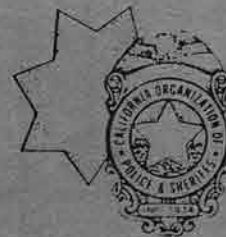
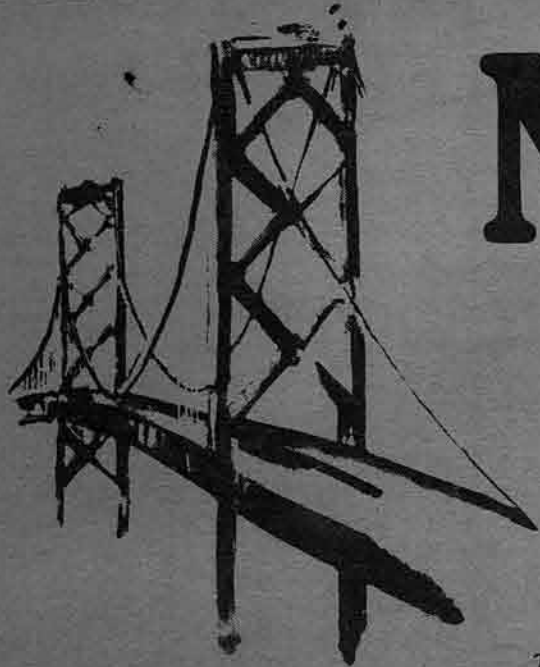


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 19

SAN FRANCISCO, SEPTEMBER, 1987

NUMBER 9

S.F. Police Facilities: Deteriorating and Obsolete

Proposition A: Police Facilities Bond Issue

by Mike Hebel
Opinion Correspondent



A 1974 comprehensive report of the San Francisco Department of City Planning entitled *Police Facilities, A Proposal For Citizen Review* concluded: "Only three police buildings approach contemporary facility standards: Central Station completed in 1970, the Hall of Justice completed in 1961, and Mission Station completed in 1950. The remaining police facilities vary only in degree as to their level of physical deterioration and functional obsolescence."

In the intervening 13 years, this physical deterioration and functional obsolescence has progressed. Modernizing police facilities has become imperative.

Shameful Police Facilities

With the exception of the Hall of Justice and Central Station (a model of poor design), all police facilities have suffered from up to 80 years of neglect and shameful maintenance. The structures are termite and beetle infested, have dry rot, failing roofs and supporting timbers, leaking and shut-down gasoline tanks, asbestos hazards, corroded and deteriorating plumbing, outdated and inadequate electrical service, and holding cells that are corroding, foul smelling and laden with liability. In short, the buildings are old and cannot be counted upon to survive a major earthquake or future years of neglect.

CENTRAL STATION — a multi-story public garage built directly above the station poses a serious security risk; oil from the upper parking garage is now leaking into the police station; emergency vehicle parking is severely restricted.

POTRERO STATION — Poorly located, inadequate size, inadequate security, gaseous fumes permeate the building.

MISSION STATION — Widespread roof leaks, pest control problems, hazardous electrical wires, poor exterior security, inadequate police vehicle parking.

PARK STATION — Inadequate toilet facilities, asbestos in the basement, makeshift booking counter and prisoner holding area, inadequate heating and lighting.

RICHMOND STATION — Deteriorating bathroom facilities, widespread roof leaks, exposed wiring, unworkable layout.

INGLESIDE STATION — Leaking pipes, isolated location, roof leaks, collapsing roof, asbestos in the basement, cracking concrete, poor lighting, floor deterioration.

TARAVAL STATION — Asbestos hazards in the garage, no fire exit from the second floor, inadequate lighting, inadequate electrical service.

POLICE STABLES — No fire sprinkler system, deteriorating flooring, antiquated plumbing, poor lighting, severe insect infestation, water seepage, roof cracks. This is no way to treat police horses not to mention their equestrians.

JUVENILE DIVISION — Roof cracks, extensive water damage, antiquated wiring, pervasive termites and dry rot, exposed wiring, unrepaired linoleum, lack of heating.

Modernizing police facilities is an imperative.

Horse and Buggy era

After the earthquake in 1906, the police infrastructure lay in ruin. The Hall of Justice was destroyed and forced police headquarters to move nine times to escape the conflagration. Other district stations that were destroyed were: Southern Station, Harbor Station, Mission Station, Central Station, Northern Station (City Hall District), Park Station, and the Northend Station.

The City began to rebuild. Park and Ingleside Stations were built in 1910. Richmond Station was built in 1912. Potrero Station was built in 1915; Northern Station in 1920. Taraval Station was built in 1927. The Stables at Park, Ingleside and Richmond Stations and the geographical locations of Northern and Taraval Stations witnessed the long vanished era of policing on foot and on horse.

As the 1974 City Planning Department's report so

(See PROP. A, Page 16)

What Is Labor Day?

by John E. Mara, Secretary-Treasurer
Union Label & Service Trades Department, AFL-CIO

The first Labor Day was September 5, 1882, when 10,000 union men and women marched in New York in celebration of the significant gains they had made in the workplace. Labor Day was officially proclaimed a holiday in 1894 and is today celebrated by all Americans.

Labor Day is a day honoring our forebears in the labor movement who struggled and sacrificed so that all working Americans could enjoy dignity in the workplace and a standard of living unparalleled in the world.

Labor Day is a day to reflect so we don't lose sight of the achievements organized labor has won for all of us. Through its continuous and tireless efforts, we have the 40-hour work week, health and welfare benefits, paid vacations, child labor laws, social security, minimum wage, occupational safety and health laws and other social and economic reforms.

To further pay tribute to our forefathers and to our union brothers and sisters of today, September 7-12, 1987, has this year been proclaimed Union Label Week by the AFL-CIO and the Union Label and Service Trades Department, AFL-CIO. This is a week for everyone to make a commitment and a concentrated effort to look for the union label, shop card and service button. We in the labor movement are over 13 million members strong, and that is a lot of purchasing power. Just think what an impression we could make if we all exercised that power to buy American made. To maintain our standard of living and keep America strong we have to stand together in solidarity — buy what we make and patronize our organized services and facilities.

In Lee Iacocca's book he quotes a Dr. Tomio Kubo of Japan who said, "We in Japan look after our own self interests. What I don't understand is why your country doesn't do the same." And when India was placed under British regime and imports from Britain was putting Indians out of work, Gandhi said, "Burn all cloth from Manchester and Leeds. If you're left with one piece of homespun, wear it with dignity. There is no beauty in the finest cloth if it brings hunger and unhappiness."

So let us look for the union label, not just this designated week but every week and every day. Indeed, let us "take care of our own" and "wear our homespun with dignity."

THE WHITE HOUSE

WASHINGTON

August 10, 1987

Officer William Langlois
San Francisco Police Department
850 Bryant
San Francisco, California 94103

Dear Officer Langlois:

Word has reached me of your years of devoted service to protecting the elderly, and I wanted to let you know how much I think of your actions.

Crimes against the vulnerable elderly are especially detestable. Your courageous efforts to deter these crimes demonstrate the finest qualities a human being can possess — selflessness and a willingness to assume risks for the sake of others. Although you may never fully know the good you have accomplished; without doubt, many lives have been protected through your courageous actions. You are a credit to your department, your city, and our nation.

Nancy and I are proud to send you our commendations and best wishes for the future. God bless you.

Sincerely,
Ronald Reagan

Editor's Note: Bill Langlois' dedication is well known to all of us in the S.F.P.D., and I am happy to see that news of his courageous exploits have spread far and wide. The letter above represents a real "atta-boy". Way to go, Bill!

See Page 4 for a related story.

The Notebook Needs You

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

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

Deadline for October issue: September 28, 1987

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**Special Election
Announcement** See Back Page

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. **John Newlin** at 2:05 P.M., Wednesday, August 19, 1987 in the Traffic Bureau Assembly Room, Hall of Justice.

Among Trustees, Officers and members present were P. Pres. **W. Hardeman** & P. Pres. **Michael Lennon**.

NEW MEMBERS: Following were accepted as new members after Motion McKee/2nd Hurley: Siobhan M. Balmy, Michael G. Bolte, Edward M. Browne, Janet M. Campbell, Robert Clevidence, Jennifer Fretas, James Gaggero, Judy L. Kato, Christopher L. Knight, Martin Lalor, Paul R. Lazado, Roger Lu, Sonia L. Mariona, Ignacio Martinez, Charles McCuller, Jr., Ernie F. McNitt, John C. Mulkern, Kevin Needham, John D. Newman, Ron Ophir, Michael P. Palada, Dominic Panini, Gianrico Pierucci, Carlos N. Recinos, Nicholas Shihadeh, Patrick M. Tobin, Craig F. Tom, Michael Wells, Brian Williams, Randy L. Williams, Steven D. Zurcher, Cheryl A. Koel.

Regular bills for salaries benefits, etc. were presented

and approved.

The death of **Henry Strong** was announced. Henry, a San Franciscan, was born in 1902. Before entering the Department in 1927 at age 27, Henry worked as clerk. He was assigned to Co. K and rode one of the first 3 wheel motorcycles in the Department. Detailed to the Chinatown Squad in 1931, he remained there until disbanded in 1950. Henry was sent to Northern; and, in 1950, when appointed a Sergeant, he was sent to Ingleside. In 1955, entitled to a Day Watch, Henry was assigned to Central Station, remaining there until his retirement in 1972 at age 70. For you members in Tier II, Henry was in an old retirement system that cost \$2.00 per month, and you could remain until 70 years of age. Sergeant Henry Strong was 85 at the time of his death; leaving his two sons in the Department — Jim, at Potrero, and Tom, at Planning & Research.

Report of Trustees: Miss **Minuth** reported that a number of sales and buys had been approved by telephone by a majority of the Trustees; resulting in an increase in income of \$6,529. Our realized Gains this year to date \$428,800.

Good of the Association. Next regular meeting was set by Pres. Newlin for Sept. 23, Wednesday, 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice. **ALL MEMBERS ARE ASKED TO ATTEND.**

Adjourned: There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. In memory of our departed Brother Henry Strong.

Fraternally,
Robert J. McKee
Secretary

BALBOA CLASS OF SPRING '47 PLANS REUNION

The class of Balboa High School, Spring 1947 (June 19th, 1947) is scheduled to have its "40th" Reunion Dinner Dance on Saturday, October 31, 1987 at the Sheraton, S.F. Airport, 1177 Airport Blvd., Burlingame, CA 94010. The committee is trying to locate members of the class of 1947. If you know the addresses or phone numbers of your classmates, or any other information that might help us locate them, please contact:

Dorothy Goodman Conti
36875 Montecito Drive, Fremont, Ca 94536
(415) 793-6124

Betty Walker Young
2761 Summit Drive, Burlingame, Ca 94010
(415) 348-8097

Carmen Baron Dillon
96 Ridgefield Ave., Daly City, CA 94015
(415) 756-6385

Thanks for your help. We are hoping for a big turnout and a great time.

San Francisco Veteran Police Officers Assn.

The regular monthly meeting of the San Francisco Veteran Police Officer's Association will be held on Tuesday, September 8, 1987 at 12:30 P.M. at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

Lt. Suttmeier spoke to the membership about Proposition A, which is the \$28,000,000 bond issue to rebuild and repair police stations.

A second motion to raise the dues to \$12.00 a year, beginning in 1988, was made by **Sol Weiner**. There was much opposition from the floor, by **Bob McKee** and others. The vote was taken, and the membership present voted 63-2 in favor of the raise.

A committee will be formed at the September meeting to nominate members for officers. We will need a new secretary, as **Bob Pardini** will be finishing his term in December and does not want to be re-elected to the office.

Dick Castro, President

SOL WEINER REPORTS:

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

SICK CALL: None

NEW MEMBERS: **Jim Meyer** and **Charles Beene**, we welcome you into our Association.

IN MEMORIAM: **Henry Strong** 7/16/87 and **James M. McClogan** 7/13/87.

At the August meeting the secretary presented a list of 180 members who are delinquent in their 1987 dues. Please check your dues cards to see if you have submitted your dues for 1987, as they were due in January. After the list of delinquents was presented to the President, a motion was made from the floor to publish the names of the delinquents in the bulletin. We would appreciate the members in question submit their dues, so that this motion will not have to be acted upon.

It is the secretary's position that members who have paid their dues in advance will not have to submit the new \$12.00 until the year that their dues expires.

Membership 780
Attendance last meeting 65
Dick Castro, President
Bob Pardini, Secretary

ASLET Seminar

The American Society of Law Enforcement Trainers, Incorporated (ASLET), a non-profit educational corporation will hold The First ASLET International Training Seminar during January 7-11, 1988 in New Orleans, Louisiana. The fee for this seminar is \$150.00 for members and \$200.00 for non-members. The list of scheduled instructors includes such well known names as: Ayoob, Bretz, Bunting, Gallagher, Lindell, Lindsey, Makholm, McLaughlin, Rossi, Siddle, Truncale, Vazquez, and others. This seminar will present state of the art training and educational methods and techniques. For further information contact ASLET, 26818 98th Street, Trevor, WI 53179, Phone (414) 862-6220.

