Used Motor Homes, Etc.	80% of low book or appraised value Maximum \$20,000.00	60 mo.	14.9
New Mobile Homes	80% of appraised value. Must be in M/H Park or on owners property. Maximum \$50,000.00	15 yr.	13.25
Used Mobile Hoes	Same as New Mobile Homes		
Home Loans 1st Trust Deeds	80% of new or appraised value Maximum \$153,000.00 for 30 yr.	30 yr. or 15 yr.	**
Home Loans 2nd Trust Deeds	75% of appraised value less amt. of 1st Trust Deed. Maximum loan \$50,000.00	15 yr.	**

** Home loan maximum rates are established by using the "Monthly weighted average cost of funds for the eleventh district savings institutions" as published by the Federal Home Loan Bank of San Francisco, adjusted monthly by the 10th day of each month. Rates computed by taking the average of the last 3 months published plus an amount not to exceed 3% rounded to the nearest 10th of 1% for 1st Trust Deeds (such excess percentage being set from time to time by the Board of Directors) For 2nds, add 1½% over the the rate for 1sts.

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Board of Directors Meeting

June 16, 1987

All directors were present. Hawthorne, Taylor excused.

PRESIDENT'S REPORT

Auditor Monitor: Q-80 Exam and Pregnancy Order

President Barry announced that proposals on the Q-80 Captain's Examination would be discussed at the Auditor Monitor's meeting on Friday, June 19, 1987. The Proposed Pregnancy Order and the resulting involuntary transfers that would result, will also be discussed at the forthcoming meeting.

Lawsuits: Night Differential and Like Work/Like Pay

Night Differential: President Barry said that although the POA and the city attorney's office have received a tentative agreement, details (computation of pay owed to members) must still be worked out before the agreement is finalized.

Like Work/Like Pay: A tentative agreement on a LWLP issue arising out of a 1982 dispute involving 12 members (Q-2's working as Q-50's) of the Traffic Bureau, must first meet approval of the twelve members involved.

Salaries

President Barry reported that the salary picture for the SFPD was unclear, due to contract disputes in San Jose Police Department and Los Angeles Police Department.

Substance Abuse

Seminars on substance abuse will be given at Dominican College in August by Joe Engler of the S.F.P.D. Stress Unit. Joe Engler will also contribute articles to the NOTEBOOK starting in the July edition.

I.U.P.A. Report

The International Union of Police Associations has been lobbying Congress to increase the Police Death Benefit from \$50,000 to \$100,000. The IUPA feels confident that this measure will pass both houses and be signed into law by President Reagan this year.

Charter Amendment on Grievance Arbitration

President Barry distributed a letter that was proposed by the law firm of Davis, Reno and Courtney, asking the mayor's support for a proposed November '87 charter amendment that would require an independent arbitrator to resolve grievance disputes between city employee organizations and department heads.

Treasurer Linehan objected to the charter amendment for this November's election, citing the anticipated opposition by the mayor on this non-economic binding arbitration charter amendment. Treasurer Linehan, also Chairman of the POA Legislative Committee, is proposing a November 1988 charter amendment on collective bargain-

ing with binding arbitration that he feels would be adversely impacted by the probable defeat of this November '87 charter amendment.

SECRETARY'S REPORT

Secretary Rapagnani's report of the May 19, 1987 Board meeting was on Page 11 of the June edition of the NOTEBOOK. A motion by Chignell, seconded by Maloney, to accept the secretary's report was approved by voice vote.

TREASURER'S REPORT

Treasurer Dan Linehan passed out the monthly financial statement to the directors and explained several account expenditures for the month of May. Linehan also stated to the directors that the POA had over \$89,000 in its Dean Witter account. A motion by Rapagnani, seconded by Maloney, to accept the treasurer's report was approved by voice vote.

COMMITTEE REPORTS

Building Committee

Chairman Parenti reported that his committee had expenditures of \$7,000 on new office furniture for the staff. Chairman Parenti also reported that bids for carpets and interior painting were also being accepted.

Grievance Committee

Chairman Chignell indicated that he has requested the matter of the transfer violation in Sex Crimes to be sent to an outside arbitrator.

Uniform and Safety Committee

Director Reilly reported that the reason that Police Range no longer distributes + P + ammo was that the city had requested the manufacturer of the ammo to sign a hold harmless agreement which the manufacturer refused. The city then mandated the S.F.P.D. Range not to distribute the + P + ammo. Director Reilly also told the directors that a survey of the nine district stations' use of gun lockers was taking place. At this point an extended discussion took place regarding the POA's position on one officer cars (required training, video training/impact on department strength).

Labor Relations Committee

The drug order (General Order D-18) was discussed with changes in the general order offered by Director Chignell, Johnson, Hawthorne and other members taking into consideration. A motion by Rapagnani, seconded by Ovanessian that we accept the negotiated General Order D-18. Approved 16 yes, 1 no. Voting yes: Deignan, Maloney, Mattoch, Garcia, Santana, Ovanessian, Reilly, Doherty, Johnson, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry. Voting no was Chignell.

OLD BUSINESS

Treasurer Linehan indicated that there would be at least a two year wait for a court decision on Seal Beach.

Linehan also was concerned that the department was adjusting watches to avoid the payment of overtime.

NEW BUSINESS

A motion by Chignell, seconded by Santana, to donate \$100.00 to the Los Angeles Police Memorial Foundation for the death of Police Officer Randal L. Marshall, #14473 who was fatally injured in a traffic accident. The motion was passed unanimously.

A motion by Chignell, seconded by Maloney, to give Richmond Station \$1,000 for their police gym. Director Garcia stated that members of Northern Station were able to raise enough money themselves to purchase Co. E gym facilities. Director Ovanessian stated that all members had contributed funds for the gym, but because there were only 59 assigned officers to Richmond Station, sufficient funds were not raised. Motion passed 11 yes, 4 no, 3 abstentions. Voting yes: Barry, Rapagnani, Flippin, Fagan, Chignell, Suslow, Ovanessian, McDonagh, Mattoch, Maloney, Deignan. Voting no: Garcia, Santana, Doherty, Linehan. Abstaining: Parenti, Cole, Reilly.

A motion by Parenti, seconded by Chignell, to spend up to \$4,000 on S.F.P.O.A. pins to be distributed to active and retired members of the Association. Motion passed with all directors voting yes.

A motion by Parenti, seconded by Fagan, to spend \$2,500 on a slate card for this November '87 election for all P.O.A. candidates and issues. Passed by voice vote.

A motion by Parenti, seconded by Barry, to endorse Jim Deignan for Health Service Board. Motion passed 13 yes, 1 no, 3 abstaining. Voting yes: Deignan, Mattoch, McDonagh, Garcia, Santana, Ovanessian, Reilly, Doherty, Flippin, Cole, Linehan, Parenti, Barry. Voting no: Maloney. Voting to abstain: Chignell, Fagan, Rapagnani.

A motion by Garcia, seconded by Ovanessian, to donate \$1,000 for printing literature to elect Jim Deignan for Health Service Board. Motion passed 14 yes, 2 abstentions. Voting yes: Deignan, McDonagh, Garcia, Santana, Ovanessian, Reilly, Doherty, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry. Voting to abstain: Maloney, Chignell.

SPECIAL ITEMS

Motion by Rapagnani, seconded by Chignell, to contribute \$450 to Friends of Doris Ward. Motion passed 13 yes, 1 no. Voting yes: Barry, Parenti, Linehan, Rapagnani, Cole, Flippin, Chignell, Doherty, Reilly, Ovanessian, Santana, Maloney, Deignan. Voting no: McDonagh.

Motion by Chignell, seconded by Garcia, to contribute \$1,000 to the Democratic Leadership Forum. Passed by voice vote.

Motion by Chignell, seconded by Linehan, to contribute \$500 to Friends of Bill Maher. Passed by voice vote.

Motion by Chignell, seconded by Deignan, to contribute \$500 to Friends of Harry Britt. Passed by voice vote.

Motion by Rapagnani, seconded by Deignan, to contribute \$500 to a Reception for District Attorney Arlo Smith. Passed by voice vote.

Motion by Chignell, seconded by McDonagh, to contribute \$300 to Friends of Carol Ruth Silver. Motion passed, 9 yes, 4 no, 2 abstentions. Voting yes: Deignan, Maloney, McDonagh, Ovanessian, Reilly, Doherty, Chignell, Linehan, Barry. Voting no: Santana, Flippin, Cole, Parenti. Abstaining: Rapagnani, Garcia.

A motion by Chignell, seconded by Rapagnani, to contribute \$450 to the Doris Thomas Dinner. Motion passed by voice vote.

Meeting adjourned.

No quorum for General Membership Meeting.

Reno Rapagnani
Secretary

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Police Officers' Special!

Officers Study Law, Stay on Force

by Peter Aronson
Reprinted from The Recorder,
Tuesday, May 5, 1987

At 4:15 a.m. one Saturday last October, San Francisco police officer Leanna Dawydiak — 5-foot 2-inches tall and 108 pounds — and two male colleagues got a call to investigate an attempted suicide. When they arrived, they instead found a possible homicide — one man trying to throw another out a window.

The officers separated the men, but the attacker apparently decided to take his own life, and he lunged for the window.

The 6-foot 4-inch, 200-pound attacker was so violent that it took all three officers to prevent him from plunging to his death. The officers were able to subdue and arrest the man, a feat that prompted the Police Commission to award Dawydiak and officers Brian Danker and Thomas Wong the Bronze Medal of Valor.

Dawydiak doesn't look the part, but scuffles come with the territory when you work the midnight shift in the Mission District.

Yet her most nerve-racking challenge may lie ahead: In July, she will take the California bar exam for the fourth time.

"It's not if I pass, it's *when*," said the 32-year-old officer, a 1982 graduate of Golden Gate University School of Law in San Francisco. "The third time was very close. I was disheartened by it and thought, 'What else could I do?'"

"[Police work] kind of seemed like an exciting job, sort of legally related," she said, "and [when I pass the bar] I could stay with the police force in its legal department."

So, in July 1985 she joined the force and became one of about a dozen active San Francisco police officers who have studied law. Most are members of the California bar.

They say the combination of law and law enforcement tempers their reactions on the streets and heightens their sensitivity to issues of personal freedoms.

"It made me more aware of the ramifications of actions I or others would take," said Capt. Michael Hebel, commander of Park Station and a lawyer. "I think I am more sensitive to individual rights. I think I am better able to balance individual rights and command concerns...so that I can suppress crime without violating a person's rights."

Liaison

"Magnum Emolumentum Justicia" — great prophets

from the law — reads the sign on the Hall of Justice of office wall of Lt. Gregory Winters.

"I keep it as a laughing reminder," the 37-year-old graduate of Lincoln Law School, class of 1983, said with a smile. As head of the police department's General Office Division, he supervises 25 employees who issue business permits and act as liaisons between the department and the courts, the district attorney and a psychiatric unit. He enjoys the law but intends to stay on the force.

"I fully intend to be chief of police some day," he said. "Plus, this job's actually fun. I am not mired in one thing all the time."

At night and on weekends, Winters has a small family law practice. He shares office space with his wife, former Deputy City Attorney Jo Nell Biancalana.

The time away from his family and the cost of running the small practice, though, may cause him to discontinue it, he said. Despite having no claims against him and a small case load, his annual cost of malpractice insurance has risen from \$325 to more than \$5,000.

"Our family car is a six-year-old ex-Avis car," he said. "I am not driving a Mercedes or a 300 ZX."

Winters was motivated to practice family law by his fellow police officers' high divorce rate (he was divorced himself) and a cop's instinctive distrust for lawyers, he said.

"Police officers as a class distrust and dislike lawyers," he said. "So [being a police officer] eliminated one barrier between me and my clients. And I also generally knew where they were coming from. The stress, the strain that impacts on their marriage."

But the inherent distrust between the two professions sometimes creates suspicion and tension between officers and officer-lawyers.

"Being a lawyer gives me increased external credibility and probably decreased internal credibility," he said. "Internally, some of what I do and say is discounted because of my ticket [license to practice law]."

A superior recently vetoed a proposal by Winters because he is a lawyer, Winters said.

"I think I would have been okay if I had just gone to school and not taken the bar," he said. "But I think I hurt myself by taking the bar."

Dawydiak said she had to tread lightly to avoid stepping

(See LAW, Page 16)

20 Years Ago San Francisco Police Dept.

Submitted Courtesy of
Elliott Blackstone
(SFPD Retired)

Schedule of Uniformed Members Monthly
Salary Scale and Number Authorized
for Fiscal Year 1965-1966

	Auth- orized	Monthly Salary		
0390 Chief of Police.....	1	\$1979		
0400 Deputy Chief of Police....	1	1665		
0360 Chief of Inspectors.....	1	1665		
0480 Director of Traffic.....	1	1665		
0470 Supervising Captain.....	1	1350		
0420 Department Secretary....	1	1350		
0370 Captain of Inspectors.....	1	1231		
0490 Captain of Traffic.....	1	1231		
0440 Director of Personnel.....	1	1170		
0430 Director of Crim. Info....	1	1170		
0450 Director of Spec. Serv....	1	975		
Q-63 Criminologist.....	1	1146		
Q-80 Captain.....	13	1146		
Q-60 Lieutenant.....	50	975		
0380 Inspector.....	130	855		
0380 Inspector of Jr. Traf.....	1	855		
0385 Assistant Inspector.....	48	787		
Q-50 Sergeant.....	213	834		
0460 Secty., Police Com.....	1			
	(Salary for rank assigned)			
0410 Property Clerk.....	1			
	(Salary for rank assigned)			
8254 Police Rangemaster.....	1	855		
	1st Year	2nd Year	3rd Year	4th Year
Q-2 Policeman 1307	685	700	720	735
Q-20 Policewoman 9	685	700	720	735
<hr/>				
Total Uniformed Strength.....1786				
86 Two-Wheel Motorcycle Operators: \$70.90 per month; additional premium pay.				
Police Commissioners.....	3			\$100
Police Surgeon.....	1			735

Mission Youth Wins Cliff House "Name the Horse" Contest

Seven year old Alfaro Ortega, son of Mr. and Mrs. Alfaro Ortega of 288 Delano Street, won the Cliff House's "name the horse" contest with his entry, "Wavy Davy." The naming ceremony took place Wednesday, June 10 at the Mounted Police stables in Golden Gate Park. On hand to share the excitement was San Francisco School Superintendent Ramos Cortines, Alfaro's teacher and school principal, and about 25 of his classmates, some with parents.

It all started last summer when the owners of the Cliff House, Dan and Mary Hountalas, donated two horses to the San Francisco Police Department's Mounted Police Unit in Golden Gate Park. The unit named one of the horses "Cliff," but was reluctant to name the other one "House" (who has ever heard of a horse named "House"?). To get a name for the horse, the restaurant distributed contest instructions and entry blanks to all San Francisco

schools with students 12 years of age and under in March. A requirement was that the names have a nautical orientation. Nearly 2,000 entries from 30 schools were received by the April 15 deadline, many of which also included sketches of a horse. Some of the other names reaching the finals were "Booms," "Sponges," "Undertoe," "Seamore/Seamour," "Seacil," "Coast Guard," "Aqua Velvet," "K-sea" and "Fogger." The name "Wavey Davy" was also submitted by Lara Belanogoff of St. Thomas Apostle, but Alfaro's entry won by virtue of its earlier delivery (April 2 vs. April 15). Lara will receive a gift certificate for dinner at the Cliff House for herself and her family.

Alfaro is enrolled at the Mission Education Center, 2641 - 25th Street, a school for newly arrived Spanish speaking youngsters, and is one of 28 students in the grades 2 & 3 class of Ms. Robin Raphael. The Ortegas arrived from Nicaragua in December; Alfaro started at the school in January. School Principal Graciela Spreitz characterizes Alfaro as being a bit on the shy side and a little overwhelmed by all the attention; however, he understands that there is a neat party with ice cream, cake and favors coming up on October 10, and is looking forward to it! (Along with the birthday party for the contest winner, the Cliff House is giving a dinner for two to his parents, \$100 to his school and pictures of the ceremony to the participants).

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Pathways

Getting Away Easily and Well

by Bob Rogers

Drive through any suburban neighborhood and you'll probably find more than one sled of a speedboat squatting heavily atop a trailer that hasn't been pulled for awhile. There are too, all of the RVs and Four Wheel Drives that were bought with hard-earned money in hopes of having more time — and enough funds, to get the family and one's tired self away from the headaches of congested commuting, soul-killing jobs, and cluttered responsibilities. I looked through my garage recently and surveyed my own relics of lost escapes — the hiking boots, back-packing equipment, and crumpled wet suit. I was lucky enough to have sold the Four Wheel Drive and so had room to sit in the wheelbarrow while I watched all of the stuff gatering webs.

Whether looking for a get-away that will bring a simple bit of peace or trying to encounter a jolt of real adventure, it has become necessary, it seems, to allot huge blocks of days off and make numbing visits to the credit union before rushing off to some far-away place for what seems like too short a time. While I believe there are plenty of things one can do to take care of the "dis-ease" brought on by city policing, there comes a time when running, pumping iron, thrashing along on a bike, or attacking the yardwork becomes not enough.



Nick Klimenko (galley slave) in the bow of the Klepper as seen by Harry Walwyn from the stern.



Harry Walwyn sitting in the rear of his Sea Kayak — as seen by Nick Klimenko sitting in the bow.

There's a kind of "something different" I've come across and would like to pass on. It has to do with getting out onto the ocean, the bay, rivers, and lakes in Sea Kayaks. Open water kayaking is relatively new to the Bay Area — having come on the scene about ten years ago. But these nifty boats have been gaining in popularity because of the ease in which one can gain enough competence to get easily out and away with a minimum of sacrifice to the Time and Money Gods.



A group outing returning for the day.

Sea Kayaks are basically modern Eskimo craft that are designed for open-water—as opposed to those smaller white-water boats that are used in raging rivers. These Sea Kayaks range in design and function from fast responsive boats used for racing and training to more stable (and comfortable) craft suitable for extended passages. These boats can be paddled in just inches of quiet water enabling one to coast up onto a sand bar and can be seen crossing through wind-whipped chop underneath the Golden Gate. While a paddle to the Farallons is beyond a beginner, these are forgiving boats that one can start to enjoy the first hour.

Whatever I have to say about Sea Kayaking is largely a result of knowing Harry Walwyn of the Burglary detail. I met Harry when I first began seeing Kayaks on the Bay. I had just sold a 28 foot sailboat — the proverbial hole in the ocean you pour money into. After a few months I was looking for some way, cheaply, to get back onto the water. Harry, who owns a remarkable German-built



Mike Ritter in his new Kevlar (40 lbs.) boat.



Some of Sea Trek's extra boats that are always available for a paddle.

Sea Kayak called a Klepper, enthusiastically recommended Sea Kayaking and steered me towards an outfit in Sausalito called Sea Trek where one could get a good introduction to Sea Kayaking.