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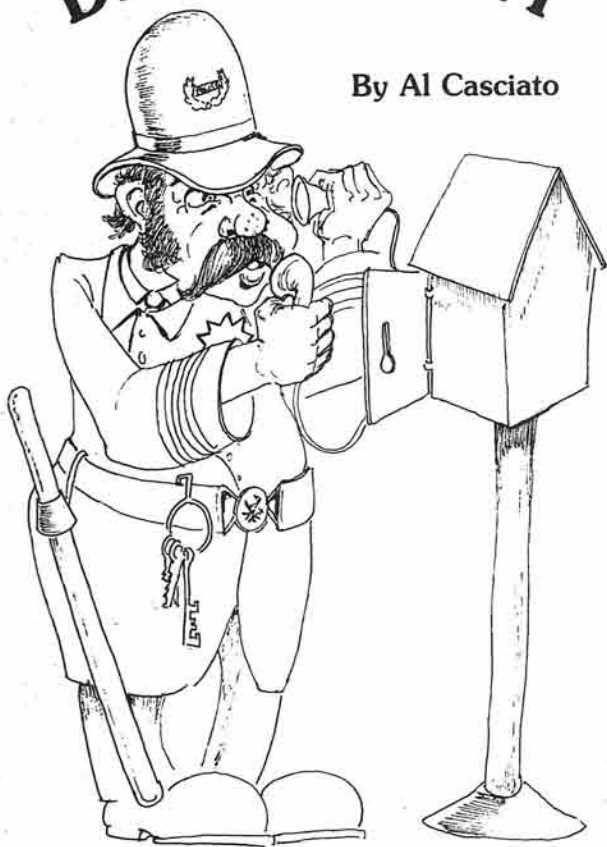
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- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary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

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AROUND THE DEPARTMENT

By Al Casciato



Another "it should have been done yesterday caper." On Thursday, Aug. 13 a clerk rushed into the Traffic Bureau at 10:30 a.m. with an armload of press releases from the chief's office. The press releases dealt with that evening's Commission hearing on the new drug policy and "...have to be delivered right now..." Capt. Bill Kearny looked around and thought, another case of perfect timing as all the officers and checkers were already out on their beats.

Grabbing a few stragglers, he got most of the delivery out. He could not find anyone to get to Taraval and Richmond and decided to take a ride to the stations himself. The trip to Taraval and then to Richmond was uneventful. Upon leaving Richmond Station to return to the Hall, Bill guided the motorcycle to a stop light next to a young man on a motorcycle. They looked at each other. Their eyes met. The look of terror filled the young man ... and the chase was on. Bill drove the suspect into the waiting arms of Officer Cris Washington of Muni Police. Bill's co-workers are requesting that he be commended for acting beyond the call of duty while performing meter checker duties.

In the not too distant future, Ch. 9's "Focus Magazine" will be featuring an article by Joe Roszak titled "Cops Know Things the Public Never Hears About" or "What Cops Think." Joe is still looking for stories and can be reached at 282-7865...

Mark your calendars. On Saturday, Nov. 14 between 1200 and 1800 hours Police Post 456 and the San Francisco Police Athletic Club will host the yearly veteran's fund raiser at Hunters Point. Families are welcome. Lunch is planned around 1300 followed by dancing. Tickets will be around \$12.00 and available from Joe Long, DA's office or Mark Hurley, Muni Transit.

Police Museum finds a home. The fourth floor hallway that runs the full length of Civic Auditorium is the new home of the Police Museum. Bob Fitzer, Crime Lab, needs volunteer workers and approximately \$10,000 in donations to the San Francisco Police Museum and Archives Committee. To get the project off the ground, your help and donation would be greatly appreciated. Contact Bob at the Crime Lab, 553-1819 or send a check.

Creative Packaging: During a recent search of a drug dealer's home, a puzzle evolved. Raw cocaine and all the paraphernalia for processing was present yet no baggies or any other type of common packaging for sales could be located. Mike Boyd from Narcotics walked back and forth throughout the house and noticed that there were, in almost every room, open packs of carefree gum and in the kitchen several cases of the gum (no one could chew that much gum). He decided to open a few and discovered that neatly packed into one half of each stick was a measure of cocaine estimated at \$20.00 a stick.

A new drug worse than "crack"? Read the article that is reprinted in this issue from the Florida Times Union about the new form of cocaine called Basuco. Our narcotics people do not believe the drug is here, though it's just a matter of time.

Every month I ask myself why do I put out the time and energy to write this column. Well, sometimes it's fun, other times a pain, but in general I feel that it's a small way of being involved with the Association in a non-political arena. That's why you don't see any candidate news or commentaries here.

So, it really got to me when one of our own members walked up and asked, "How can you write for the Berkeley Barb of Police"? I hope that's not the general consensus regarding our paper for if it is, we have a deep hole to crawl out of.

Ever wonder whether it's work or just a waste of time responding to store security's call of a shoplifter in custody. Well, the DA's office and General Work details tell us that most first time cases are dropped but those suspects having multiple cases are being prosecuted and sentenced to felony time. So, NO, it is not a waste of time and the better the information on the report(s) the easier the prosecution.

On a recent Friday night/Saturday morning the Twin Peaks parking lot was taken over by approximately 100 heavy drinking Avenue/Sunset young adult types. Units responded and after some bottle throwing, arrests were made and the Hill recaptured. Sgt. Larry Barsetti, Co. D. the on-duty platoon commander was immediately bombarded with phone calls from ex-political types and juice-type friends who pleaded, threatened and demanded preferential treatment for their darlings who "couldn't have done anything like that." Larry, with the help of Supervising Captain Dennis Martel and Sgt. Bernie McNeil, withstood all the pressure. And what makes it all the more satisfying — the lil' darlings went to court and plead guilty.

Most people who supervise others always wonder if people seriously believe they can read minds. If you have a problem ask. If you have a question ask. Never a s s u m e because all you do is make an a-- out of u and me.



Melinda O'Leary, wife of Dan (Co. I), recently returned from Texas, where she competed in the Thirtieth United States Wheelchair Athletic Association National Swimming Championships at the University of Houston, capturing silver medals in 100 yard freestyle and butterfly, as well as a bronze in the 100 yard backstroke. Swimming in the Far West Regional Championships at the University of Nevada — Las Vegas in May, she was the gold medalist in the backstroke, while taking a silver in the butterfly and a bronze in the freestyle events.

Melinda, who contracted polio at the age of eighteen months, repeated as the 100 freestyle silver medalist of the 1986 National Championships held at the International Swim Center in Santa Clara.

Mike Moysard retired 7 years ago from the Range and moved to Idaho. After a period of doing nothing he went to work for the Owyhee Co. Sheriff's Department where he rose to undersheriff. This past year he applied for and was selected to be the Chief of Police for the city of Homedale. Streets of San Francisco it isn't, but Mike says it's fun. He misses all of us but not the City.

For those of us who remember his son Damon, the little guy who was his shadow at the Range, he is now in the Marine Corps — did Tom Dougherty and Dick Moore have anything to do with that enlistment? Thanks for the

letter, Mike and remember folks, if you're passing through Homedale you better drop in and see Mike.

Retired Sgt. Don Sloan is Chief of Security at Pier 39 and is keeping very active with Police Post 456.

Retired Inspector Dave Toschi is Director of Security at St. Lukes Hospital. On July 21st he testified as an expert witness in the Court of Historical Review and Appeals, that the Maltese Falcon is a San Francisco legend and should remain so. Judge George Choppellas ruled accordingly, Dave has had a lot of fun with this mock trial, and you can be assured that he will be generating many momentos for our Museum.

Bob Foley who retired has been traveling to and fro as a Special Agent in the Security Force of United Merchandising Corp. — Big 5 Sporting Goods. In Bob's free time he's been practicing his archery. He represented SFPD at the recent Police Olympics in Stockton and International Police-Fire Games in San Diego. He took a 4th in the American Round (bow hunter style) at Stockton and 2nd in Field and 3rd in the American Round at San Diego. He probably would have done better in Stockton had he not run into so many old friends the night before.

Blackout at Ingleside Station kicked in the emergency generator to keep the important stuff going — phone, computer, lights in business office and Coke machine.

Police Post 456 is in the process of forming a marching unit for parades, funeral and other ceremonial events. If you are interested, send a note to Post 456, c/o this Column and I'll forward it to the Post.

An entrance exam for Q2 (police officer) was held Aug. 15, a Saturday. By Monday, August 17 a legal challenge was already being discussed.

Rumor has it that a local newspaper has been able to scoop the rest of the local media since it got reporters hired on as janitors at the Halls of Government (City and Justice).

Frank Schober, former director of OCC, has become Assistant Director of the Office of Emergency Services for the County of Solano. We wish Frank well. He says hello and if you just want to say hi, give a call, 707-429-6506.

STATION STATS

	August 1986			August 1987		
	Q60	Q50	Q2	Q60	Q5	Q2
Co. A	4	17	132	4	14	130
Co. B	4	15	83	4	13	82
Co. C	4	14	88	3	14	87
Co. D	4	15	124	4	18	131
Co. E	4	18	140	4	16	132
Co. F	4	14	78	3	14	88
Co. G	4	13	66	4	11	66
Co. H	4	13	87	4	14	93
Co. I	4	13	66	4	13	61

Key: Q60 ⁵ Lieutenant, Q50 ⁵ Sergeant, Q2 ⁵ officer

The new cars have begun to arrive. Chiefs' and Commanders' cars will be given to Captains whose cars will be given to Lieutenants whose cars will be given to Sergeants whose cars will be given to patrol officers and everyone will be so happy. Maybe the scenario should be reversed because it's the patrol officers who must spend 8 or 10 hours in the rolling office. Think about it.

Congrats to Tom and Tess Lee, Co. G, who were blessed August 13, 1987 with the arrival of Thomas Justin, 7 lb. 9-1/2 oz., 20 inches. Being the first born and arriving a little early caused dear old dad a lot of running around after furniture and the like. Things have now calmed down and all are doing fine.

Apologies to the majority of the Credit Union staff that felt slighted by mention here last month that some staffers are grumpy. The majority, such as Margaret, Janet, Doba, Elliot, Sol, Darlene, etc., have always been friendly, helpful and efficient with all of us. A fact that has been mentioned here before.

I've also asked those who have had the poor experiences to mention any future poor experiences to Frank Dadhl (Retired), the current President of the Credit Union Board of Directors.

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Rap's Corner



By Reno Rapagnani

New Police Cars With A Difference

Thank God that the current police management team responsible for selecting the new '87 Chevy Caprice police cars strove for the very best. In the past, police administrators selected police cars based on economics or federal regulations. The result was police cars that looked good but handled and performed poorly.

This new fleet of 40 cars will be the hottest performers and the most expensive (\$25,000 each/fully equipped.). So please, folks, don't wreck the new police cars; otherwise we might be driving the crap cars of the past few years.

Ways To Avoid Wrecking New Police Cars

1. Don't chase motorcycles.
2. Unless you have knowledge that a suspect vehicle is wanted for **serious** crimes, avoid hot chases.
3. Don't chase motorcycles.
4. Recover 10851 vehicles without getting in a hot chase. (Do they ever rebook 10851 suspects?)
5. Don't chase motorcycles.
6. Avoid driving in the Sunset District when the little old ladies/men are driving their 1975 4-door Oldsmobiles.
7. Run over phantom dogs.
8. Park your police car before you sleep.
9. Don't chase motorcycles.
10. Setting up for 10-7M is not a Code 3 run.
11. Remember that a red light in San Francisco means

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956-6085

that citizens have 30 seconds to get through the intersection.

All Is Not Well that Ends Well

An Ingleside hostage situation ended the other day with the victim being released and the suspect surrendering himself without injury to all parties. That is good news and, since we live in an imperfect world, most cops on the scene of that incident would have been content to leave it at that. However, back at the debriefing, specialists, SWAT members and logistical support members were shaking their heads in amazement that no officers were injured.

Many Unanswered Questions

1. Why was the Operational Command Post closer to the objective than the Tactical Command Post?
2. Why were Ingleside cops left exposed to danger based on information that the suspect only had a knife?
3. Why was the Operational commander directing Tactical units?
4. Why weren't the specialist units called sooner?

Pass The Baton

Necessary changes must be made. This administration created a commander of Special Operations (S.O.D.) who has sufficient knowledge and skill to have taken over the operational command of this incident. The current Tactical Company commanding officer has sufficient knowledge and skill to have functioned as the Tactical commander.

Training of all the commanding officers in how to act in critical incidents has apparently not done the job. It seems a more realistic goal would be allowing the commander of S.O.D. (and Q-80's filling in for S.O.D.) to receiving the intensive training necessary to handle critical incidents rather than all the Q-80's in the department.

Certainly the commanders of the Golden Gate and Metro Divisions are quite competent to be the initial operational commanders of a critical incident (this is especially true when one considers the experience of Commander Klapp.). However, in developing command personnel for the future, operational procedures for critical incidents should be given exclusively to command personnel of the Special Operation Division.

In this way, the training requirements for district station command personnel in critical incidents will specifically relate to the necessary first steps of evaluation, stabilization and notification. The training requirements of the command personnel of SOD in critical incidents will specifically relate to the coordination and planning of the various specialized units.

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Tenderloin Decoy Finally Gets Thanks

By Elaine Herscher

Poignant letters of gratitude and admiration poured in for a San Francisco police decoy after the Chronicle reported on his years of getting mugged while protecting old people in the Tenderloin.

Officer William Langlois received more than 150 letters and about 200 phone calls of appreciation.

For 10 years, Langlois, 53, has posed as an old man, allowing himself to be attacked to arrest those who prey on the fragile elderly. He has been robbed 256 times and beaten repeatedly. Ninety-nine percent of those arrested have been convicted.

Langlois' description of the terror that older people face just leaving their homes to buy groceries apparently touched a nerve, especially in young people who fear for their own old age.

"I am not a senior citizen yet. In fact, I have 43 years before retirement," one woman wrote. "But when I reach that time, I hope and pray there are people like you still around."

And a Petaluma woman wrote: "I am only 30, but in my teens I worked in nursing homes and thought of the future...Those that prey on older folks will be old themselves. Will they fear that what goes around comes around?"

Many who wrote identified their parents or grandparents in Langlois' bleak characterization of older people as victims. A Stanford University student told a tortured story about the demise of her grandmother.

"You are the unknown soldier, my grandmother's knight in shining armour," she wrote. "She died this last year. Before her death, she suffered one of the indignities of growing old. She was mugged and robbed and unable to protect herself."

"She had always been such an independent lady. The experience took that away from her, made her know her vulnerability. It pushed her over an edge that she never returned from and made her frightened for the rest of her life."

"It makes me sad to know that the elderly of my grandma's generation are made to suffer from the blatant ignorance of mine. I thank you, Mr. Langlois. You are most certainly my hero."

Langlois, who said previously that he had never been thanked by the public for his efforts, was gratified by the response.

"The people are ready for a change," he said. "They've had enough. They want to turn it around."

Langlois said he would like to harness the interest to help elderly people. He is suggesting legislation that would make mandatory an additional five years in prison for anyone who physically harms anyone over 60.