My wife, Barbara, and I went to visit Sea Trek, and, after snopping around their barn full of boats and getting to like their people, we took an introductory morning lesson. This included exposure to the basic types of Sea Kayaks, the rudimentary practices of safe paddling, and a paddle along the Sausalito waterfront. After the lesson ended we took the afternoon to paddle around Richardson's Bay and along the Tiburon-Belvedere shoreline taking the time to put into some of the prettier beaches. While we each had a kayak, all of the Kayaking Centers have "doubles" — kayaks built for two and will give lessons in those if on chooses. We have since taken out a double and enjoyed it.

While satisfying at the initial level, Sea Kayaking seems to offer unlimited possibilities. Harry Walwyn and his partner (some think victim), Nick Klimenko, have done trips throughout the Bay, along the Russian River, in Tomales Bay, and along stretches of Lake Tahoe. Last September, Harry, Nick, and Bob Barnes of Park Station took Kayak and Canoe through a hundred miles of wilderness in Canada. (Interestingly, Harry's Klepper Kayak is a beautiful rig that is designed to break down into a folding wooden frame and Hypolon skin that fits into a couple of suitcase sized bags — enabling one to carry their Klepper on a plane or tucked in the truck of a car.)

Walter Chan of Muni Transit had two Kayaks — a single and a double, the last time I saw him. I believe Walter has taken his up to the Alaskan Coast. I also understand that Fred Groven of Fraud just bought two Chinook brand kayaks for himself and his wife. Fred told me, he and his wife had owned a heavy fiberglass double that they had paddled extensively until they decided to go to the much lighter polyethelene singles. The Grovens seem taken with this stuff — they've left their 25' sailboat



Physician Dr. Craig Hoyt had to give up biking and running due to knee injuries and so has stayed super-fit by competitive Sea Kayaking. He said he'd be happy to help out any of the Department's members who got into training and would like to join his Wed. eve. group workout.

sitting alone while they go about their paddling. (I think Fred commutes in a van with Harry Walwyn, and so you can see how the disease spreads.) I know that my partner, Eric Olsen, after going out on a paddle with Harry, felt that these would be great family boats — and was looking forward to getting his oldest boy Dan out in one.

I think this is a great niche for anyone who would like to be on the water. You can plot your way to sunny, secluded places and just soak up the sun or you can train for the rigors of rough water passages, marathon races, and surf kayaking. None of this is quite as easy as sitting in an old tire-tube on a lake, but with a minimal amount of instruction — and that much equipment, this opens up an awful lot of possibilities.

I'm going to list the three Kayak Centers with their addresses and phone numbers. Their locations make them readily accessible. Each of them offer great introductory courses. These courses are enough to expose you to whether you're going to have a passion for this sport. Each Center has a free Newsletter that list their schedules. They'll send one if you call, but I would encourage you to go snoop around their places — there's never any heavy sales posture and the folks are very decent. (I have copies of the Newsletters I'd be glad to pass on — along with Sea Kayaking Magazine.) And then there's always Harry Walwyn at Burglary. He's not too hard to wrangle an invitation from — all you have to say is something like, "Nice day, huh, Harry" and his usual response is "Yeah, would you like to go Kayaking."



A couple returning to Sausalito after an all day trip that took them to Paradise Cove in Tiburon.

1. California Canoe and Kayak, 249 Tewksbury, Pt. Richmond, Ca. 94801 Tel. (415) 234-0929. (They have a great intro course for \$45.00 wherein you spend a Thursday eve. learning some basics in the heated Richmond Plunge Pool and then spend Saturday on the Bay dealing with tides, currents, wind, and potential hazards. Like the other Centers, they have boats for sale, but seem committed to your liking the sport and finding out what will best suit your purposes before entering a sales dialogue.)

2. Sea Trek, Schoonmaker Point, Sausalito, California 94965 Tel (415) 332-4457. (Sea Trek is probably the largest Sea Kayaking Center and offers both weekend and weekday introductions as well as reasonable rentals of their many types of boats after you've taken their intro course. Their basic course is \$30-\$39 depending if you take a weekend class. Like the other centers they encourage groups to organize at work and then take the class together.)

3. Reg Lake's PADDLE SPORTS 341 Visitation Ave., Brisbane, Ca. 94005 Tel. (415) 467-2800. (Reg Lake has his shop and boats at the above address and organizers most of his trips and lessons out of his Pier 66 Activity Center — near the Espirit Outlet and Mission Rock Marina. He has several of courses and helps organize some good get-aways.)

Consider Sea Kayaking and if you have any questions or even want some company, get ahold of me. Bob Rogers, Burglary.

Editor's Note: This article introduces a new column, called Pathways, written by Bob Rogers of Burglary. Bob tells me that he wants this column to be an aid to members looking for ways to enrich their lives. In addition to adventure experiences (exemplified by this month's column), there will be pieces on educational resources, support groups, in fact a whole range of programs (pathways, you might say) that could help you live more happily.

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STRESS

(Continued From Page 6)

like these because their profession affects the way they live, impacts on their emotions and consequently affects their relationship with others, especially family members.

Family members should thus be educated to identify the early warning signs of maladaptation to investigative stress, for they are in a position to see the changes in attitude as they occur. The hardened attitudes that officers will develop to get through the workday will stand out dramatically and inappropriately at home. First, family members should be aware of being deliberately excluded from the officer's life — as, for example when the officer identifies himself primarily as a member of a close law enforcement community and adopts the attitude, 'Silence is security, sex is survival, keep your cool, and stay on top. Secondly, the spouse would see if the officer has increasing difficulty relating to members of the family or is less able to respond emotionally or talk about feelings. Thirdly, the spouse should be on the lookout for the defense mechanisms.

Defense Mechanisms: Defense mechanisms arise as a response to stress — and they become habituated through use. Defense mechanisms, in fact, may be thought of as mental functions that protect an individual from internal and/or external threats, conflicts, impulses and hurts.

Defense mechanisms were first identified by Sigmund Freud in 1894 in his study *The Neuropsychosis of Defense*. Anna Freud later identified ten defenses by name, and by 1979 H. P. Laughlin had differentiated 22 major defenses, 26 minor defenses and three special reactions and combinations. Of these, several are adopted most frequently by police officers.

Isolation of affect — Perhaps one of the most deceptive and, if not controlled, emotionally dangerous defenses used by officers is that of isolation of affect. Isolation is in use when 'an idea or object is divorced from its emotional connotation.' This altered perception of reality — this ability to view events less intensely — permits the officer to appear in control at all times, to live up to his image and to deny any emotional stake, in the situation.

An adjunct to emotional isolation is grotesque humor — the kind that is not funny and is not meant to be. 'Sick' humor works. It maintains an officer's sanity because it acts as a safety valve and lessens the emotional impact of the crime. Once it finds its way out of the locker room or laboratory, however, and into the public eye, it is a clear sign of maladaptation to stress.

Displacement — Displacement is in operation when 'an emotional feeling is transferred, deflected, and redirected from its internal object to a substitute external one. Displacement is usually the defense most to blame for strife in the officer's home. If the officer could recognize the symptoms, however, he could consciously employ a more acceptable defense. In everyday life, substitution may be as simple as chopping wood to release hostility.

Repression — Repression has been referred to as the primary and most important ego (self) defense. It has been defined as 'the automatic, effortless, and involuntary assignment or relegation of consciously repugnant or intolerable ideas, impulses, and feelings to the unconscious.'

(Although police may not use this defense themselves, they often see themselves victimized by it. Nothing is more trying to an investigator attempting to solve a crime than a victim — his best witness — who cannot recall a single thing).

Rationalization — Rationalization as defense is in use when 'the ego (self) justifies, or attempts to modify, otherwise unacceptable impulses, needs, feelings, behavior, and motives into ones which are consciously tolerable and acceptable. On a daily basis, investigators rationalize why they work long hours, spend long hours separated from their families and even risk their lives.

Projection — Finally, projection is a defense mechanism of major importance. Known as the defense of 'blaming others,' projection occurs when 'consciously disowned aspects of self are rejected or disowned and thrown outward, to become imputed to others ... a mirror-defense. In law enforcement, the investigators who can't seem to solve a crime will find it easier to blame their lack of success on someone or something than to face the fact that they may not be clever enough to sort out the evidence and conduct a proper and orderly investigation.

Defense mechanisms are used daily and productively by all people — so it's all right if you've identified some of these defenses in your life. But they can become counter-productive if they are habitually used to excess, for the wrong reason or in the wrong place.

Early Warning Signs of Stress Disorders: The numerous symptoms which may relate to stress disorders can be grouped in three categories: (1) emotional, (2) behavioral and (3) physical. In the emotional category, symptoms include apathy, anxiety, irritability, mental fatigue and over-compensation or denial. Behavioral symptoms are often more easily detected than emotional ones, for sufferers withdraw and seek social isolation. They often act out their misery through alcohol abuse, gambling, promiscuity and spending sprees. The physical effects of stress are extremely dangerous. The individual may become preoccupied with illness or may dwell on minor ailments, taking excessive sick leave and complaining of exhaustion during the workday. Among the many somatic indicators are headaches, insomnia, recurrent awakening, early morning rising, changes, in appetite resulting in either weight loss or gain, indigestion, nausea, vomiting and diarrhea.

Coping Strategies: The philosophy of stress management, however, emphasizes two reasonable and many techniques: exercise and relaxation, both normal means to good general health. More, it recommends seriously and ruthlessly structuring one's life so time is systematically allotted for various but important needs.

Effective stress management practices include the following:

1. Eat three meals a day, including breakfast.
2. Avoid sugar, salt, animal fat and processed white flour in your diet.
3. Pursue a regular program of physical exercise.
4. Form new friendships and maintain old ones.
5. Get enough sleep each night (6-8 h).
6. Practice abdominal breathing and relaxation.
7. Schedule time and activities for yourself by yourself and schedule the same to spend with others socially.
8. Stop smoking.
9. Limit your alcohol and caffeine intake.
10. Pace yourself and allow for an even flow of demands.
11. Identify and accept emotional needs.
12. Recognize early warning signs of stress.
13. Allocate time and energy to allow for outside interests.
14. Take appropriate dietary supplements if needed.
15. Avoid self-medication.
16. Take one thing at a time.
17. Give in once in a while.
18. Talk out your worries.
19. Make yourself available.
20. Learn to accept things you cannot change.

Policemen work a good job and a rewarding one. Although the negative aspects of the job are often highlighted, no one should ever doubt the positive value of policing to the individual, and to society. One should, however, understand thoroughly and systematically how to cope with the negative aspects of the job.

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BILL OF RIGHTS

(Continued From Page 1)

mand or a transfer for the purpose of punishment." A case similar to the above was *McManigal v. City of Seal Beach* (85) 212 CR 733. Here, due to a supervisor's evaluation, an officer was transferred from the motorcycle division to patrol division. The motorcycle position was given hazard pay, and a return to patrol meant the loss of that hazard pay. The court said that a transfer was disciplinary if it was imposed for the purposes of punishment, and that the lower paying position gave the officer a right to an administrative hearing even though it was not a loss in rank. (Compare this to *Howell v. San Bernardino*, 196 CR 746, a transfer which is non-monetarily affecting may not be punitive).

A transfer is discipline if it is for punishment, and as such the right to an administrative hearing is available. In *Baggett v. Gates* (82) 185 CR 232 officers were paid salary plus hazard pay. Due to internal investigations they were transferred to a lower rank and hence, lost pay. A request for an appeal hearing was denied. Once again the court stated that because of the reassignment to a lower paying position an administrative hearing was in order.

In a 1985 case of *Henneberque v. City of Culver City* 219 CR 704 an officer was promoted to a sergeant and given favorable reviews. He was an active member of his union and after some time was demoted. He requested an administrative hearing and was refused. He sued requesting a hearing and back pay. **The court held that the Peace Officers' Bill of Rights authorizes back pay if one of its provisions is violated.**

- (1) Section 3309.5 allows courts to use extraordinary relief to remedy violations;
- (2) Extraordinary relief include writs of mandate;
- (3) Writ of mandate is appropriate to award back pay.


An area which was tested in San Francisco prior to the inception of the Peace Officers' Bill of Rights, but also tested after, is the rights of probationary employees. In *Luby vs. CCSF* (79) 159 CR 440, probationary officers were fired without an administrative hearing or, in this case, somewhat of a "sham" hearing before the chief. The court stated that even though probationary employees can be fired at will, if termination affects liberty interest then procedural due process is required. Here probationary officers were dismissed without a hearing (no witnesses, etc.) and they were no longer able to work for the city. The court determined that the action was one of disciplinary misconduct in nature as opposed to probationary termination. Couple this with *Browning v. Block* (85) 175 CR 423 with the court stating that section 3304 applies to probationary officers when their dismissal reflects upon character and damages their capacity to earn a living.

Conduct Unbecoming

The case of *CRanston v. City Richmond* (85) 221 CR 779 discussed the problems arising from disciplinary charges that are described as conduct unbecoming of an officer. The officer involved challenged this provision by citing United States Supreme Court saying that a statute which either forbids or requires that doing of an act in terms so vague that men of common intelligence must necessarily guess at its meaning and differ as to its application violates the first essential of due process of law. A California court stated that where language of a statute fails to provide an objective standard by which conduct can be judged, the required specificity may nonetheless be provided by the common knowledge and understanding of the members on the particular vocation or profession to which the statute applies. In interpreting other California cases, again the court stated that the regulations applied to appellant to justify his suspension must not be so vague as to give no guidance as to what conduct is permitted and what is prohibited. The expression conduct unbecoming of an officer fails to, on its face, to provide a standard. The court said that this term indicates a lack of fitness to perform the functions of a police officer. However, the required certainty may be provided by the common knowledge of members of the particular vocation when the regulation does not on itself contain specific standards; it may be that the officers will normally be able to determine what kind of conduct indicates unfitness to work in law enforcement. The court seems to say that though the term conduct unbecoming, is void on its face, habit in custom would dictate to the individual what actions would leave them to be brought up on those charges. I see a problem with interpretation by each individual with regards to what activity might subject them to discipline as opposed to another person's interpretation of the same. It should be noted that the Chief Justice Rose Bird dissented in this case and would have struck this provision as void for vagueness.

Pre-Interrogation Discovery

The court has just ruled in *Association for Los Angeles Deputy Sheriff, et al. v. County of Los Angeles* — that a police officer under departmental interrogation is entitled to examine all investigative materials prior to an interrogation.


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Gerald R. Norman Named Head of Municipal Court Felony Unit

Assistant District Attorney Gerald R. Norman, an eight year veteran of the San Francisco District Attorney's Office, was named Assistant in charge of the Municipal Court/Felony Unit, District Attorney Arlo Smith announced recently.

Born in 1950 in the Bayview section of San Francisco, Assistant District Attorney Norman was the fourth of eight children born to Mr. and Mrs. Oscar D. Norman. He attended San Francisco public schools and graduated from Woodrow Wilson High School in 1968. He received his B.A. Degree from the University of San Francisco in 1972 and his J. D. Degree in 1975 from that University.

A former legal counsel with the California Department of Social Services from 1975 to 1979, he joined the San Francisco District Attorney's Office in 1979 and has worked with the special team assignment units of sexual assault, child abuse and career criminal prosecutions.

Assistant District Attorney Norman is married to Marilyn Bonaparte Norman and is a resident of San Francisco.

"Jerry Norman is an outstanding professional prosecutor, and it is with great pleasure that I announce his appointment as head of the Felony Unit of the Municipal Court," District Attorney Arlo Smith said.

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Co. A Beat Officers Diffuse Situation

By Marsha Garland,
Police Community Relations - Central District

On Saturday, June 20th, during the North Beach Fair on Upper Grant Avenue and Green Street, two dubious charitable solicitors set up shop selling items unrelated to the fair and causing unfair competition for merchants and crafts people who had paid standard fair fees for exhibition space.

An Information Bulletin regarding the 1987 Charitable Solicitation Legislation had just been received by Central and those who have seen it realize it reads like a Russian novel. To date, no easy solution has been found to the charitable solicitors' problem.

Officers Robert Swall and Pete Gamino were dispatched to assist fair producers, Terry Pimsleur & Company, and the two beat officers skillfully managed to diffuse what appeared to be an increasingly hostile situation.

Captain Jack Damon made an appearance at the Fair's opening ceremonies and made the shortest, and most sensible speech: "Have a safe and sane weekend".

Terry Pimsleur and staff, and the North Beach Chamber of Commerce, extend their thanks to Officers Swall and Gamino.

Thanks, too, to all the other officers at Central (including Sgt. John Harrington, Officer Daniel Wynne and Sgt. Michael Thompson) who helped facilitate what proved to be an excellent public event.

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AGNOS

(Continued From Page 9)

of reasons:

1. He has been consistent on the issues throughout his career and has been awarded with 85% pluralities for having a discernible and straight forward philosophy.

2. Agnos will attract the progressive vote and has a strong base from that political perspective. The other candidates will be carving up what's left.

3. Recent polls have shown that the intense criticism of Agnos has not slowed the campaign and that his chief opponent, Supervisor Molinari, is not moving up in the polls but is stuck at a certain level with no movement for months.

4. Agnos has a dedicated core of volunteers and superior campaign management which has already resulted in hundreds of volunteers on the streets which near the end of the campaign will result in a massive grass roots operation unlike any seen in the City's history.

5. Agnos reflects the direction that the City wants — more emphasis on the neighborhoods and housing — less emphasis on downtown development and the Manhattanization of San Francisco.

6. Agnos has the support of major successful office holders such as Assembly Speaker Willie Brown, Congresswoman Nancy Pelosi and Lieutenant Governor Leo McCarthy which will result in their resources being turned to Agnos.

Why Should the POA Endorse Agnos?

1. Agnos will win.
2. Agnos has consistently supported our issues over many years.
3. Agnos will continue his present policy of providing total access to the decision-making process by the POA.
4. Agnos will be Mayor — and we must be involved in his election as other groups will be.

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MOLINARI

(Continued From Page 9)

relationship between all public employees and the Board of Supervisors was abysmal. They were difficult times for all public employees, but as the tensions cooled during the ensuing years, fences were mended and new and better relationships with the Supervisors began to take shape.

For example, in 1978, while the POA was at the height of battling the OFJ lawsuit, Molinari, at the urging of the POA, voted against the imposition of racial quotas relative to the OFJ lawsuit and also voted against the give away of \$3 million to the Public Advocates' plaintiffs.

Since that time, Supervisor Molinari has been one of our strongest and most effective advocates on the Board of Supervisors. In fact, Molinari has voted and/or supported the POA's position on every substantial issue since 1978. Such a level of support, covering an eight year span, is difficult to match by any legislator.

In 1979, we sponsored a collective bargaining amendment with the firefighters, and Molinari was one of our strongest advocates. When Supervisor Carol Ruth Silver attempted to pass an ordinance restricting our carrying off-duty firearms. Molinari was leading the charge against it.

In every subsequent election and/or Board of Supervisors' debate over a charter amendment or significant POA issue, Supervisor Molinari has maintained a 100% voting record. There were eleven such issues since 1981 — fourteen since 1978.

True, Art Agnos supported us on a substantial number of these issues as well by writing ballot arguments for the voters' handbook, however, it was Molinari's voting record which was on the line, and it was Molinari's actual vote which placed these issues before the electorate.

Art Agnos has also been a consistent vote for us in Sacramento on labor related issues. However, on local amendments and other substantial issues, our successes are won at the Board of Supervisors, not in the State Capitol.