He would also like a \$1 charge added to tickets for all sporting and entertainment events to go to a fund for services to the elderly.

Although many people begged him to continue his decoy work, he said he is not sure he will stay on if the Police Department renews the program next year.

Meanwhile, he is still sifting through his mail and finding the depth of feeling he suspected was there all along.

"The article in The Chronicle brought tears to my eyes thinking 'the decoy' could have been my mother or 82-year-old father-in-law", an Oakland woman wrote him. "I know you must feel that yours is a thankless profession, but please be assured there are many, many of us who appreciate your dedication more than you'll ever know."

Reprinted from S.F. Chronicle (Date unknown)

Health Service System Report

by Jim Deignan
Co. A

As your newly elected H.S.S. Commissioner I would like to take time to thank the members of our Department and all City employees who voted for me.

On August 11, 1987, the regular meeting of the Health Service Board was held.

Items of interest to all of us were touched on. Mr. Randall Smith Executive Director, Health Service System, made us aware of IRS Section 125. This section would allow a member to have their H.S.S. contribution deducted from their gross, thus lowering the individual's gross salary and increasing net pay. This plan, to be enacted, would have to be approved by the Board of Supervisors. There would be an administrative cost to the city to enact the program. Before this plan can go forward more exploration by our board is needed. I will keep you informed as the plan develops.

Vote "YES" on Proposition O

Proposition "O" would give retired employees the right to participate in the election of members of the Health Service Board. The Health Service System Board has endorsed Proposition "O" and urges you to vote in favor of Proposition "O".

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On Routine Patrol



By Joe Reilly, Co. H

You may recall the end of a story from last month's column which had Frank Donaghue, Co. G, taking a vacation after a frustrating encounter with some 10851 artists. Frank did go on vacation but suffered a serious eye injury during some carpentry work. "On Routine Patrol" and the "Notebook" join the members of Co. G in wishing Frank a full and speedy recovery....

NO RESPECT

The P.O.A. almost got stuck for the bill when three individuals checked into the downtown Hilton claiming to be contract fundraisers for the association. They directed the Hilton to bill the P.O.A. for their \$160.00 a night rooms. Hotel security became suspicious and called P.O.A. vice president Ron Parenti to confirm the arrangement. P.O.A. treasurer Dan Linehan met Parenti at the Hilton where they told Hilton management that the P.O.A. had no fundraisers by those names under contract.

The fundraisers' rooms were empty for the moment, so Central Station officers John Colla, Heinz Hofmann, Dan Leydon and John Centurioni decided to wait. Around 2 a.m., after a hard night of fundraising, the three suspects walked into the waiting arms of several dues — paying P.O.A. members.

It was later learned that the suspects were recently fired from a San Jose based fundraising organization. They were also found to have membership cards and pins from other police associations in their possession. Their food and beverage bill for the night was over \$270. These varmints were probably planning to "fundraise" their way across the country at the expense of police associations from here to New York! They should be grateful that they weren't caught by members of the Mississippi State Trooper's Association. There probably wouldn't even be a trial...

DRAGNETS DO WORK

Taraval Station officers Anzore, Guinasso, and Suslow responded to an armed robbery which had just occurred and quickly broadcast an excellent description of the suspect, along with the fact that he might be en route to 16th and Mission. The all-broadcast was heard by Officer Hartzler, of Park, as well as Officers Pardini and Smith of Southern Station. Hartzler was able to identify the suspect from the initial description through a little computer magic. Pardini and Smith, familiar with this person, quickly provided Co. D officers with photos and the additional information that the suspect was armed with a .44 and a 9mm and had vowed to shoot any police officer he came into contact with. Less than two hours later, Mission Station officers Zografos and Brandolino saw the suspect at 15th and Valencia. After a foot chase into the projects, the suspect pulled out a handgun but soon found himself trapped in a dead end stairwell. The suspect decided to break his vow and give it up, dropping his .44. So great was his remorse that he eventually confessed to nine robberies. With these kind of cops on the street, what else could he do?...

SHAGGY DOG TALE

Someone sent me a note with what I suspect is an old classic tale from Co. K. The names were deleted to protect the guilty, but it concerns the unknown solo who made a traffic stop during the evening rush hour on Pine Street. Greeted with the standard line, "is something wrong, Officer?", the officer retorted, "I just saw you go through the last four red lights!". "But Officer!", the motorist objected, "that sign right there says 'no stopping 4 to 6 P.M.'." (sounds like this calls for a felony vehicle stop, wouldn't you say?) If you have a good comeback for a line like that, please send it in.

See you next month....

A Ride On The Wild Side

By Bill Taylor, TAC

I just had a moving experience, having been privileged, along with my partner, Reno Rapagnani, to drive one of the new Chevy full size police cars. This particular one was equipped with power windows and air conditioning. After years of driving (trying to control) the Lee Iaccoca wonder machines, this new Chevy, with nearly 200 horses, definitely has adequate power and really shines in the handling department. The suppleness and smooth transition of power on/power off and flat cornering spells comfort and better control for the driver and anyone else lucky enough to be a passenger, bad guys included.

With this much power on hand, let us hope that the uninitiated don't wrinkle them prematurely, or we could be taught a lesson, and history could repeat itself by forcing us to drive (ugh) Chrysler's insipid idea of a car. They are definitely not on the cutting edge of automotive technology. Slip behind the wheel of a Chrysler, and you immediately feel like Chuck Berry because this car loves to "rock and roll". The unsprung weight readily comes to mind; it feels like each corner of the suspension weighs 800 pounds and is attempting to shake it, the car, and anyone else unfortunate enough to be trapped inside.

HATS OFF to the present administration in selecting a truly fine police package. Maybe Lee Iaccoca should try one!

5th Floor, Wake Up!

by Mike Keys, Potrero

Part I

Well, the Department finally pulled the hat trick. First, they sat back and did nothing as the Entrance Test was changed; the results of which are obvious today. Then they sat back to watch the promotion systems become a farce. Now they have succeeded in taking away the final thing police officers (the few left that care or want to do this job) have: the radio car.

The radio car situation in this Department has approached dinosaur status: Extinct. We now have people fighting over the few radio cars left. The Station Keeper throws up a set of keys, and everyone dives for them like lions on a piece of meat. Almost daily you see one radio car go out of service to take one or two sets of officers down to the Hall for cars. They have to be returned before the end of the shift, so the shuffling starts again. But now it is not only a waste of man-hours but an officer safety problem as well. That's six officers for about two hours per night that are off the street and out of service. It seems like you could buy more cars for the amount of money wasted shuffling officers back and forth to the Hall, although the unmarked cars are now getting more mileage put on them.

This Department doesn't seem to have a problem when it comes to reorganization at the top. We now have more ranks than ever before, Captains, Supervising Captains, Commanders, Deputy Chiefs, etc.; but fewer radio cars. Something's wrong! We can spend money promoting more brass but can't find money for radio cars...amazing! We even started Stations on the ten-hour-day without enough equipment. The brass come out to the field to make sure we have hats and ties on, but what about making sure we have enough proper equipment.

We've heard the old stories: "You people wreck too many cars," "The Charter says we can have only so many," etc. — excuses! The excuses go on but so do the calls for service. No matter what the reason for the car shortage we still have to have replacements. The citizens don't stop calling because we're short of cars. The Department screams about response time. The Station won't let an officer use a car marked 'Supervisor'. I don't think the public cares if we show up in a car marked 'Supervisor', as long as we show up and render service. We can't down a car for proper maintenance, because there are

no replacements. Most of the fleet that is still running is garbage, because they're not put in for proper maintenance. Front ends, steering, etc., are shot. If the CHP pulled a safety check on the fleet they would probably down a lot more than already have been.

I know this article won't affect the 100-plus officers buried inside the Hall (actually it's a good thing you're there — we don't have enough equipment for you at the Stations). I hope this letter does affect the officers who still want to do the job and have some pride left. We should not have to put up with this garbage. The Department screams about abuse of SP/DP time, but what about those officers who don't abuse it and show up for work each and every day. Shouldn't they expect good, proper, working equipment? I know that I, and other officers, have taken time off and gone home after coming to work, finding there were no cars and being told to call around and see if one can be found. Ridiculous! When an officer sees a problem with a car; down it. When the shortage problem reaches a disastrous proportion (which it will before anything is done) the blame will fall where it should: the Top.

This Department has done nothing to keep us from becoming a joke; the least they could do is give the comedians cars to drive!

Part II

Another Pearl of Wisdom recently passed down from the 5th floor is the 'Net' Program.

I don't want to criticize the officers working 'Net', because they will go out and do their jobs as expected; but I do question the operation itself.

"The 'Net' operation is good, in theory, if done at the Station level, each Station having its own 'Net' detail (as Potrerol had) with a small centralized unit downtown. Keeping up with narcotic suspects, vehicles, etc. is far more efficient at the Station level. It is easier to be familiar with the known vehicles, suspects and the new people who come and go in the district. As we have it now, Narcotics comes to your District Station every so often, makes numerous paper arrests for stats and leaves. While at the Station they'll leave prisoners for hours at a time and expect Station Officers to be at their beck and call. This is done only by certain teams, but it causes the District Station numerous problems. Runs back up, and officer safety problems develop when already short personnel are diverted for Narcotics Squad needs.

Starting 'Net' did nothing for the Stations or moral. We're already short on personnel, so getting time off is like pulling teeth. 'Net' starts up and strips the stations of much-needed officers. What about calls for service and response time? It was only a few months ago that we had a 'Net' operation at our Station, and it seemed to work well; but the Chief said we needed more uniforms, and the unit was disbanded. Now the drug problem is on the rise again, and the 5th floor says we need more plain clothes officers. Can you figure it out? At least with 'Net' officers at the Station level, you don't lose people; and, although they won't be handling runs, they are in the District for backup on serious calls.

I know 'Net' is supposed to be the answer, but who's kidding who? First, they will be great press for a few weeks because of the number of arrests to show what a great detail it is. Second, the money will eventually be gone. Third, it is a numbers game. We can arrest all we want, but there is no place to put them. They will be back on the street which is why we should have 'Net' at the Station level.

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Uniform and Safety Committee Report

Ammo Issue Resolved

by Don Woolard, Chairman
Uniform and Safety Committee

At a recent meeting of the department's Uniform and Safety Committee, members voted to approve Sgt. Don Blaines's recommendation that the department return to the use of the popular +P+ ammunition. +P+ ammunition was replaced recently when manufacturers required that purchasers of the ammo sign a hold harmless agreement. The chief is prohibited from signing any such agreement, and the +P+ ammo was purchased in its place.

Committee members met and worked with Police Rangemaster Sgt. Don Blaine in an attempt to rectify the problem. Suddenly, to everyone's surprise, the manufacturer recently announced it will no longer require a hold harmless agreement to be signed. Apparently, sales of the +P+ ammunition has significantly dropped because of the hold harmless requirement.

With the new developments, the range staff can immediately begin the process of purchasing +P+ ammo. Police Rangemaster Don Blaine stated it will take several months before the shipment arrives. Upon its arrival members' current department issue ammunition will be replaced with the +P+. My thanks to Rangemaster Don Blaine for showing a genuine concern in correcting this matter and to Joe Reilly, Jim Speros and Leon Lowe for their assistance.

In Other Committee Matters.....

The committee recently heard a request that beat officers be permitted to wear Addidas or Reebok "tennis shoes." The committee denied this request. Members are reminded that if an officer has problems with department issued shoes, they can go to the Police Surgeon and, after examination and approval, be issued a voucher for special footwear.

The committee requested that the Planning Division research the possibility of allowing members to replace soles and heels on department issued footwear. Also being followed up is a suggestion that cloth name plates be used on the uniform shirt.

The committee also heard a suggestion that military type medals be used to signify different degrees of Medals of Valor. The department is precluded by law from using military type medals and ribbons. A bomb suit was approved for purchase to be used by the Tactical Company E.O.D. Unit.

Dr. Rickey Wong DDS
Dr. Danny Wong DDS

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Deferred Compensation Plan's Mid-Year Results

by Mike Hebel
Financial Commentator

The more money you make the more the Internal Revenue Service takes. Mindful of this, 15% of all police officers (and 19% of all city employees) are volunteering for smaller pay checks. They do not actually earn less, but are foresightedly taking advantage of Section 457 of the Internal Revenue Code, which gives an employee the option to divert a portion of his/her salary to a tax sheltered savings account set up by the employer. The Internal Revenue Service agrees to postpone taxing that portion of the pay which the employee agrees to postpone receiving. Earnings accumulate tax free, deferred that is, until paid out. The Tax Reform Act of 1986 left this shelter unscathed; it is now truly one of the very few tax sheltered devices remaining.

City and County Plan

The Retirement System of the City and County of San Francisco was authorized by the Board of Supervisors to establish a deferred compensation plan for city employees. In 1978 the Retirement System selected the Hartford Insurance Company as the deferred compensation trustee.

The Hartford Insurance Company offers eight (8) plans for city employees who wish to take advantage of the deferred compensation plan. The Hartford Insurance Company recently published its performance records for these eight funds for the period ending June 30, 1987. The returns are as follows:

Funds	2nd Quarter	Last 12 Months	Annualized Gain Since Inception
Stock	3.8%	19.8%	32.9%
Fixed Income	-3.2%	2.5%	14%
Money Market	1.2%	4.7%	7.8%
Govt. Securities	1%	4.2%	7%
Advisers	1.5%	13.7%	16.7%
Aggressive Growth	1.5%	5%	26.5%
GNMA	-2%	5%	11.8%
General Fund	8.5%		

The City's deferred compensation plan is actually better than an individual retirement account (IRA). And after the 1986 Tax Reform Act, deferred compensation may be the only real game in town for most police officers. The new tax law will not prevent anyone who has earned income from establishing and contributing to an IRA. However, only those who do not participate in another pension plan and report income of less than \$40,000 per year on a joint return or less than \$25,000 per year on a single return will be able to fully deduct their annual contribution for Federal Income Tax purposes.

The tax law caps IRA contributions at \$2,000 per year, for those eligible; deferred compensation is capped at \$7,500 per year or 25% of gross compensation, whichever is less.