Molinari is also more electable as mayor in my opinion than Art Agnos, Molinari has been elected "city-wide" six times by substantial margins, while Art Agnos is primarily known only in the eastern portion of the city. He too has enjoyed substantial margins of victory in his

LAW

(Continued From Page 12)

ing on toes when she went to the police academy. "I sometimes felt I didn't want to express what I knew," she said. "I could tell that some of the instructors might have resented it."

Unlike the dual professionals, Sgt. Michael Seybold works more as a lawyer than as a cop. His law school diploma is propped on a shelf overlooking his cubicle in the police department's legal division at the Hall of Justice.

Recently, he wrote a memorandum about how a U.S. Supreme Court decision would not affect the department's policy on the seizure of packages found inside cars.

He drafts legislation, such as a recent proposal that would prevent someone from holding a parking spot by placing an obstacle in the road.

And, among other things, the 24-year police veteran appears almost daily in court on Pitchess motions — attempts by defense attorneys and others to gain access to police personnel files.

Seybold, 46, a father of four, attended law school at night in the early '80's at San Francisco Law School. The GI bill paid for his education. He studied weekends and nights — as so many law students who work do. He traded his police uniform for a pin-striped suit in 1976 when he joined the legal unit.

"When I am in court, I definitely feel like my attorney self comes out," Seybold said. "But if I walk down the street, I try to do what all police officers do — observe and take note of anything unusual."

Most officers and attorneys agree that a law school education only helps police officers perform better.

Winters once worked with San Francisco Assistant District Attorney William Smith on a credit card fraud case, and the prosecutor said he found Winters' legal knowledge invaluable.

"He had a better understanding of what we needed to put together a case than the average police officer," said Smith, head of the general litigation unit. "When I requested certain documentary evidence, I think he understood. A lot of times I didn't have to ask. He understood the need."

Police Officer Rebecca Sciotto reached the same conclusion from a different vantage point — a patrol car on the midnight shift in the Mission District. Her partner was Dawydiak, who now is pregnant and on desk duty.

"It was good because I knew we weren't going to get in any legal trouble because of the arrest," said Sciotto, 30, a 6½ year veteran of the force.

But, she added, that there was "a lot of second guessing. Quite a few times [Dawydiak] would say, 'But legally we can't...' And I would say, 'But this is how we do it on the street, and the DA can always drop the case.'"

Capt. Hebel recalled an incident during his law school years, when his legal training paid off under pressure during patrols of the drug-scarred Haight area in the late 1960s.

many races, however, the Assembly race is a partisan Democratic/Republican contest with an 85-90 percent Democratic registration and he has never been confronted with any substantial Democratic opposition. His success in his Assembly races is virtually assured absent a political scandal.

Due to the fact that Agnos has never run for election city wide or even in the more conservative districts of San Francisco, it is going to be difficult for him to garner these votes in a mayoral contest — particularly if he should succeed in the general election and make it to the December runoff.

In terms of major endorsements which are substantial in a mayor's race, it is unlikely that Assemblyman Agnos will fair very well.

Based on past history, it is unlikely that the three newspapers (Chronicle, Examiner, Progress) will endorse him as he has not enjoyed their support in the past. The papers will clearly have some impact in this race as will the POA's endorsement.

Molinari has already received the endorsement of the largest public employee group, SEIU Local 790 and will most likely receive the endorsement of the Municipal Railway Workers and other smaller groups. Firefighters Local 798 will hold their endorsement meeting on August 19. It is unknown which candidate they will choose.

Additionally, the Gay Community's endorsement which will have a substantial impact, are split between Molinari and Agnos, and the Building Trades Union will clearly go against Agnos for his no growth positions. Molinari has also received the endorsements of the American Federation of Teachers and the three major Chinese organizations.

Finally, Art Agnos's recent financial tax disclosure problems have, by his own admission, had a negative impact on his candidacy. Whether he can recoup from this problem remains to be seen. Molinari on the other hand has had little negative press, enjoys a higher name identification, is viewed as a moderate politician, has raised substantially more funds than Art Agnos and will most likely be in the December runoff. Supervisor Molinari has been totally accessible to the POA over the years and has been totally supportive of our issues save for the 1975 amendments. He is clearly a very formidable candidate deserving our support.

After knocking on a suspect's door, he heard a toilet flushing and feared evidence was being destroyed. At that moment, he said, he remembered a case that set an exception to the then-"knock-notice rule." With that in mind, he burst into the house and caught the suspects trying to flush a large amount of heroin down the toilet.

The arrests were upheld, he said, adding that he was especially pleased because they occurred shortly after Hebel had found two young heroin overdose victims dead in Buena Vista Park.

Hebel, 42, a 21-year veteran of the police department, graduated from Golden Gate law school in 1973. A year later he became the welfare officer for the Police Officer's Association, an assignment that pays him more than \$10,000 a year to represent disabled or deceased police officers and their families before the Retirement Board, he said.

"I feel fortunate to be in the role because it's one that's traditionally been occupied by a police officer," Hebel said.

The captain also has a masters degree in criminology from the University of California at Berkeley.

But police officers with graduate degrees remain the exceptions. Higher education and police work traditionally don't go hand-in-hand.

Without formal figures, Deputy Chief Victor Macia estimated that only 15 percent of the department's 1,894 police officers have graduated from a four-year college. Less than 2 percent of all officers have graduate degrees, Hebel estimated.

One reason for the lack of interest in college degrees is that, unlike many other police agencies, the San Francisco Police Department offers no salary incentives for higher education.

"We've kicked around [the idea] for a number of years," Macia said. "Some departments have it as part of the salary scale. We would like to see it as an incentive for officers."

It would take nothing short of a City Charter amendment for the department to offer salary incentives, Macia said.

The lawyer-officers emphasized that they had little desire to leave police work for higher salaries available in law practice. For now, they said, they prefer to stay in the jobs they enjoy. The ability to earn a pension worth up to 75 percent of their final salary after 25 to 30 years on the force is another factor, they said.

"My plans are to retire at age 50," Hebel said. "At that point I do think I'll go into a management position that requires legal training or go into private law practice."

Dawydiak isn't thinking that far ahead. She says she won't discard her uniform for a silk blouse and skirt and a mid-five figure income, if she passes the bar.

Even though she wanted to be a lawyer since childhood, Dawydiak said she found she enjoys patrolling the streets.

"Freedom, being outside, dealing with people," she said. "I like the public. It's also a job where you feel you see the fruits of your labor. The results are right there. It's not like you have to wait to see if a judge approves your motion."

Letters

Thank You's

Dear Bob and Members,
Both Pat and I want to express our sincere gratitude and appreciation for everything you did for us. The plant and the card were both lovely and thoughtful. We gratefully accepted the check which was put in a memorial fund in honor of Megan. The preschool which she would have attended will now be able to have a shady area where the children can eat lunch and rest. During this very sad time in our lives, it was very comforting to have the kindness and support of friends and family. Thank you friends for the caring and support you shared with my family and me. It made me proud to be a member of such a caring and thoughtful organization.

Sincerely,
Bob Guinan
Ingleside Station

To San Francisco Police Senior Escort Program and Police Officers Assn.
"Million Thanks" for the food and toys on Christmas 1986. God Bless You.

Thanks so much ... You really know how to make people happy!

From the Georgopoulos
Curiel Family

Dear Bob,
Continuing thanks for your support of my reelection campaign. I like being your D.A. and value your friendship.

Sincerely,
Arlo Smith
District Attorney

To the SF POA,
Thank you for being so thoughtful. Your memorial gift to the American Heart Association is truly appreciated.

Sally McGaron

Dear Sgt. James T. Brown:
Thank you for your very informative report at our June 8th 1987 Board of Directors Meeting of the Lakeside Property Owners Association.

I have to commend you for your patience during the time when some of our members took out their frustrations on you. You handled it so well, I was envious of your ability.

If the people you represent, the San Francisco Police Department, are even half as dedicated as you are, there is still hope for this City.

Very Truly Yours,
Thomas J. Thompson
President
Lakeside Property
Owners Association.

Your gift in memory of Megan Elizabeth Guinan is gratefully accepted.

Good Shepherd Lutheran
School
Novato, California

Your comforting expression of sympathy will always be remembered with deep gratitude. Many thanks for the beautiful plant.

The Giraudo Family

Thanks a bunch! for sharing your blood account at Irwin with me. I'm in full remission now and you helped me get there. Bless you all.

Sheila McEvoy
OCC

Dear Bob:
Sam and I would like to thank you and the members of the Association for the beautiful flowers we received upon the loss of our baby, Jennifer.

This thoughtfulness shown us will not be forgotten.

Angela Martin
(Sex Crime)
Samuel Martin
(Northern Station)

Applause

Editor:

In answer to your request for articles in the June, 1987, issue of the Notebook I am enclosing one. You may find it of interest to you and your staff.

I enjoy reading your fine newspaper. I always look forward to articles by Captain Mike Hebel, Welfare Officer. His articles about the operations of the retirement system are very informative. "The Ed Dennis Story" was outstanding.

Sincerely,
Dan O'Connell
Retired S.F. Fire Dept.

Ed. Note: It is always nice to hear from appreciative readers...and a fireman at that. Dan's submission was an L.A. Times reprint about FBI Agents resigning over low pay. It sounds familiar. The article was too lengthy to reprint, but it was turned over to one of our diligent columnists for analysis and commentary.

Hisses

Dear Editor:

I wish to bring to your attention a momentous catastrophe known as "Traffic Awareness Week" for which I hold Chief Jordan personally responsible. In particular, Thursday, May 28, was targeted as "Don't Block the Box" Day under the Traffic Awareness Week. It should be noted that cities can only pass traffic laws that are authorized under the California Vehicle Code. At present, a "blocking the box" law is illegal. Since Jordan is Chief, he must accept full responsibility for ordering enforcement of an illegal law. On Thursday, May 28, TV news crews and press photographers observed a pathetic media event. The press witnessed a chief of police, dressed in full uniform (including gold stars), chastize a driver for "blocking the box."

I found this action disgusting. Surely, a police chief of a metropolitan

police department must have more important things to do than to discuss traffic laws with a driver. I just can't believe that Chief Jordan has so much free time that he can do this? What does he do to earn his generous salary and benefits? A police chief should exhibit "command presence." A chief should lead his department by making policy, defending his officers against a liberal news media and hostile ACLU attorneys, and struggle for adequate budget resources. He should make San Franciscans feel pride in SFPD. Jordan, alas, has no sense of command presence. He is a poor example of a police chief.

Postscript: A few weeks after this media fiasco, the city was advised by its legal experts to cease enforcement of the illegal law. Hence, every motorist who

received a T105 ticket is entitled to a full refund and ticket cancellation. How much money was wasted by Chief Jordan in purchasing and installing the "box" signs? How much money was wasted in issuing, processing, and refunding of tickets? Jordan must bear full responsibility for this financial disaster and public relations maelstrom. Jordan must resign as police chief for the good of the department and of the city.

Respectfully,
Daniel K. Rodriques

Ed. Note: Mr. Rodriques, as does any City resident, has the right to express his view of police actions. Since he isn't a cop, he may be unaware of the creeping gridlock problem in S.F. TC 105 is indeed illegal...at present. Passage of a law legalizing it could do a lot to ease gridlock.

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Retired Ingleside Station

Weekend Re-Booking and Court Hearing Jail Releases Prove Successful

The first five weeks of a joint experiment by the San Francisco Sheriff's Department, the District Attorney's Office, the Police Department and the courts to reduce the overcrowded conditions in the county jail have been successful.

Through June 13-14, the fifth weekend of the project, 275 jail custodies received OR release, reduced bail release or citation release from the county jail. Without these efforts, those released would have stayed in custody two to four days before release.

The weekend releases are part of the City's ongoing effort to comply with a 1982 consent decree stemming from a 1978 federal suit filed by jail inmates protesting conditions at County Jail #1, the main intake facility for the entire system. The decree, and the continuing hearings before the federal court, spell out the changes needed to make county jail conditions safe and sanitary. The

next hearing before Federal Court Judge William Orrick was scheduled for June 25, 1987.

The re-booking and court hearing releases began on the weekend of May 16th:

May 16-17..	23 12 35	DA re-booking releases court OR/bail reduction releases total weekend releases
May 23-24-25	70 2 72	DA re-booking releases court OR/bail reduction releases total weekend releases
May 30-31..	52 13 65	DA re-booking releases court OR/bail reduction releases total weekend releases
June 6-7....	49 2 51	DA re-booking releases court OR/bail reduction releases total weekend releases
June 13-14..	40 12 52	DA re-booking releases court OR/bail reduction releases total weekend releases

The average daily population at County Jail #1 during the month of May 1987 was 432 — 1% over its 426 capacity. The same figures for the previous three months were: February — 501 custodies, 118% of capacity; March — 503 custodies, 118% of capacity; April — 471 custodies, 111% of capacity.

"The weekend re-booking and bail hearings," stated Sheriff Hennessey, "are a critical component of the City's overall efforts to make our jails safe and humane. Additionally, they bring an added dimension of swift and fair justice to those who would otherwise be denied it on weekends."



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The Meaning of Salvation

by Jim Crowley
Homicide

"For it is by grace you have been saved, through faith — and this not from yourselves, it is the gift of God — not by works, so that no one can boast." (Eph. 2:8,9)

What do we mean by grace? The old definition called it "the free, unmerited favor of God." It would be very difficult to improve on that definition. The first thing we understand from this is that before we ever loved God — HE first loved us. We do not have to earn HIS love, anymore than we earned our mother's love. We only need to receive it. Always the initiative starts with God. HE draws us to HIM. The very faith by which you first believe in HIM is not of yourself, this also is a gift of God. Nor is it only in the beginning that your salvation is God's free gift. Every step we take in our spiritual pilgrimage has been possible by some bestowing of HIS grace. Whenever we use the word "saved" some people at once think of hell or heaven. Being saved means to them just that; escaping hell; achieving heaven. But that is a very limited way to think of this term "saved." "Saved" has a wide range of meanings. It includes salvation from God's wrath, which we all have incurred by our sinfulness. The tense of the verb suggests a completed action with emphasis on its present effect. Now we are on earth, not in heaven, and we can be saved now. The scripture says, "Whoever believes may in HIM have eternal life." (John 3:15). He has it here and now!

Salvation is not from earth but from sin. It is deliverance not merely from the penalty of sin but also from the power that sin holds over us. Think of the men and women who have been hopelessly imprisoned by their addiction to alcohol or drugs, and yet have been delivered from that bondage. Or those caught up in sexual lust or the grip of greed. All of these are victims of present sins, and from these present sins there is for each of them a present salvation. Not only from the sins of the flesh! There is also deliverance from the sins of the mind. From jealousy, and all the canker that it brings; from gossip, and all the evil that it entails; from pride, the most subtle of sins. From all these there is salvation here and now.

There are many definitions of faith. No definition can be satisfactory if it confines faith merely to belief. That would make it merely the mental acknowledgement of some external fact, and would not include at its very heart the spirit of trust. This is the keyword of faith; it means to "trust". Faith is not merely an expression of belief. It is a venture of the whole personality in trusting One who is worthy.

Are you aware of your own needs? At the same time are you conscious of your weakness; of the pressure of your sins; of the problems in your life, and of your inability alone to grapple with them? Do you feel you need the help of someone else? It is to such felt needs that the Gospel speaks about your being saved. If you have never put your trust in Christ I urge you to do so now. The real end of faith is to unite the person who believes with the Person on whom he believes. Jesus said "I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit, apart from me you can do nothing. (John 15:5).

How is one saved? The Apostle Peter's response has never been improved upon in centuries of explanation of how to become a Christian. "Repent, and be baptized everyone of you in the name of Jesus Christ for the forgiveness of your sins; and you shall receive the gift of the Holy Spirit." (Acts 2:37-39). The promise is for you and your children and for all who are far off for all whom the Lord our God will call. Peter asked for nothing less than for the people to turn around, accept Jesus as Messiah and Lord, confess sins, be baptized and fearlessly become identified as followers of the Master. The result would be that they would receive the Holy Spirit. Three thousand people responded to that first preaching of the Gospel. The same Holy Spirit who had filled the Apostles now gave the gift of faith and salvation to the new believers. That same gift is available to you today. Notice that the promise includes "all who are far off". All the nations of the Gentiles — all the people of those nations that the Lord would call.

Each month we hold a luncheon meeting at the P.O.A. offices at 12 Noon. It is usually the 2nd Thursday of each month and features speakers of various backgrounds. Any police officers who would like to attend are welcome.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL JOE DI MAGGIO BASEBALL EXPANDS TO DIVISION II

by John Donohue

Because of the tremendous demand and interest, the San Francisco Police Activities League will sponsor a new Joe DiMaggio Division II baseball with players ages 15-18. Nine summer baseball teams have been formed, comprised of 15 players, and are playing summer ball three games a week in a 16 game schedule.

Comprised of returning high school players, coaches from Washington, Mission, Lowell, Lincoln, O'Connell, and McAteer are taking a look at and working with next year's hopefuls for their respective varsity teams. Including in the Division II league are Ocean View Playground coached by last year's CAL PAL winner Thatcher Baker, and South San Francisco, coached by Ron Meza and former great prep infielder Marty Cole.

Fields were obtained through the help of Doug Lee at Rec-Park and Nor Cal Assn. umpires assigned by Bob

Kaprosch. Lowell City Champion coach John Donohue is serving as the volunteer Coordinator.

Lincoln coach Chris Spano will coach the league's all stars in a double header against a visiting team from Oregon on July 5th. League playoffs and championship games will be at West Sunset the last week of July. Call PAL Headquarters for exact dates and locations of games. Over 160 would-be varsity hopefuls from all over the City are participating.

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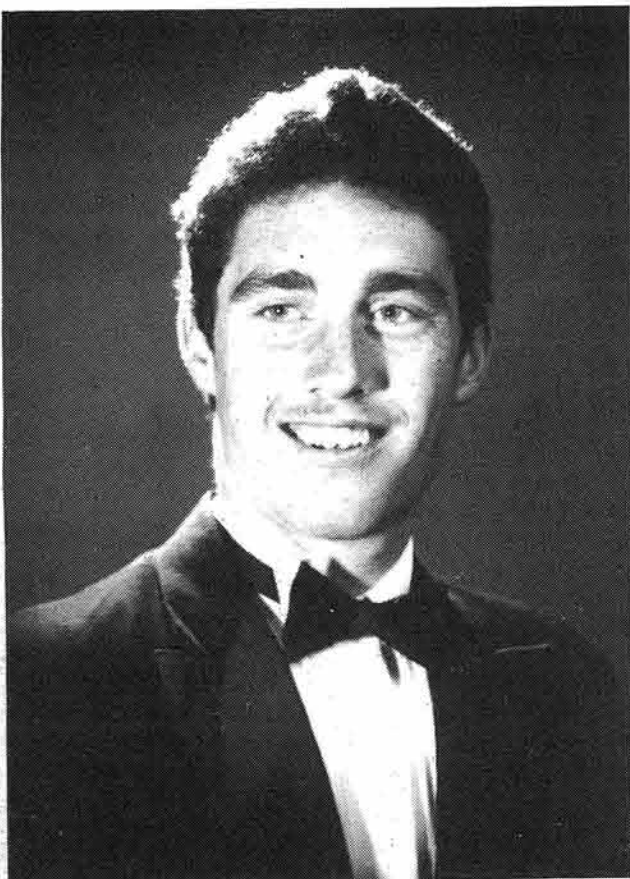


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18 year old Sean Keighren one of the San Francisco Young Citizen selectees. Keighren was a former PAL Boy of the Year.