Funds channeled into a deferred compensation plan do not show up on your annual wage statement.

The deferred compensation plan now provides for ongoing enrollment. A participant can request changes to their program at any time including increasing or

decreasing bi-weekly payment into the plan and also changing the amounts being invested in each of the accounts. The plan now provides an 800 toll free line to make quick transfers of an existing account value or reallocating future contributions between funds.

Contributions may be stopped at any time by notifying the Hartford Insurance Company; they may also be restarted at any time. City employees begin to receive payment from their deferred compensation plan at service retirement, termination of employment, death, disability or extreme financial hardship. Additionally, the Hartford has seven options for withdrawals of accumulated funds. It should also be noted that it is not necessary to withdraw one's accumulated funds on retirement; they can be left in the account to grow and be withdrawn at a later time.

Long Term Performance

The Hartford Insurance Company has established an excellent long term record in its investment of plan monies. Its stock fund has grown 160% since its inception in August of 1982; this is a 32.9% average annual return. The fixed income fund has grown by 68%, or 14% per year. The GNMA fund has averaged 11.8%. The Government Securities fund as averaged 7% in its four year existence.

The plan's general fund now pays a fixed return of 8.5%; this is a decrease from the 9% rate which it was paying in 1985. Each year this interest rate is set and does fluctuate. The general fund has, in the past, paid as high a fixed return as 10%.

The deferred compensation plan appeals to all variants on the risk-reward continuum. For the conservative (low risk/reward) there are: (1) general fund; (2) fixed income fund; (3) money market fund; (4) government securities fund. For the moderates, there are: (1) GNMA fund; (2) advisers fund.

For the more adventurous (looking for higher return and willing to accept downward movement—losses), there are: (1) stock fund and the (2) aggressive growth fund.

For market timers, there is the opportunity to freely move between all of these funds as financial/economic/monetary factors change. By use of the toll free line, requested changes are usually effective the date of the call.

Recent Performance

The second quarter of 1987 saw a tumble for the bond market and likewise for Hartford's fixed income and GNMA funds. These funds should improve in the second half of 1987 with corporate bonds now yielding 9.5% and long term United States Treasury's yielding 9%.

Market Indicators	2nd Quarter	Last 12 Months
S & P 500 Index	4.2%	21.2%
Dow Jones Industrials	4.9%	27.8%
NASDAQ-OTC Composite	-0.8%	9.9%
NYSE Composite	3.1%	18.8%
Value Line Composite	0.3%	9.5%

Hartfords

Stock Fund	3.8%	19.8%
Advisers Fund	1.5%	13.7%
Aggressive Growth Fund	1.5%	5%

While the Hartford money managers have not attained investment results which beat the popular averages, neither have 70% of professional money managers. It should, however, be expected that Hartford's money managers will beat the popular averages 40% of the time. Their performance deserves your constant review.

In the second quarter the general stock market was con-

(See COMPENSATION, Page 13)

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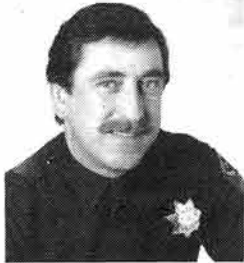
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Mayor Restores Bureau Overtime

By Bob Barry



In order to comply with the Federal Court Consent Decree on the issue of "jail overcrowding" and to ensure that the public is being adequately served, Mayor Feinstein has authorized the continuation of paid overtime for the Bureau of Investigations.

A supplemental appropriation of approximately \$400,000 is now working its way to the mayor's desk.

After nearly three months of negotiations with the police administration over this issue resulted in an impasse because of a shortage of funds, the POA requested an emergency meeting with the Mayor to resolve the issue.

On July 31, the meeting was held and, after much discussion (with the administration concurring with our concerns), the mayor authorized the release of overtime funds. The following correspondence illustrates the issue and resolution.

The Honorable Dianne Feinstein, Mayor
City and County of San Francisco
Room 200, City Hall
San Francisco, California 94102

Dear Mayor Feinstein:

I am writing to you concerning the "jail overcrowding" situation and to express to you the Police Officers' Association's very deep concern that the Administration's proposed scheme of depleting the "weekday" investigative staff to fulfill the department's obligation under the Federal Consent Decree is without question, going to impact the public service in a very negative way.

For several weeks now, we have been meeting and conferring with the Administration in a **good faith** effort to determine exactly what procedural changes, in terms of manpower allocations, must be made in order to achieve the early release of arrestees under the new "weekend rebooking duties".

Having had several meetings with the Administration staff, as well as with the Chief of Police, it has become quite apparent that short of the department receiving additional funding to support this court mandated program, criminal investigations throughout the Bureau of Investigations will suffer, and the public interest will not be well served.

The fact of the matter is that by virtue of assigning investigators to "weekend rebooking duties" on a regular assignment basis, thus requiring the investigators to absent themselves during "critical" weekday periods, the amount of time they will be able to allocate to adequately investigate their assigned cases will be substantially diminished. I might add that throughout our meet and confer sessions, the Chief's staff has forthrightly concurred with our concerns.

Since the rebooking procedures were implemented, inspectors have been working the weekends on a rotating overtime basis without reducing their investigative time on presently assigned cases. The Chief had his staff explore other alternatives, including reassessing the present deployment of personnel and he has concluded that because the Investigations Bureau is presently 24 percent understaffed, reassigning inspectors would not resolve the basic problem of "insufficient manpower" to accomplish all objectives.

In reviewing the department's 1987-88 budget, it is quite obvious that our budget is "bare bones", i.e., no salary savings, underfunded in overtime (based on 86-87 expenditures) and underfunded in holiday pay; therefore the need for an additional, yet minimal appropriation to continue funding the "overcrowding" program or an overtime basis, resulting in the continuation of an acceptable level of investigation of assigned cases is ever so present.

Although I am aware that you have been briefed on some of our concerns, I nevertheless feel very strongly that a "joint" meeting consisting of the Chief and his staff and a select number of my representatives should meet with you as **soon as possible** so that you can be more fully appraised of what is **collectively** being viewed as a serious situation. We have articulated many more concerns to the Administration which I have not addressed in this correspondence.

Finally, I know full well that you have imposed very strict controls over all department budgets, however, I also believe that should you agree to this "airing" of what I believe to be "mutual" concerns, shared by the Administration, then you may very well reassess our needs in terms of fulfilling our objectives to our citizenry. The Chief of Police feels that such a meeting would be helpful in resolving this situation.

Thank you very much for your consideration in this very important matter. I look forward to your affirmative response in allowing us the opportunity to meet with you.

Sincerely,
SAN FRANCISCO POLICE
OFFICERS' ASSOCIATION
Bob Barry
President

Mr. Bob Barry, President
S.F. Police Officers' Association
510 Seventh Street
San Francisco, CA 94103

Dear Bob:

In regard to your letter of July 22 expressing your concerns over the Department's participation in the plan to control the jail population of pretrial detainees, you should be aware that the Chief has been asked to do what I understand is administratively prudent in operating a 24-hour, 7-day per week police investigation bureau. I have found that in 12 major cities recently surveyed — 3 of which are California cities — nine have their investigators work all shifts on a rotational straight-time pay basis.

The Chief has assured me that he feels certain that the Department can and will continue to fulfill its obligation to adequately investigate cases assigned while maintaining the expected professional standards.

I have agreed to considering a supplemental appropriation for overtime monies if the chief finds a need for such additional funds. I am advised that the Department intends to rotate watches off to insure that all shifts are adequately covered. The Chief has not been, and will not be asked to take any action in this regard that would adversely affect the quality of investigations, or to dismiss arrested subjects who should, by the nature of the evidence against them, remain in custody, to reduce the jail population. He has, in fact, been asked only to include weekends in this investigative process. As you know, this administration has increased the size of the department by more than 300 and I want to sustain maximum effectiveness.

Finally, I am pleased to meet with you and the Chief to discuss this matter further if you still feel the need.

Sincerely yours,
Dianne Feinstein
Mayor

SFPOA BULLETIN #87-57

July 31, 1987

At 10:00 AM this morning, I, along with Inspectors Joe Toomey, Paul Chignell, POA attorney Dave Clisam, Chief Frank Jordan and Deputy Chief Gurnett met with Mayor Feinstein for the purpose of discussing the assigning of investigators to "weekend re-booking duties" on a regular assignment basis.

The thrust of the POA's request to meet with the Mayor was two fold:

- 1) To emphasize the extreme shortage of inspectors assigned to the Bureau of Investigations and that the depletion of inspectors during the week to accommodate the re-booking schedule on the weekends, would be detrimental to the public's interest and;
- 2) In order to accomplish the "weekend re-booking duties" (absent an infusion of personnel) without reducing valuable investigative time during the weekdays, it would be necessary to continue the "weekend re-booking duties" on an **overtime basis**.

Upon stating our position to the Mayor with Chief Jordan and Deputy Chief Gurnett concurring that the public service would be affected, Mayor Feinstein authorized the continuation of paid overtime.

In the course of our discussion, the Mayor focused on the shortage of personnel in the Bureau, the absence of any promotional lists and the unlikelihood of an examination in the near future.

Mayor Feinstein requested the POA's support to **urgently** request the U.S. Ninth Circuit Court to expedite the pending, Q-35/Q-50 decision. We agreed with the Mayor's request, and we'll issue a joint letter to the Court as it is clearly in the best interest of all Consent Decree parties and the public.


I would like to personally thank Mayor Feinstein for allowing us the opportunity to meet with her and to commend her for exercising very prudent judgement in the public's interest.

I also thank Chief Jordan and Deputy Chief Gurnett for supporting our concerns and expressing them to the Mayor.

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Promotions:
Captain Michael Lennon promoted to
Commander—Metro Division

Appointments:
Lt. Dennis Martel appointed Captain (NCS)—Metro
Lt. Thomas Petrini appointed Captain (NCS)—Vice

Service Retirements:
Officer Sanford Richterman
Inspector James Higgins
Sergeant Robert Hankins
Sergeant Roger Maher
Sergeant James Meyer
Captain Charles Beene



RETIRED MEMBERS COLUMN



by Gino Marionetti & Mike Sugrue

Volunteer - Leisure Preference Scale

Many retirees find happiness through the right combination of volunteer work and leisure. This scale is designed to help you discover if you fall in this category. Circle the appropriate number and total your score.

I recognize I can't handle leisure, but I don't want the pressure of working for money	10 9 8 7 6 5 4 3 2 1	Volunteer work would provide as much pressure as real work to me and no benefit
I need a consuming mission in life; only volunteer work will provide this	10 9 8 7 6 5 4 3 2 1	I do not need or want a big mission in life - just leave me alone.
I don't need money — just group involvement and personal contacts.	10 9 8 7 6 5 4 3 2 1	If I have to deal with group politics, I want to be paid for it.
I'm not the bridge-playing country-club type; I have to have a purpose to my life.	10 9 8 7 6 5 4 3 2 1	I want leisure, fun and games, even if I have to make money to achieve it.
Volunteer work appeals to me, involvement without structure or daily responsibility.	10 9 8 7 6 5 4 3 2 1	I'm just not the volunteer type and I know it.
I can't work for money, but if I don't do some volunteer work, I will climb the walls.	10 9 8 7 6 5 4 3 2 1	Volunteer work would cause me to climb the walls.
Organizational politics would not bother me.	10 9 8 7 6 5 4 3 2 1	I've had all the organizational politics I can handle.
Volunteer work is only thing that will get me out of the house regularly.	10 9 8 7 6 5 4 3 2 1	My leisure activities will get me out of the house with ease.
My observations tell me that volunteer workers are the happiest of all.	10 9 8 7 6 5 4 3 2 1	Nothing I've seen convinces me volunteers are happy.
I know myself. I'm not a leisure person or a money making person. Volunteer work is my cup of tea	10 9 8 7 6 5 4 3 2 1	I'm happy we have volunteer workers; I'm just not one of them and I know it.

Total Score _____

If you scored over 70, volunteer work may be part of your answer. To help verify this, compare your scores on
(See LEISURE, Page 14)

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The Relationship Between Collective Bargaining Laws and Wages and Benefits

Once a year, the Labor Relations Information System, based in Portland, Oregon, conducts a survey of the wages and benefits in all city police departments with service populations greater than 50,000 persons. On March 1, 1987, the 1987 wage and benefit study was released. Among the significant findings of the Labor Relations Information System was that the wages and benefits for police officers in those states with statewide collective bargaining laws far exceeded the wages and benefits in the states without such laws. For example, the following differences were noted in the average entry and top-step police officer wages:

Category	No Statewide Collective Bargaining	Statewide Collective Bargaining	Percentage Difference
Entry officer wage	\$1531.00	\$1803.00	18.0%
Top step officer wage	\$2060.00	\$2375.00	15.0%

The same sort of differentials between collective bargaining and non-collective bargaining states exist with respect to supervisory wages:

Category	No Statewide Collective Bargaining	Statewide Collective Bargaining	Percentage Difference
Lieutenant wage	\$2709.00	\$3267.00	21.0%
Captain wage	\$3029.00	\$3267.00	17.0%

When time off benefits were calculated, the same sort of trend could be observed:

Category	No Statewide Collective Bargaining	Statewide Collective Bargaining	Percentage Difference
Vacation, 10 years	16.5	17.7	7.00%
Vacation, 15 years	19.1	21.0	10.00%
Holidays	9.9	11.6	17.00%

When health and welfare and retirement benefits were calculated, the difference between the two categories of states became even more pronounced:

Category	No Statewide Collective Bargaining	Statewide Collective Bargaining	Percentage Difference
Employer's retirement contribution	11.65%	18.71%	61.00%
Employee's retirement contribution	5.91%	5.16%	
Employer's insurance contribution	\$127.47	\$213.80	68.00%
Employee's insurance contribution	\$ 51.97	\$ 23.76	

The survey covered 377 cities, with cities in each state being represented in the survey group. For more information on the survey, contact Will Aitchison, Director, Labor Relations Information System, 135 SW Ash, Suite 520, Portland, OR 97204, (513) 295-0997.