18 year old Sean Keighren was one of the two PAL youths selected for the 1987 San Francisco Young Citizen Awards by Cable Car Clothiers/Robert Kirk, Ltd., and the San Francisco Unified School District. Although the announcement was carried in last month's article, his photo was unavailable at the time. Sean was a former PAL Boy of the Year.

PAL BEGINNERS SAILING PROGRAM

PAL Beginners Sailing Program for boys and girls 12 thru 18 is being offered from June thru August. The Classes meet each Wednesday from 11 to 4 pm at the Lake Merced Pistol Range where six day sailers are utilized. Call PAL Headquarters for signups (821-1411). Lieutenant Mario Tovani, Co. Ca (Retired) is the PAL Sailing Commissioner.

PAL JUDO

PAL Judo signups now being taken for boys and girls 6 thru 18. Classes are conducted at the Old National Guard Armory, 14th and Mission Sts., and the new Academy, 350 Amber Drive. Call Officer Joe Mollo (552-7495) for information and signups.

PAL FOOTBALL

PAL Pop Warner Youth Tackle Football signups for boys 9 thru 13 is scheduled for Monday Night, July 13th, 1987, 7:30 pm to 7:30 pm at the Hamilton Playground, Steiner and Geary Blvd. All boys interested in signing up for tryouts must be present at the signup. Inspector Kelly Waterfield (Recruitment and Retention), PAL Football Commissioner, announces that they will be fielding three teams again. All participants signup for tryouts only. You must make the team on your own. In addition, girl cheerleaders signups are also scheduled for the above date, place, and time. All interested girls 9 thru 13 must appear in person for signups.

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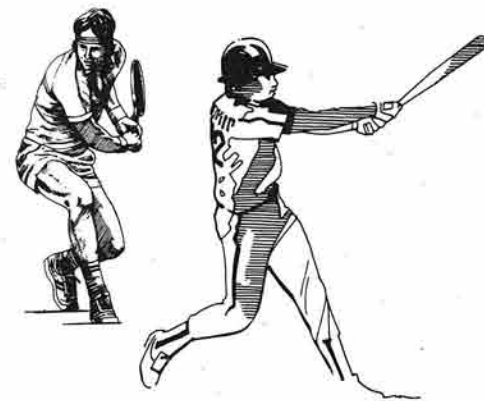
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SPORTS



ATTENTION POLICE OLYMPIC COMPETITORS

The Notebook staff would like all Police Olympic competitors to let us know the results of your events. We are going to try to get all the results in the August issue. The deadline for August is Monday, July 27, 1987; BUT we definitely need the information from you earlier than that. Please send the results from your event to Dave Herman, Sports Editor, at Co. E; or to Tom Flippin, Editor, at the POA office. We would also like to print any photos you might have of the Olympics. You will get the photos back.

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Always Supervise Children, Safety Commission Warns

According to the U.S. Consumer Product Safety Commission, an estimated 260 children under five years of age drown each year in residential swimming pools and spas. The Commission estimates that another 3,000 children under age five are treated in hospital emergency rooms following submersion accidents each year. Some of these submersion accidents result in permanent brain damage.

Nationally, drowning is the fourth leading cause of death to children under five. In some states such as California, Florida and Arizona, drowning is the leading cause of accidental death to children under five.

CPSC offers the following tips for pool owners:

- Never leave a child unsupervised near a pool
- Instruct babysitters about potential hazards to young children in and around swimming pools and the need for constant supervision.
- Completely fence the pool. Install self-closing and self-latching gates. Position latches out of reach of young children. Keep all doors and windows leading to the pool area secure to prevent small children from getting to the pool. Effective barriers and locks are necessary preventive measures, but there is no substitute for supervision.
- Do not consider young children "drown proof" because they have had swimming lessons; young children should always be watched carefully while swimming.
- Do not use flotation devices as a substitute for supervision.
- Never use a pool with its pool cover partially in place, since children may become entrapped under it. Remove the cover completely.
- Place tables and chairs well away from the pool fence to prevent children from climbing into the pool area.
- Keep toys away from the pool area because a young child playing with the toys could accidentally fall in the water.
- Remove steps to above ground pools when not in use.
- Have a telephone at poolside to avoid having to leave

children unattended in or near the pool to answer a telephone elsewhere. Keep emergency numbers at the poolside telephone.

- Learn CPR (cardiopulmonary resuscitation).
- Keep rescue equipment by the pool.

PARENTS AND GUARDIANS: ONLY YOU CAN PREVENT A DROWNING. WATCH YOUR CHILD CLOSELY AT ALL TIMES. MAKE SURE DOORS LEADING TO THE POOL AREA ARE CLOSED AND LOCKED. YOUNG CHILDREN CAN QUICKLY SLIP AWAY AND INTO THE POOL.

CPSC requests that consumers report incidents of drowning or "near drowning" by calling the Commission toll-free at 1-800-638-2772.

THE CONSUMER PRODUCT SAFETY COMMISSION CAUTIONS DIVERS ABOUT IMPROPER DIVING PRACTICES

Diving injuries can result in quadriplegia, paralysis below the neck, to divers who hit the bottom or side of a swimming pool, according to CPSC. Divers should observe the following precautions:

- **Never dive** into above-ground pools. They are too shallow.
 - **Don't dive** from the side of an in-ground pool. Enter the water feet first.
 - Dive **only** from the end of the diving board and not from the sides.
 - Dive with your hands in front of you and always **steer up immediately** upon entering the water to avoid hitting the bottom or sides of the pool.
 - Don't dive if you have been using alcohol or drugs because your reaction time may be too slow.
- Improper use of pool slides presents the same danger as improper diving techniques. Never slide down head first; slide down feet first only.

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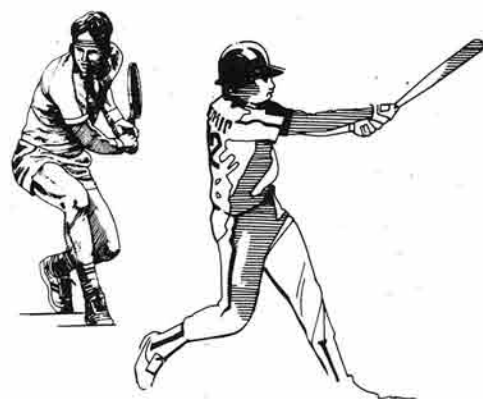
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SPORTS



In the Heat of Competition

by L.A. Perez

They came, they saw, they won some medals at the 1987 California Police Olympics held in Stockton, Ca.

"They" refers to the aerobic sport specialists. Swimmers, runners and cyclists who consistently train not to beat others, but to better their old times and actually "beat" themselves. Working out regularly, through all kinds of weather and with various levels of pain, is kind of like doing a type of homework. The Stockton Police Olympics offered an annual exam to assess those study habits. The acrid, suck-your-breath, 100 degree weather threw another curve in the grading scale. The SFPD athletes were up to the test.

TRIATHLON (1 mile swim, 25 mile bike, 6 mile run): The master team of swimmer Michael Dower (Sex Crimes), Cyclist Eric Neff (Co. A) and Dennis Gustafson (Community Relations) made history by becoming the first SFPD team to ever capture the gold medal in the relay division.

Dower came out of the water in the top twenty to place his teammates within striking distance of the coveted yellow-hued medal. Neff used his hill-climbing cycling skills to move up several positions on the brutally steep, rolling hills course. Gustafson produced an outstanding run split to seal the team's performance. They finished far ahead of the other master teams and most of the younger age group teams.

Lou Perez (Co. D) took the silver medal in the open individual category behind an unbelievable display of triathletic skills by world class professional triathlete Kim Bushong of the L.A.S.D. Bushong outraced all the relay teams and individuals by turning in some of the fastest swim, bike and run splits of the day. His performance was another first for this event. Perez was tenth overall and the second individual following Bushong and eight relay teams.

Open Water Two Mile Swim: Can you imagine swimming for almost an hour at top speed until your upper body feels like silly putty? Michael Dower did it and stroked his way to fourth place in the master's division. His performance was impressive for someone who only swims three times a week in his backyard pool (Compared to

daily water soaked sessions by most swimmers) and hasn't participated in a police olympics for five years.

30k Road Race (18 Miles): Veteran marathoners John Payne (Co. E) and Michael Mahoney (Co. C) paced their way to finish near the top of this grueling race.

Payne earned his first silver medal in the open category and Mahoney nabbed the fourth place master's medal. Mahoney gutted out the run even though he was suffering from heat exhaustion. He was taken to a hospital for treatment and released.

A newspaper photographer snapped a photo of the race as it got underway. Payne appeared on the front page of the Stockton Record with his SFPD team jersey in living color.

10,000 Meter Run (6.2 Miles): Dennis Bianchi (Mounted) endured some agonizing 95 degree heat and completed 26 laps around an equally blistering track to obtain his fifth place medal in the master's division. It was so hot that the event organizer placed a water aid station at one end of the track so the runners could drink fluids on every lap.

Lou Perez led the runners in the open division for the gold medal.

5,000 Meter Run (3.1 Miles) Dennis Gustafson fought off a nagging leg injury to earn the bronze medal in the master's division. Lou Perez secured the fourth place medal in the open division.