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10851 Award Winners

by Lt. Alex Stevens



Every 31 seconds, another car is stolen somewhere in the United States. In California alone, there were over 208,000 vehicle thefts in 1986. Uniformed officers in San Francisco can boast of a 92.1% recovery rate for the first half of 1987. For contributing to this recovery of stolen vehicles, fifteen officers from the San Francisco Police Department received the coveted "10851" Award from the California State Automobile Association Inter-Insurance Bureau and the California Highway Patrol.

The presentation took place on Thursday, July 30, 1987, at the Police Commission Hearing Room in the Hall of Justice.

The "10851" award was given to uniformed officers for their outstanding achievements in vehicle theft recovery.

Present to give the awards were CSAA Assistant Vice President of Public Services, J. Michael Siebert, and CHP Golden Gate Division Vehicle Theft Coordinator, Lieutenant Harry Wilson. Chief Frank M. Jordan was also in attendance to congratulate the honored officers.

BACKGROUND

- * Co-sponsored in northern California by the California State Automobile Association Inter-Insurance Bureau

(CSAA-IIB) and the California Highway Patrol (CHP)

- * Named after the number in the California Vehicle code Section pertaining to vehicle theft (Ten eight fifty-one)
- * First awards were made May 11, 1984 in the CHP Central Division to Fresno P.D. and Coalinga area CHP.
- * Recognizes superior efforts in the recovery of stolen vehicles and the apprehension of vehicle thieves by law enforcement officers.

CRITERIA

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

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

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

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

AWARDS

- * Departmental Plaque — given to the law enforcement

department when the first officer(s) in the department qualifies for the 10851 Award

- * Individual Officer Plaques — Given to the qualifying officer in recognition of achievements in vehicle theft recovery. It becomes the officer's personal property. The initial recipient(s) receives this award in conjunction with the presentation of the Departmental Plaque.
- * A pin in the form of a miniature California license plate containing the numerals "10851" will be awarded by the CHP and can be worn as a tie tack with the uniform (Class "A" or "B").

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

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

SFPD AWARD WINNERS

- Officer **Lewis Bronfell** - Northern Station
11 recovered vehicles
6 arrests
- *Officer **Michael Burkley** - Ingleside Station
12 recovered vehicles
4 arrests
- *Officer **James Dudley** - Northern Station
12 recovered vehicles
4 arrests
- Officer **Wendy Frisk** - Northern Station
12 recovered vehicles
6 arrests
- *Officer **Rene Guerrero** - Ingleside Station
12 recovered vehicles
3 arrests
- Officer **John Harrold** - Northern Station
6 recovered vehicles
6 arrests
- *Officer **Kenwade Lee** - Richmond Station
12 recovered vehicles
4 arrests
- Officer **Philip J. Lee, Jr.** - Mission Station
12 recovered vehicles
3 arrests
- Sergeant **David Roccaforte** - Park Station
12 recovered vehicles
4 arrests
- Officer **Astrida Rudzitis** - Ingleside Station
6 recovered vehicles
6 arrests
- Officer **James Selby** - Southern Station
13 recovered vehicles
3 arrests
- *Officer **Donald Shockley** - Central Station
12 recovered vehicles
4 arrests
- Officer **Keith Singer** - Southern Station
11 recovered vehicles
6 arrests
- Officer **Dean A. Sorgie** - Potrero Station
12 recovered vehicles
8 arrests
- Officer **Vincent Vago** - Park Station
13 recovered vehicles
4 arrests

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Board of Directors Meeting

August 25, 1987

Present were: Maloney, Mattoch, McDonagh, Ovanessian, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Flippin, Rapagnani, Linehan, Barry. Those that were absent were Santana, Fagan, Cole. Those that were excused were Deignan, Garcia, Parenti. There were sixteen present, three absent and three excused.

PRESIDENT'S REPORT

Employer "Pick Up" OF Retirement Contributions — President Barry said this concept of "employer pick-up" is to have the City designate, for the limited purpose of "tax deferment", that employee contributions are "employer contributions" and, based upon IRS rulings, these contributions are excluded from an employee's gross income until such time as they are distributed or made available to the employee. President Barry then sought a motion to allow him to enter into discussions with other Civil Service employee organizations on this concept. A motion was made by Linehan S/Flippin. The vote was 15 yes and one abstention to pass the motion. Voting yes were: Maloney, Mattoch, McDonagh, Ovanessian, Reilly, Suslow, Doherty, McAlister, Taylor, Hawthorne, Chignell, Flippin, Rapagnani, Linehan, Barry. Abstaining: Johnson.

Night Differential-Like Work/Like Pay Law suits — President Barry indicated that on September 9 he will meet with the city attorney and attempt to settle these two law suits. Should agreement not be reached in these two matters, the POA will seek legal action.

Overtime victory — President Bob Barry, along with Directors Paul Chignell, Alex Fagan and Joe Toomey were victorious in giving the Bureau of Inspectors, as well as the Crime Lab and the Property Clerk's Office, additional monies for the payment of overtime. The overtime is required because of a jail overcrowding problem and the necessity for these units to work on the weekends to expedite the rebooking process. The overtime, amounting to \$504,000 for this fiscal year has eliminated the necessity for these personnel to change their days off.

International Union of Police Associations' Convention — President Barry attended the Legislative conference and spoke favorably of the successes the IUPA has had during the past few years. The organization is growing rapidly and is the prime mover to increase the \$50,000 peace officers' death benefit to \$100,000. The bill will be heard in committee in the House of Representatives this fall. Reaffiliation would allow us the long sought opportunity to sit on the San Francisco Labor Council. The Board of Directors had previously voted to have the membership vote on this question in January, 1988. More information to follow.

Pay Raise — President Barry updated the contract disputes that are occurring in San Jose and Los Angeles. At this time President Barry feels confident that the San Jose and Los Angeles pay disputes should be settled sometime in September. This should increase our raise in the area of 4 to 4½ percent.

SECRETARY'S REPORT

The Secretary's report was adopted by motion of Chignell S/Ovanessian. Voice vote to accept the Secretary's report.

TREASURER'S REPORT

The Treasurer's report was adopted by motion of Chignell S/Reilly. Voice vote to accept the Treasurer's report. The Treasurer handed out the monthly balance sheet indicating that we have \$115,500 balance in our Dean Witter account.

COMMITTEE REPORTS

Insurance Committee — President Barry told the Board of Directors that back in 1985, the accounting firm of Coopers and Lybrand was hired to conduct a review of our insurance trust funds. As part of this review, Mr. Andy Hauer analyzed our existing insurance coverage for active and retired officers and based upon our desire to increase our members' coverage, Mr. Hauer negotiated a rate change with the INA insurance and higher coverage went into effect in 1986. We are now in the final stage of reviewing our coverage for voluntary programs and we will examine our rate structure to determine what changes, if any, are needed.

Screening Committee — President Bob Barry indicated that the committee will begin negotiations with the law office of Carroll, Burdick & McDonough. The contract is now up for review.

California Organization of Police & Sheriffs (COPS) Committee — Committee member Pete Maloney stated that the COPS organization was trying to maintain the 830.1 Penal Code definition exclusively for police officers and not for airport police officers or state correctional officers. Maloney further stated that Penal Code Section 830.3.1 was being changed to accommodate the airport and correctional officers concerned regarding the carrying of an off-duty weapon. This new section of the Penal Code would allow the airport and correctional officers to carry an off-duty weapon and at the same time would not affect the PERS retirement system.

Publications Committee — Chairman Flippin indicated that the September edition of THE NOTEBOOK

would be published in the second week of September. Chairman Flippin also informed the Board of Directors that the Committee was negotiating a new contract with Community Publications. This contract would allow an increase in ads from 35% to 40% for The Notebook, resulting in an increase in income for the POA.

Federal Litigation Committee — Chairman John Willett told us that the city has hired experts to do the job analysis for the Q-80 oral and written component. At this point in time, the chairman was not certain as to whether there would be an assessment center. Presently, the POA does not have an "expert" to monitor the Q-35/50, Q-60 or Q-80 examination process. A motion was then made by Maloney S/Hawthorne that the membership should vote on the following question: "Should the POA hire a testing expert to monitor the development of the promotional testing in order to protect the best interests of the membership?" There was a voice vote to adopt this motion. In late September, the membership will be given an opportunity to vote yes or no.

Uniform & Safety Committee — 1. Member Reilly informed the Board of Directors that the + P + ammunition will be purchased by the city. The manufacturer of the ammunition has dropped a requirement for the city to sign a hold harmless agreement. 2. Maternity Uniforms - Member Reilly indicated that there was consensus on the Uniform & Safety Committee that possibly a poll of women officers to determine whether or not optional maternity uniforms would be worn. After some discussion, the Board advised the committee that there are options presently available for our sister officers and should any problems arise, they will be handled on a case by case basis and that no survey should be done at this time.

POLITICAL CONTRIBUTIONS

Reception for Board of Supervisors President Nancy Walker held on July 16, 1987, \$150.00 each. There was a motion by Linehan S/McAlister to buy three tickets. The motion passed by voice vote.

Reception for Supervisor Wendy Nelder. A motion by McAlister S/Linehan to purchase ten tickets, \$50.00 each. Voting yes were: Maloney, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Flippin, Rapagnani, Linehan and Barry. Voting no were: Mattoch and McDonagh. Abstaining: Ovanessian. The motion passed 12 yes, 2 no and one abstention.

Reception and dinner for Assemblyman John Vasconcellos. There was a motion by Rapagnani S/Flippin to purchase two tickets, \$125.00 each. The motion passed by voice vote.

NON-POLITICAL CONTRIBUTIONS

To attend a September 7th Labor Day Breakfast hosted by the San Francisco Labor Council. There was a motion by Maloney S/Hawthorne to buy three tables with a total expenditure of \$750.000. The motion passed by voice vote.

The next motion was to attend the annual dinner for the Alice B. Toklas Lesbian/Gay Democratic Club. A motion by Mattoch S/Taylor for one table at \$500.00 was passed by voice vote.

The next contribution was to purchase one ticket to the National Womens' Political Caucus Annual Cocktail Reception Fund Raiser. There was a motion by Reilly S/Maloney which was adopted by voice vote. \$100.00.

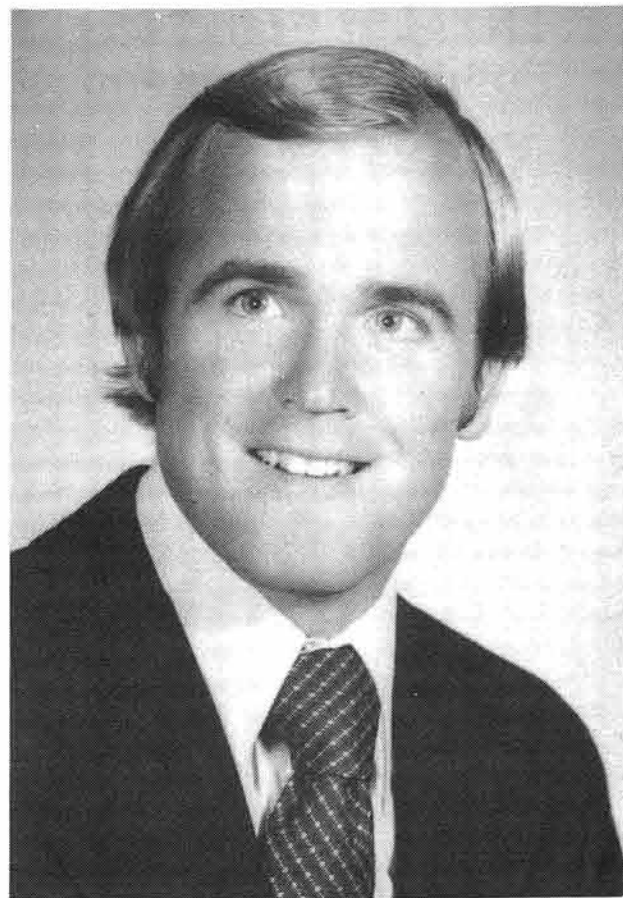
The next contribution was to the San Francisco Political Activities League which was sponsoring a golf tournament on Monday, September 21, 1987 at the Marin County Club. All proceeds from this tournament will help sponsor a training program for the PAL law enforcement cadets. A motion by Mattoch S/McAlister to purchase eight tickets costing \$1,000.00.

Reverend John P. Heaney, Police Chaplain, requested a contribution to honor His Holiness on his San Francisco Papal visit. A motion by Rapagnani S/Flippin to contribute \$500.00 to St. Anthony's in the Pope's name was passed by voice vote.

A request for support for Proposition "J". Proposition "J" would allow an employee organization and the employee "on leave" to contribute to the representative's retirement contribution. A motion by Rapagnani S/Mattoch was adopted by voice vote.

The final request was a motion by Maloney S/Taylor to place a \$150.00 ad in the Western States Investigators and Burglary Investigators Association's 38th Annual Training Seminar. The motion was adopted by voice vote.

Reno Rapagnani
Secretary



My Colleague, Alex Fagan

By Paul Chignell

It is time to pay tribute to Alex Fagan, member of the Board of Directors of the San Francisco Police Officers' Association and Inspector in the Narcotics Unit.

I have had the pleasure of working with Alex for some time now in our dual capacity of representing the Bureau of Investigations, Juvenile Bureau and Vice Crimes Division.

The members of the POA are well served by Alex Fagan as he brings an excellent combination of aggressiveness and diplomacy in making sure that his constituents are taken care of whether it be a medical, disciplinary, working condition or personal problem.

He has taken the time to answer the questions of members even late at night at his residence, and he has been available early in the morning to represent members before administrative bodies.

Alex Fagan was a leader in the successful effort to restore paid overtime for members of the Bureau of Investigations who worked weekends on the new rebooking program. Despite many hurdles, Alex persevered over a period of three months and was a major catalyst in getting the meeting with Mayor Feinstein that resulted in the eventual allocation of the overtime funds.

Alex Fagan has been a credit to the Board of Directors and the membership of the Police Officers' Association. If you see him around, congratulate him on a job well done.

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The San Francisco Police Department 1875-1876

by
Allan Bierman, Co.D

In 1861 the authorized strength of the San Francisco Police Department was 40 men. On March 23, 1872 the Board of Supervisors gave authorization to increase the department to four Captains and 150 men. By 1875 the Police Department was at full strength with one Chief, four Captains and 150 men (there were no lieutenants). The salary in 1876 was most likely adequate when compared with other city salaries. Most city employees made between \$70 and \$100 per month, with some making as little at \$40 per month. The last pay increase for the men in the department in 1876 came during the Civil War. On April 4, 1963 the Board of Supervisors authorized to increase the salary of each member on the Police force by \$25.00 per month. As a result the monthly pay for the men was: Chief - \$333.00, Captain - \$150.00, clerk to the Chief of Police - \$150.00 and patrol - \$125.00.

Within the patrol division there were various job classifications, some of which are still in usage today. Sergeants (4), Detective (6), Property Clerk, prison keeper, Harbor Police, Truant officer, Bailiff, Hack inspector, clerk to the Chief of Police, Oakland Ferry, Pacific Mail Steamship Co's. Dock and three men on special duty.

Samuel C. Stevenson #148 was the oldest member on the department at 71 years. However, he had seniority on only two men; Stevenson's length of service — three months. 27 year old Joseph Melody #144 was the youngest man on the force. Only two other officers were in their twenties; most all other officers were in their thirties or forties.

As far as length of service goes, the department was quite young — only ten men had over ten years service; and out of this group only three men had over 15 years service. Most senior man was Captain of Detectives — Isaiah W. Lees with 22 years of service. The most senior patrolman and third most senior man was clerk to the Chief of Police, Alfred Clarke #1 with 19 years of service.

The occupations that the men held prior to entering the department were many and varied. Some of the occupa-

tions that the men held were liquor dealer, seaman, mariner, ships' carpenter, rigger, glove cutter, hatter, saloon keeper, light house keeper, blacksmith, glass blower and steam boatman.

NATIONALITY

The department in 1876 gave a recap of the nationalities of the men, both foreign and native born. Twenty-seven years after the discovery of gold in California there were still no native Californians in the department. The country and state with the most representation were Ireland and New York.

Ireland	46	New York	26	Louisiana	2
Germany	10	Massachusetts	14	Vermont	2
England	9	Maryland	7	Virginia	2
Canada	3	Pennsylvania	7	Dist. Columbia	1
Sweden	2	Maine	6	Kentucky	1
Australia	1	Ohio	4	Michigan	1
Total	71	Illinois	3	Missouri	1
		Connecticut	2	New Hampshire	1
		Indiana	2	New Jersey	1
			Total		83

The qualifications to become a police officer in 1876 were set forth in the 22 year old Consolidation Act of 1856. For all practical purposes entry qualifications were non-existent, and appointment to the job was political.

Consolidation Act, Article 11 1856: Sec. 23: The Chief of Police, in conjunction with the President of the Board of Supervisors and the Police judge, the concurrence of two of them being necessary to a choice, and as many police officers, not exceeding 150 as the Board of Supervisors shall determine to be necessary.

Sec. 24: No person can be appointed Captain of Police or Police Officer, unless he be a citizen of the United States and of this State, a resident and qualified voter of the City and County; and, in case of each police officer, a resident of the district from which he is chosen; and also, before his appointment, shall produce to the said President of the Board of Supervisors, Chief of Police, and Police Judge, a certificate signed by at least 12 freeholders and qualified voters of said City and County who, in case of application for appointment of a police officer, must also be residents of the district from which he is to be appointed; stating that they have been personally and well acquainted with the applicant for one year or more, and that he is of good repute for honesty and sobriety, and they believe him to be, in all respects, competent and fit for the office.

Sec. 26: Duties: Police officers in subjection to the orders of the respective Captains, and all under the general direction of the Chief of Police, shall be prompt and vigilant in the detection of crime, the arrest of public offenders, the suppression of all riots, frays, duels and disturbance of the public peace, the removal of unlawful obstructions from the public streets, and the enforcement of the laws and regulations of the police.

ANNUAL REPORT

The Chief of Police, along with other city administrators, had to submit an annual report to the Board of Supervisors for the fiscal year. The problems facing the

San Francisco Police Department 111 years ago were almost the same ones facing the department today.

Office of the Chief of Police
San Francisco, Cal., August 1, 1976.

Gentlemen — In response to Resolution #8,378, I submit my Report of the Police Department for the year ending June 30, 1876.

CRIMES OF VIOLENCE

The efforts of the officers have been especially directed to the breakup of the gangs of young ruffians who have, from time to time, committed outrages on our citizens, and many offenders have been discovered and punished.

The greatest difficulty which the police experience, in these cases, is the unwillingness of spectators to testify to the facts. This unwillingness results from loss of time and business involved in attending court, and in some cases, from timidity. Neither of these excuses are good.

The State has the right to the time and knowledge of a witness, in aid of the administration of justice; and timid persons can feel assured that they shall enjoy complete protection, for this is one of the ends for which courts of justice are established. But the invalidity of these excuses does not help the officers to supply the evidence thus lost. The officers have been instructed to prosecute all known offenders, and by compulsory process, bring reluctant witnesses to court.

DUTIES

The police have been persistent and unremitting in their efforts to prevent and punish crime. That they have been successful is witnessed by the peace and order which has generally prevailed.

In order to improve the bearing and carriage of the officers when on duty, and to prepare them for being properly moved in case of riot or public disturbance, the force has been drilled in simple evolutions; they have also been instructed in the use of the police baton, which experience has shown to be a most effective weapon for the dispersion of mobs and more merciful and humane than firearms.

The police department of this city is the smallest known in proportion to the number of inhabitants; and considering the extent of territory covered by our city, the number of arrests made and the other duties performed by the department, it is not equaled in efficiency by any.

All of which is respectfully submitted,
H.H. Ellis,
Chief of Police

The Police Department, in fiscal year 1875-76, did not submit a report on the number of crimes committed but only on the number of arrests made. The only number of crimes mentioned came from the Health Department where they reported 25 homicides for the fiscal year. The Health Dept. also estimated San Francisco's population to be 272,345.

Table showing the number of arrests made in fiscal year, strength of the force, and the proportionate arrest to each officer in the force compared to other cities:

City	No. of Officers	No. of Arrests	Arrest Per Officer
1. London	8,833	72,951	8
2. Dublin	2,085	32,243	16
3. Liverool	1,018	30,145	30
4. Charleston	138	2,705	20
5. Cincinnati	363	9,517	26
6. New York	2,159	78,451	37
7. Newark	177	6,752	38
8. Philadelphia	1,089	40,368	38
9. Salem	42	1,686	40
10. Brooklyn	567	25,588	45
11. Baltimore	562	26,365	47
12. New Orleans	585	29,286	50
13. St. Louis	376	19,082	51
14. Boston	498	25,365	51
15. Cleveland	160	8,579	53
16. Albany	112	6,273	56
17. Buffalo	203	12,535	62
18. San Francisco	150	20,108	134

Either San Franciscso Police Department was very efficient or the citizens of San Francisco were very rowdy, most likely it was the latter. Some of the arrests made by the department in fiscal year 1875-76 were as follows:

Assaults — total	2,686	Robbery (Highway)	7
Bigamy	1	Gambling-total	391
Burglary	258	Houses of Ill Fame	512
Carrying Concealed Weapon	326	Kidnapping	9
Common Prostitute	4	Language (bawdy)	1,418
Drunks	7,642	Misdemeanor — Carry ing Brass Knuckles	7
Enticing Sailors to Desert & escape from training ship	2	Rape	11
Furious riding	21	Riot — Inciting	2
Fire Arms-discharging on street	60	Saloon violations	71
Robbery	132	Sparring Exhibition	1
		Wearing attire of other sex	2

With all the fighting, drinking, shooting of pistols in the streets and night time carousing, I can see why Coroner Swan stated in his annual report "The year has been remarkable for the increased number of deaths of strangers."

The department ended up with 503 pieces of unclaimed property — most of it being money, knives and pistols.

(See 1875-76, Page 13)

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Pathways

by Bob Rogers,
Burglary

Not in the Mirror

I'm not sure how many ways there are to exorcize the demons that most of us encounter. Religion and holy practices get utilized a lot — they're the long-standing experts at it. There are, too, all of the modern chasings of shadows — psychiatric and psychological therapies, transformation endeavors such as EST or Lifespring, and the specialized peer work in such groups as AA, NA, or Weightwatchers. Many of us "blow off steam" and roust the monkeys off of our backs with physical exertion in sports. Some tread a tight-rope of exotic indulgence in sex, drugs, or booze. Perhaps the right question has to do with finding out where we stop and the demons begin. Something about finding out who we are.

I've barged and limped through several of the "who am I" practices. I can quickly reassure a reader that, for whatever reasons, I can't claim great success through any of the usual paths. What I can say is that one type of practice has been of help. I didn't think at the time that I was following a time-tested route, but I was. It has to do with fear and challenge. This getting to know how shrill the scream is a starting point, I think. If nothing else you learn the face of the demon.

I was eleven or twelve when I made my first attempt at confronting fear and challenge. After having read a biography of John Paul Jones, I was inspired to imitate some of his boyhood behavior. I took my nine foot rowboat and in the slash of a Connecticut winter set out to row across the far end of Long Island Sound. At any time of year it would have been foolhardy, but in the sub-freezing weather, and upon squall-gnashing seas, it was exquisitely stupid.

At that age, I'm sure I wasn't conscious of examining my psyche or confronting great questions of philosophy; I did realize though, as I was swept helplessly through increasingly threatening seas, that I was small, not very bright, and so frightened that part of the dampness freezing my pants was not from the drenching waves crashing over the bow.



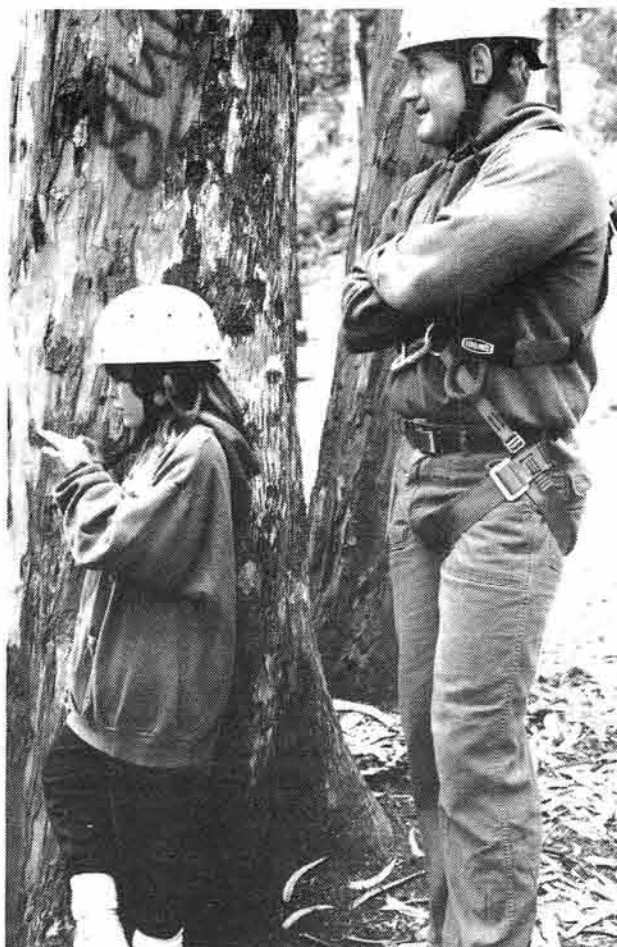
A young participant flying through the woods on one of the ropes course events.

In terms of having found adventure, I had succeeded. But, as the very real prospect of drowning confronted me, my mind became such a mush of hysteria that what I ultimately would end up with — after being rescued by the Coast Guard who had been called by the keepers at SouthWest Light — was that I was either crazy, stupid, or incompetent. It would take many episodes of other successes before I unsaddled those particular demons. I was probably just lucky to have come across some success; otherwise I may have had a much heavier bunch of psychological garbage to haul around through life.

I believe that the chance to face fear can be of great help in understanding ourselves at the very basic level. The catch is, though, that in some harebrained stunt we can end up dead or worse — walking psychologically wounded. To be successful at dealing with one's fears — Yo, Demons — seems to be one of the most edifying experiences we could go through. This is about having a fair shake at confronting fear and maximizing the chances of doing well.

Groups and individuals have emerged who make it their livelihood to offer the chance for people, all kinds of folks, to go through some extremely challenging activities (mostly wilderness based) that maximize the chances at succeeding at tasks the partakers may have thought impossible. A near-science of designed adventures has emerged wherein guides, instructors, and plain helpers take people up to the edge of their individual abilities and help them pass across imagined limitations of mind and body.

In wanting to pass all of this on, I remembered having heard about an adventure with the Outward Bound Leadership School (Colorado) that Mike Conway of Taraval had undertaken, so I asked Mike for some help. It was ironic, I thought, that when I met with Mike he had



Mike Conway and his 8 yr. old daughter, Kate, listen up before facing their challenges.

just returned from a three week trek hiking the backcountry of Thailand, Malaysia, and the Philippines.

Mike told me that a few years ago while working in Tac, he had taken a three week course with Outward Bound which was largely a test of survival skills in the San Juan Range of Southwestern Colorado. The thrust of this course, nicknamed the "School of the Possible", was to progressively increase the challenges an individual faced in the mountainous wilderness.

During part of the course Mike had to complete a 3 day solo trek through that rough country with just a flask of water. Later, he was picked to lead an eight person team on an arduous ascent of one of the mountains in that range. Mike's team was caught in a high-altitude early season blizzard and were snowed in for several days. They finally had to descend in a treacherous link-up of lined climbers. I think much of what Mike faced must have been exciting, but it's interesting too that much of what he is proud is having faced the decision at points to "flat out say no" when he felt his team might have been being put in too much danger.

When I asked Mike for pictures of his trip he agreed to look for them and then suggested that I might get an even better look at these kinds of physical challenges if I were to join him and his eight year old daughter Kate, who were going to be participating in some self-challenge work with Walt Scott's and Luis Duran's Ropes Course.