Hot competition on scorching days displayed the tenacity of the SFPD's aerobic sport contingent. It promises to get tougher when the 1988 Police Olympics are held in Bakersfield, Ca.

Fifth Annual Tour de Tahoe

by Bill Cooke

The 1987 Tour de Tahoe Bike Ride is in the early planning stages! This year's ride is scheduled for August 18, 19 and 20th. The basic format, ride and lodging will remain the same since things worked so smoothly last year.

The purpose of this bulletin is to alert you guys of the dates so you can schedule accordingly and to remind you to get ready. Remember, start out with 10-15 mile rides twice a week. Then build to 25-30 mile rides, 2-3 times a week. Obviously, the more training the better, but this minimal amount should be enough to get you through the ride. For those of you who forgot, the lake is 72.5 miles around.

Last year's total was 56 participants with no casualties which was a result of a damn good group! So start preparing yourselves, and I'll send out more info as needed.

Remember, these positions are needed: Cyclists (racing or mountain bikes), Motorcyclists (three or four), Sag Wagon Crews, Video Crews.

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SFPD Softball League Championships

by
Dave Herman

This year's title games took place June 11, at Jackson Field with both divisions playing their games one after another on the main diamond (a new format installed by Commissioner Arniot).

In the "B" Division title game round robin winner Taraval Station took on 5th place finisher Park Station. Park Station was the only team to defeat Taraval during the regular part of the schedule. Today however, it was all Taraval as they slugged their way to a 15 to 6 victory in the opening game.

Taraval scored in all but two innings, and Taraval's 5 run fourth inning appeared to be the big blow, Park had tied the score, 3 to 3, just an inning before. Taraval was paced by shortstop Mario Machi's 5 for 5 at the plate and his defensive leadership in the field. Lt. Bruce Lorin scattered 11 hits in the win, and it looks as if Taraval Station is on its way up to the "A" Division next season.

In the "A" Division game 1st place finisher Headquarters would face Northern Station; two rivals who have played twice before for the department championship. (Northern took the previous title games). In this particular edition it was Hdqtrs turn to savor the victory. They beat Northern 13 to 8, as shortstop Jeff Barker put on a defensive show that was probably the margin of difference in the game. On numerous occasions Jeff made the big play, taking away potential hits from Co. E batters and putting an end to several rallies.

On offense the Headquarters team put together a balanced attack punching out 20 hits in the process. The Northern team struggled to stay in it for several innings, but it appeared they were a little flat on this particular day.

So, as the last out was recorded, Headquarters Co. had captured the 1987 Championship of the "A" Division, and everyone headed for the barbeque behind home plate for awards, food, and refreshments supplied by the league.

Overall, it was a very successful 21st season that saw two new champions, a new title game format, a women's team entered in the league, and Mark Porto winning the Perpetual Mike O'Brien Achievement Award for his years of steady play and service towards the league. Congratulations to all parties, and as they say: "Wait 'til next year"

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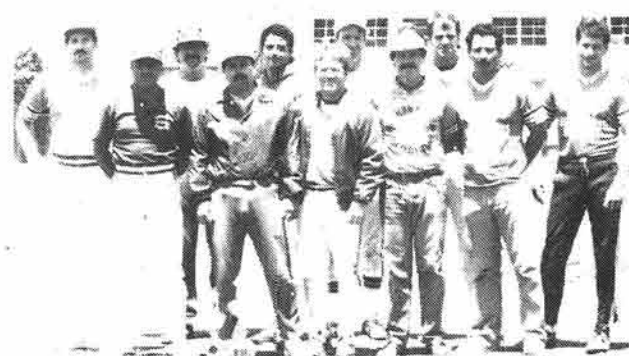
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1st Place - 'A' Division: Hdqtrs. Co.



1st Place - 'B' Division: Co. I



2nd Place - 'A' Division: Co. E



2nd Place - 'B' Division: Co. F

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SPORTS



P.O.A. All-Stars Sweep Concord Softball Tourney

by Dave Herrman

Competing in the ninth annual Concord P.D. Softball Tournament on June 6th and 7th, the P.O.A. Allstar team swept through unblemished — winning five straight games and taking home the 1st place trophy.

Tournament recap: Playing in a tough first day bracket on Saturday, the team opened against Sacramento probation, (they lost 2 straight games to the same club just weeks earlier). On this day S.F. prevailed to the tune of a 5-3 victory, using timely hitting and some superb defensive play exemplified by former pro shortstop Rich Dalton. Rich is a former Riordan High grad who spent several years in the Minnesota Twins organization. Also contributing was second baseman Jeff Barker. Both of these players are pure naturals and are really a treat to watch play the game of baseball.

Game #2 saw the team matched against an always pesky San Jose P.D. This club is the kind of team that can base hit you to death if you catch them when they're hot. They haven't got much power, but they're some of the best placement and line drive hitting teams around (and that's always frustrating for a team to defense). This game, however, went to SF (who had their hitting shoes on) scoring 15 runs to San Jose's 7.

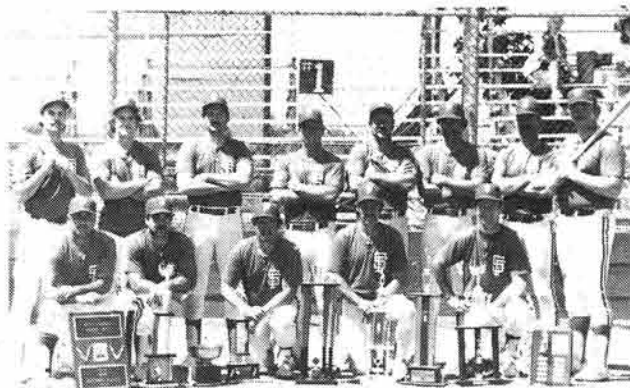
Game #3 saw the arrival of the Santa Cruz Sheriffs who came and went very quietly, losing 7 to 1, leaving SF with a 3-0 record on the first day of competition.

Day two saw a Sunday morning matchup against the two undefeated teams; S.F., and, you guessed it, our hosts the Concord Police Dept. (Isn't it funny how the host team always ends up in the winner's bracket after the 1st day!) In this one Team Captain, Jack Minkle, asked that the 10 run rule be waived just as a jab at the Concord ball club (request denied); so, led by the cry "You can run but you can't hide", S.F. scored an early 9 to 5

victory in the battle of the undefeateds. The score really didn't reflect the game as S.F. always had the lead, and Concord only scored in one inning.

Having beaten the host team and become the only team without a loss, it was San Francisco's turn to sit back and wait for a survivor to emerge from the losers bracket. As luck would have it, Concord P.D. pulled off a come-from-behind, bottom of the seventh inning upset of San Jose, sending the Mission City ball club home with a third place trophy, and lining up a rematch with the S.F. club.

As it turned out, it really wasn't much of a championship. San Francisco easily beat the host team 12 to 1 to capture the title. Stingy defense and timely hitting made for a winning combination during this tournament, as the S.F. squad and pitcher Jim Drago yielded just 3 runs per game to their competition while scoring over 9 runs a game on offense. With this tourney tucked away the S.F. club raised their season mark to 9-2 and headed into the always tough California State Police Olympics in Stockton.



1987 SFPOA All Star Team

Back Row, l-r: Rich Dalton, Matt Hanley, Steve Collins, Al McCann, Gary Delagnes, Ross Laflin, Warren Hawes, Jerry Donovan. Front Row, l-r: Dave Herman, Jack Minkel, Jim Drago, Mike Keys, Jeff Barker.

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Deadline for August issue: July 27, 1987

Editorial Comment

Bloodcurdling Tale

Do you recall the time when all you had to remember about blood was to donate when the blood drive came around. Not any more: if you took part in the Department's blood tests, you now have to keep up on cholesterol levels, triglycerides, calcium, and something called bilirubin (Billy Rubin...didn't he lose the lightweight division championship back in 1972?)

You also get to worry about catching a fatal disease. Of course, all the experts tell us that AIDS is extremely difficult to catch... unless you happen to prick your finger on a needle during a search of a drug suspect. But that doesn't happen much... does it? Then there are the news reports about health workers contracting AIDS after being splashed with contaminated blood. You're not likely to have blood splashed on you, though... right? Or the report from West Germany of a child who got the disease after being bitten by another child who had AIDS. All the experts say that it is very unlikely... about as likely that you will be bitten sometime by another human being.

As if it wasn't enough to have a worry about contracting a fatal disease, now you can worry about testing positive for a controlled substance (seems to me these substances are out of control). Of course, the Department wouldn't test just anyone they felt like testing. And even if they happened to pick you for a test, the results wouldn't come back positive... unless the lab equipment wasn't cleaned properly... or maybe you had been counting your money recently (the Examiner reported that 90% of all paper money tested positive for cocaine residue). There's a lot to be said for electronic banking services... in fact, there's a lot to be said for going off to live alone in a cave.

As our British cousins say: "Be careful, it's bloody dangerous out there."

ON THE STREET/Tom Flippin

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COPS Elects New Director

By Paul Chignell

On Tuesday, June 30, 1987, the California Organization of Police & Sheriffs unanimously elected Wayne Skarka, President of the San Mateo Police Officers' Association as its tenth director.

Pete Maloney and I are Board members of COPS and

were proud to cast our votes for Wayne.

Wayne has been a leader for police benefits on the Peninsula and is working to recruit other police organizations in San Mateo County to the COPS fold.

We welcome San Mateo and Wayne to the COPS Board!

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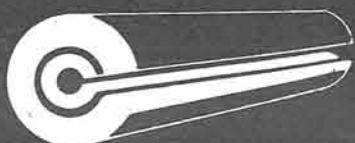
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