At first, the sound of some rigorous and frightening challenges in San Francisco's Glen Park seemed like it must be an exaggeration. It wasn't. Walt and Luis, who lead the SFPD's Wilderness Adventure Youth Program have helped put together a series of cables, logs, platforms, and high altitude challenges that are designed to build self-confidence and afford the opportunity to be involved in high risk/high reward activities. Police Officers who will lead backpacking trips with city youth participate in the course (with the youngsters) during the week preceeding the trips.



Mike Conway and friends awaiting Mike's turn at testing himself.

I watched Mike, Kevin Dillon, Steve Venters, (Co. A) and Tom Eisenmann (Juvenile) go through some of the hairy challenges. I'm not so astute to be able to say when someone else looks a little concerned, but I've seen Kevin and Steve looking more relaxed taking on thugs in the Tenderloin. I spent most of my time watching Mike, Steve, and Tom's group climbing to a tightrope that was about 50 feet in the air where they had to attempt to cross an approximately 30 foot span. (There is a safety rope attached, but I know how rubber-kneed you can get

anyhow.) It was reassuring to hear all of the guys talk about their fear in front of the kids and then try to explain to the kids how to push past it.

Walt and Luis have done a great job at this course — and their work there deserves an entire article just on it. But what struck me was the opportunity that we as police have, right here close to home, where we can taste a little of the self challenge. There's the opportunity, too, to let our own kids get involved. Mike's daughter and Tom's son were both at the course going through the events. (Don't pooh, pooh this as I initially did. Take a look.)



Mike and Kate talk about being scared. (Kate did fine)

There are also the benefits for the other kids in getting support and meeting cops as people. (I was touched to watch one young boy, streetwise, but scared of these challenges, try to beg off of the high altitude stuff and hear the cops urging him on with things like, "Come on, D—. You can do it, man. Hey, you saw us scared too; that's OK; go for it, pal." And he did.)

Call Walt or Luis at Community Services (x1970), and they'll send out published material on the Ropes Course and the other ways you can experience some adventure.

Outward Bound will send a free 24-page course book if you write Pacific Crest Outward Bound School, 0110 SW Bancroft, Dept. CS, Portland, OR 9720. They have whitewater rafting and backpacking in California's Kings Canyon, Oregon and Washington.

Colorado Outward Bound School Write: Colorado Outward Bound School, 945 Pennsylvania St. Dept. CS Denver, Colorado 80203.

Stroud and Assoc. of Carmel is another outfit that specializes in trips such as taking people with no previous climbing experience on climbs of such things as Lost Arrow Spire, 3,000 feet above the Yosemite Valley — this includes a 125-foot rope shimmy across nothing but air to reach the top of the spire. Their thrust is learning "the chain of success — risk, trust, commitment, and then follow-through."

But after all, these are businesses. If this interests you, I suggest you track down Mike Conway of Taraval. Mike will probably give you a special kind of sales pitch about this stuff. Knowing Mike, he'll couch his enthusiasm with a lot of thought which comes from a lot of experience. He won't say much about his 30 some months in Southeast Asia in the late 60s — I had to do a lot of asking. He won't say much about his Bomb Squad days; his work setting up the Stress Unit for the Department; or his involvement with cops who have needed help in the middle of the night. Mike will start churning and enthusiastic and getting you jacked up — like the young street kid who thought he was afraid. He'll make you glad you took the time to look him up.

(P.S. I'm back to school for awhile — another path — so this column becomes irregular in timing as well as in outlook.)



Mike Conway slowly backing out onto the tightrope — a long way up.



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LEISURE

(Continued from Page 8)

all three scales. (1) Pure Leisure Preference Scale, (2) Work Leisure Preference Scale and (3) Volunteer-Leisure Preference Scale.

If you scored higher on the volunteer scale, you should give volunteerism a chance. A certain activity in your church, for example, might satisfy your needs better than pure leisure or a work leisure combination.

Note: You can get special awards Plan "A" and "B" but the rewards from Plan "C" often overshadows those received from other plans.

PLAN "C" LEISURE PLUS VOLUNTEER ACTIVITIES

"Wherever man turns, he can find someone who needs him Even if it is a little thing, do something for which you get not pay but the privilege of doing it. For remember, you don't live in a world all of you own. Your brothers are here, too." (Albert Schweitzer)

When you volunteer services, you give more of yourself and you usually get more back. You interact with other dedicated people and involve yourself in worthwhile causes. Fellowship can add new dimension to your life and other leisure hours can be enhanced.

Volunteerism is a big thing in the United States. It is estimated that more than 1/3 of all retired people do volunteer work ranging from 1 hour per week up to a full time commitment. It is also possible to hold down a paying job and a volunteer position at the same time.

Volunteerism if not for everybody. Only certain people gain the true rewards it offers. Those rewarded are usually people with a humanitarian attitude. They feel inadequate if they only satisfy their own desires. Pure leisure or working only for money is not satisfactory. They want to continue something they feel is significant. They seek different retirement rewards.

Reward #1	Comradeship.	Fellowship becomes increasingly important after retirement. When this need is combined with a worthy purpose shared by others, the rewards are multiplied.
Reward #2	Recognition	When you are on a payroll, money itself can be the main form of recognition. In a volunteer position, recognition and ego satisfaction comes from many directions. Certain groups, like a hospital auxiliary, carry considerable prestige.
Reward #3	Freedom to withdraw	You are not tied to a volunteer role in the same way you are to a money job. You can come and go more easily.
Reward #4	Sense of mission	Retirees who have a sense of mission are often the happiest of all. Giving time to something you believe in can be rewarding beyond expectations.
Reward #5	Keeps mind active	A good volunteer activity is like a mental health insurance policy. It will keep you alert and ready for other facets in life.
Reward #6	Beautiful substitute for work.	In a sense, volunteerism is work, but if handled properly, pressures can be eliminated and enjoyment can be at a higher level. In short, you can get the value of paid work, including physical activity, but you don't have the pressure of satisfying an employer.
Reward #7	Compatible people	In a money job, you work with employees or co-workers. In a volunteer activity you work with colleagues. The difference is significant.
Reward #8	Chance to develop new skills.	Volunteer work often provides opportunities to learn new things. This can strengthen personal confidence.
Reward #9	Enhance leisure hours.	The enthusiasm of meaningful volunteer work can spill into leisure hours.
Reward #10	The give back idea.	Some retirees feel they have taken from society during their lives. They feel good when they are able to give something back.

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1875-76

(Continued from Page 12)

However, the burglars who burglarized 52 3rd st. on Dec. 16, 1875 left behind two vests, chisel, brace & bit; and Officer Daly found two boxes of cigars at Front & Market Streets on April 9, 1876.

Officer Smith, from the Colorado Territory, came to San Francisco on Feb. 27, 1876 and took charge of his prisoner who had been a guest at City Prison for six months. Officer Smith had to reimburse the Chief of Police for the upkeep of his prisoner. This was done for the sum of \$6.00 or \$1.00 a month.

Three officers were fined by the Police Commission during the fiscal year. On April 1st and 27th, 1876 Officers Wm. F. Burke and Bogle were both fined \$10.00. On April 17, 1876 "Officer Ling paid part amount of the fine by Police Commissions, which was inflicted 3rd of May 1875, full amount being \$50.00, \$30.00 of which was never paid". Officer Ling does not appear on the Police Department's 1876 roster.

In December of 1875 retiring Mayor Geo. Hewston addressed the Board of Supervisors and made the following comments on crime and the police.

The complaints against the police force, both from the press and the people, have been frequent of late. The number of burglaries and garroting on the public streets would indicate that some modification of the force was required.

We have but 150 policemen on the force as regular officers; and many of these are so employed, either in the city prison or on detective duty, that we have not more than 37 or 40 on patrol duty at one time. Now it is utterly impossible to cover this city, in the populated districts only, with such a force. The great defect is in the limited number of officers, in the length of their beats, and in want of proper discipline. I believe we have as honest and efficient a force, so far as the men are concerned, as any city in the Union. If we had fewer specials and more regular officers it would be greatly to the advantage of the city.

The increase of crime is mainly due to the fact that at this season of the year the desperadoes and thieves of the country resort to the city; and are compelled to resort to this method for a living during the winter months; but few of them continue their depredations for any length of time, as they are sure to fall under the supervision of our efficient detective officers. This is readily proven by the large number of this class now awaiting their trials and confined in the city prison and county jail.

It is much easier to find fault than to improve the circumstances that may appear wrong.

San Francisco has not been a very safe place for this class of men for years; and I believe that it will not be for years to come. We can complain of our officers; but when we come to compare them with other cities, we are satisfied that we have a very good set of officers.

And in his inaugural address Mayor Andrew J. Bryant stated:

"There is no branch of the city government upon which the welfare of the people so much depend as the police department. Charged as it is with the duty of preserving the public peace, it should be administered for the benefit of every citizen. Our police system must not be managed under party influence or for party purposes. Promotion and advancement in the force should not be the result of political influence, but upon personal merit. Appointments on the force ought never to be conferred unless the Commissioners are fully satisfied of the personal fitness of the applicant. Our force numbers 155 men, which is ample to protect the city if they do their duty.

"At the present time we have a large number of first class drinking saloons, and also a very large number that should not exist in any city. There should be some plan adopted that would regulate these places.

"The increase of crime is alarming. Our prisons are crowded, yet there are more complaints of lawlessness than ever before. Punishing petty criminals by long terms of imprisonment seems to punish only the tax-payer with their support. Shorter terms of imprisonment, with severer punishment, while under control are required. Work on the chain'gang, solitary confinement and stricter discipline

in the prisons, would, in a great measure, obviate the necessity of increasing our jail accommodations and serve as a better protection to our community, particularly against that class of vagabonds who, unrestrained by any sense of decency, seem to be fast taking possession of our city; and under the name of hoodlums, patrol in large gangs and render our streets unsafe."

Of course, young San Francisco had many problems in those days; gas, water, sewers, schools, etc. But one problem which was a major concern to its citizens then, and is still a major one today, was streets, sidewalks and obstructions.

Mayor Hewston:

"There are few cities on this continent which have expended more money on their streets than this city; and I must say it would be difficult to find a city with more detestable thoroughfares.

"Plank sidewalks are the disgrace of this city. They are dangerous to the pedestrians in many ways. During the rainy season they swell and are displaced. The spikes are thus drawn from the sleepers and project above the surface; they are not durable, and as soon as they become worn the projecting nails are both unpleasant and dangerous. A child who may accidentally fall on the sidewalk is in danger of having one of these projections spikes fracture the skull, or destroy an eye. The sidewalks have been allowed to be excavated and bridged over with timbers, which in two years have so rotted out as to endanger the lives of the citizens. Numerous instances of this can be seen on Kearny Street recently; and if the authorities do not take the matter in hand, a frightful calamity will most assuredly happen on some gala day,

and the city may have a large debt to pay in consequence.

"The roadways of our streets, after their acceptance by the city, are a constant source of expense to the taxpayers, as they require almost constant repair. I notice that contractors, after entering into contracts to do street work, invariably ask for extensions from the Board."

The mayor went on to state that enormous trucks, six to eight tons drawn by two horses, are really plowing up the streets.

STREET CONSTRUCTION

"I would call attention to the incoming Board of Supervisors the numerous obstructions in the streets, occasioned by the vendors of quack medicines, knife sharpeners, game tricks, lightning calculators, etc. These have grown so audacious that they defy the police force, and are nightly rendering the streets hideous with shouting, clamorous singing and jest-making. (sounds like Broadway).

"Another of the growing evils is the obstruction of many of the principal streets by horse-railroad authorities. Every Wednesday and Saturday afternoon the entire street-crossings and roadways at Bush & Kearny are obstructed by the N.B. & M. Railroad and Central cars; standing from ten to twenty minutes without moving; ringing their bells for the theater-going population — obstructing both streets for two blocks. They have grown so imprudent in these acts as to defy the police and all other civil authorities." (The Muni Railways has carried on this tradition with great gusto.)

"I trust that the incoming Chief of Police, and other authorities, will stop this infringement of the public rights."

Thus, that's the way it was over 100 years ago; a city, its people and times.

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PROP. A

(Continued from Page 1)

poignantly observed: "San Francisco's aging police facilities, particularly district stations, are less than adequate in light of operational changes and increasing community demands for more responsive police service at the neighborhood level. District stations currently lack adequate business offices, interview rooms, community meeting rooms and in-service and fitness training facilities for personnel."

Our options are clear: return to foot and steed policing or move to new facilities.

While the police mission of preserving life, protection of property, arresting offenders, and keeping the peace has changed little, the methods have. The horse has given way to the automobiles; the telegraph to the two-way radio; the call box to the walkie-talkie; the file drawer to the computer; and male preoccupation to an integrated work force. These changes have had a profound effect — and most especially on our police facilities.

Proposition A

In April of 1984 Mayor Dianne Feinstein funded a feasibility study and facilities plan for renovation and upgrading of police structures. That study resulted in a comprehensive April 1987 report entitled "Are We Prepared? The front cover of the study pictured the Hall of Justice as it looked in late April, 1906 — collapsed and in a brick rubble heap. The report's rhetorical question "Are We Prepared?" screams "no" when the report is read.

The November 1987 S.F. ballot will prominently feature Proposition A — a 28 million dollar bond proposal to replace and renovate police structures. Its salient point is the seismic triangle concept wherein Taraval, Potrero and Northern Stations would be seismically upgraded to withstand a major earthquake.

The program contained in the bond proposal includes construction of three new stations: Potrero, Taraval and Mission (in addition to the new Northern Station which is already funded), and renovation of seven existing facilities: Central, Richmond, Park, Ingleside and Mission (for relocation of the Juvenile Division), the Pistol Range, and Golden Gate Park Stables. These facilities will benefit from contemporary concepts, design innovations and planning to provide the following features and public/police personnel requirements: 1. earthquake structural integrity and emergency preparedness, 2. adequate parking and access, 3. building/safety equipment security, 4. contemporary, safe detention facilities, 5. sufficient working space ratio per assigned personnel, 6. equal and sufficient accommodations for female and male staff, including locker rooms, restrooms and showers, 7. exercise facilities, 8. centrally located command offices, 9. business office space for report writing, conferences, confidential counseling, training and interviews, 10. community use rooms, 11. upgraded electrical, plumbing and mechanical systems, 12. structural/emergency repairs and replacements.

This measure will establish a long term program of new construction and renovation and provide the framework and substance of police facilities for the next 70-80 years to the mid-21st century.

This bond issue requires a 2/3rd approval to pass.

How Will This Help Me?

This bond issue is of critical importance to every police officer. Observe your present police facility and ask if you would enjoy (and deserve): — a quiet report writing area with computer terminals — a modern exercise room — clean toilet facilities — adequate parking and locker space — a training room with audio/video capabilities — a sit down assembly room (like the officers in Hill Street) — a lunch/meal room.

If your present police facility cannot be characterized as efficient, attractive and professional, then Proposition A is for you!

How Can You Help?

The November ballot will contain 23 items (six bond issues, nine charter amendments, three initiative petitions, one referendum ordinance and four policy declarations). The police facilities bond proposition is the lead-off hitter — Proposition A.

The Department's Planning Division is urgently seeking off-duty police officers to volunteer a small block of time to help pass Proposition A. The "Yes on A" Committee needs officers to make 10 minute presentations to clubs, organizations, groups and bingo players. All volunteers will be trained and given plenty of literature to distribute.

Your help is really needed on this one!

If you can volunteer to assist with this successful campaign, please call Officers Heather Fong or Al Triguero at 553-1101.

This one really deserves our support and assistance. Heather and Al await your call.


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A New Drug — Worse Than "Crack"?

A form of cocaine as deadly as "crack," and cheaper, is starting to gain a foothold in Florida but many people, including law enforcement officers, apparently are not even aware of it.

Basuco, coffee-colored paste long used in Colombia and other South American countries, is known in the United States only to small circle of law enforcement authorities, medical experts, a few dealers and users who smoke it like crack.

It has been called 10 times as deadly as crack. It could sell for a dollar, and even drug-sniffing dogs cannot recognize it.

"There is not a lot of information on it because it's just surfacing here," said Becky Panebianco, a Florida Department of Law Enforcement agent. "But it is the cheapest form of cocaine available. This thing could really become a nightmare," she said.

Federal, state and local law enforcement sources told The Sun-Tattle of Hollywood that basuco has the potential to outpace crack.

Dr. Sat Punyani, a physician at Hollywood Memorial Hospital's emergency room, said basuco could bring that cost to a user down to "a stunning \$1 price, which would really make it available to anyone."

Crack is the deadly white rock of reprocessed cocaine, the use of which has reached epidemic proportions in most of the country's major cities by opening a whole new market of drug abusers by affording what once was a \$50 high to anyone with \$5 or \$10.

"Basuco is the Spanish name for coca paste. In Col-

ombia, it is known by the nicknames 'Suzuki', 'little devil' or 'the thing', said Ms. Panebianco. She said it combines the high concentration of cocaine found in highly addictive crack with an unprocessed residue of impurities such as lead and sulphuric acid.

"It is more dangerous than crack cocaine because it is not pure," Ms. Panebianco said, "Use can lead to serious brain damage, and physical disintegration or death."

Basuco, also known as cocaine sulfate, is cheaper because it essentially has not been treated with any of the expensive chemicals used to purify cocaine.

"It's the step between the coca leaf and cocaine hydrochloride," Ms. Panebianco said. Cocaine hydrochloride is the white powder that has been chemically treated with ether and acetone.

"Basuco can be easily rolled into a cigarette," according to Ms. Panebianco. "The base is sometimes mixed with a variety of substances, including marijuana (and) methaqualone. It produces a very quick high, not unlike crack, and is also very addictive."

Those similarities have led most people who have heard of basuco to think of it as a code name for crack.

"FDLE intelligence information said basuco may have entered Florida five years ago," Ms. Panebianco said.

"It has been traced to Miami, Fort Lauderdale-Hollywood and Daytona Beach and is working its way up the East Coast," authorities said.

Excerpt from Florida Times Union
December 14, 1986

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COMPENSATION

(Continued from Page 6)

cerned about sluggish economic growth, resurgence of inflation and possible market over-valuation. Its continuing upward march reflects continuing improvement in corporate earnings.

The Incredible Bull

On August 12, 1982 the Dow Jones Industrial average (the oldest and most widely followed stock market index) closed at 776.92. Since that low, it has—in five short years—rose to 2,691 (as of 8/14/87)—a 246% gain. In five years this bull market has crossed 16 century marks; seven of them in 1987 alone.

During the last five years the annual rate of return on stocks has been 27%. This is the single best five years in six decades. For the last 87 years stocks have on an average risen about 9% per year; this bull market has been snorting along at 27% a year an advanced 30% in the first six months of 1987.

Since August of 1982, \$1.8 trillion have been added to the value of United States' equities. This is \$1 billion per day for the last five years or \$8,000 for every man, woman and child in the United States.

Will it continue? The answer appears to be yes, albeit, at a less aggressive rate with huffing, puffing and with an occasional stall and correction. The main reason is the shortage of shares (1/8th of all stock shares have disappeared in the last five years through buy-outs, buy-backs, and mergers) which occurred at a time when, through an accommodative Federal Reserve policy, cash has multiplied at a fast clip. This is classic economics of supply and demand—lots of dollars in foreign and domestic hands chasing a diminishing number of stock certificates.

With inflation moderating at 4%, the economy growing at a slow and steady 2.5%, and interest rates leveling off, the stock market should make easy fodder of the 3,000 target by the presidential election of November 1988.

But remember that a straight line advance is not indefinitely sustainable. A correction of about 10% is possible at any time. As a wise financial sage always reminds

me when my enthusiasm for stocks pours over: "It is not without reason that the stock page and the horse racing results are found in close proximity in your daily paper."

Should You Consider A Deferred Compensation Plan?

Yes!! Time plus compound interest, plus your monthly contribution equal a huge step towards financial independence. This plan is especially attractive in the Tier II Retirement System (joined the police department after November 1976 or participated in the 1981 Tier I Benefit Buyout). This deferred compensation plan is attractive to the Tier II police officers in that the Tier II program provides for a very minimal (2%) annual non-compounded cost of living. If inflation remains low, participants in this plan (Tier II) will retain their purchasing power; however, if inflation begins to rise as it did in the 1970s, the value of Tier II retirement benefits diminishes in direct proportion to the increase in inflation.

The chart below shows how a deferred monthly contribution of \$150.00 (your monthly contribution may be more or less) can be propelled by the accelerator of compound interest, assuming a 12.5% annual rate of return.

Monthly Contributions	\$150.00
Number of years of contributing	20 years
Number of years amount contributed	\$36,000
Amount contributed compound interest	12.5%
Compound interest, 20 year total	\$144,553

There are now several police officers whose June 30, 1987 statement showed account balances in excess of \$50,000. Many more have balances (contributions plus earnings) exceeding \$25,000. All are on their way to a more secure financial future.

Should you wish more information on the deferred compensation program, contact either: The Hartford Insurance Company, 445-3232 or the Retirement Plan Coordinator, 558-3991.

Naturally, past performance is not necessarily an indication of future results as the Hartford Funds net asset values fluctuate with market conditions which both rise and fall.

Letters

Don't Go

RE: San Francisco Autocenter, Van Ness Auto Plaza, Inc., European Motors, Ltd. and Ron Greenspan VW/Subaru, Inc. - Request for Placement on "Do Not Patronize" List.

Dear Brother Barry:

As you know, along with Painters Local No. 1176 and Teamsters Local No. 665, we have had an ongoing labor dispute with four of the major auto dealers in the City and County of San Francisco. For the record, they are:

San Francisco Autocenter
2300 - 16th Street (Sales and Service)
San Francisco, CA 94103
Martin Swig, President

Van Ness Auto Plaza, Inc.
1000 Van Ness Avenue (Sales and Service)
San Francisco, CA 94109
Jim Tracy, President

European Motors, Ltd.
950 Van Ness Avenue (Sales)
1745 Clay Street (Service)
1480 Folsom Street (Service)
San Francisco, Ca 94109
Jules Barsotti, President

Ron Greenspan
VW/Subaru, Inc.
1600 Van Ness Avenue (Sales)
1604 Jackson Street (Service)
San Francisco, Ca 94109
Ron Greenspan, President

In the course of the past 13 months, these individual employers have collectively precluded our members from enjoying their former gainful employment status. Presently our local lodge, with the able assistance of other union locals in the San Francisco/Bay Area, has been picketing these dealerships and leafletting their prospective service customers and new car buyers.

Although our efforts have significantly reduced the aforementioned employers' service and new car sales revenues, they have still refused to engage in meaningful collective bargaining. They have adamantly insisted that our members agree to take-aways and a complete departure from their former hourly wage system. Instead, they have offered the classic carrot-on-a-stick commission/piece-work pay system, which was effectively abolished in this country decades ago.

The time has come to turn up the temperature and hold their feet closer to the fire by boycotting all of their facilities and informing the entire labor movement and the general consumers at large of their vicious efforts to turn back the clock. Therefore, we are requesting that these four greedy,

heartless dealers be named and placed on the "Do Not Patronize" List in your membership publications, thereby exposing their insidious tactics to the entire buying public.

We do not make this request lightly and have decided to take this course of action only after much deliberation and do so with full knowledge that this appears to be not just a labor dispute but a concerted effort on these employers' part to break the union.

With all best wishes, I remain

Fraternally yours,
J. B. Martin
Area Director

Applause

Dear Chief Jordan:

Thank you for taking the time to read my letter which praises one of your officers for taking action.

Note that I am a longtime resident in the bay area and have been walking the streets of San Francisco for over ten years. During this time I have dodged skateboard riders and bicyclists using the public sidewalks and on a few occasions have come close to being injured.

On July 13, 1987, a messenger bicyclist rode recklessly down Market Street endangering pedestrian traffic. San Francisco Police Officer Cassidy, Badge #100, stopped the bicyclist and issued a citation. This is the first occasion in all my years that one of your police officers has taken positive action to cite a bicycle rider for riding on the sidewalk recklessly. Please acknowledge Officer Cassidy for his positive action.

Sincerely
Saul Fox

Welcome

To The Editor:
Please be advised that members of the San Francisco Police Department are encouraged to use the shotgun shooting ranges of the Pacific Rod and Gun Club located on Lake Merced in San Francisco.

Members of the SFPD are afforded membership rates for shooting, (currently \$2.50 per round of 25 targets), upon production of a valid SFPD ID card.

Shotgun ranges are open Wednesday, Saturday and Sundays, and all county holidays, from 11 A.M. until 5 P.M. Lessons, at no charge, are available for both skeet and trap shooting events.

SFPD identification must be shown prior to shooting. For further details please contact the Range Officer on 239-9613 or 584-3674.

Sincerely,
Christopher Copley
Range Officer
Pacific Rod and Gun Club

Thanks

To the Community Services Committee,

Your kindness and generosity is appreciated by

(See LETTERS, Page 19)

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Letters

(Continued from Page 18)

myself and the St. Jude's Children Research Hospital. This year was the 10th annual fund raising bikathon and my ninth year of participation. Your annual donation has made this fund raiser a great success! Thank you.

Sincerely,
Donna DeMartini

★★★

To SFPOA,
Thank you for your thoughtfulness during my confinement. The flowers were beautiful.

Love,
Willie Kennedy
Supervisor

★★★

San Francisco Police
Officer's Association
510 - 7th Street
San Francisco, CA 94103

To Whom It May Concern:

The Board of Directors of the Los Angeles Police Memorial Foundation and the men and women of the Los Angeles Police Department join me in thanking you for your recent contribution.

By selecting the Memorial Foundation as the recipient of your remembrance, you have given added assurance that assistance in time of acute need remains available to all Los Angeles police officers and their families.

May I again offer our thanks for assisting the Memorial Foundation in attaining its worthy objectives.

Very truly yours,
John J. McMahon,
President
Board of Directors
Los Angeles Police
Memorial Foundation

★★★

Dear SFPOA Members,
On behalf of the Colma Police Officers Association I would like to thank the members of the SFPOA for supporting the December 1986 prize drawing for CPD Officer Larry Ghiotto. Because of your generosity, concerns and advocacy the benefit was an overwhelming success.

In our unsettling society of today it is a nice feeling to know that people will join forces to help an individual and his family when in need.

Sincerely,
Michael A. Brunicardi,
President, CPOA

★★★

Bob Barry, President
SFPOA

Dear Bob,

Your generous contribution in support of "California's Own Peace Officers' Memorial" is acknowledged with deep appreciation.

With your help, and the help of others like you, we have every expectation that our memorial, one that every Californian can take pride in, will be in place and ready for formal dedication during "Peace Officer Memorial Week" in May, 1988.

Once again, thank you for your most meaningful support.

Cordially,
Albert E. LeBas
Executive Officer

★★★

Dear Bob & Co.

While I've been in and out of the hospital, You've been very kind To send your cheerful thoughts to say I've been on your mind.

There is nothing of any magnitude

That cannot be made better

If a friend is willing to share it too

With a flower, a call, or a letter.

So thank you for sharing and caring and lightening my load. You've made my recovery much faster and shortened a very long road.

Best regards,
Wendy Nelder

Counterpoint

To the Notebook Editor:

This letter was sent to the Chronicle and for whatever reason, they chose not to print it.

Letters to the Editor
San Francisco Chronicle
901 Mission Street
San Francisco, CA 94103

Dear Sir:

A recent article (Thursday, August 6, 1987), regarding Lt. Gregory Corrales, contained several inaccuracies and assumptions that should be addressed.

There were not 80 brutality (unnecessary force) complaints against Lt. Corrales. Our records indicate forty-one (41) complaints filed, and of that number, none were sustained. However, in

many of them he was merely mentioned as one of several officers involved in an arrest, with no specific action attributed to him. These complaints cover an 18 year police career in which he participated in over 8,000 arrests.

The latest civil suit (April, 1983) naming Lt. Corrales as a defendant with 3 other officers alleging assault, is one in which he was not present. His role was merely that of a supervisor who approved the arrest report.

It is not my intention to portray Lt. Corrales as above reproach, or not responsible for some of his questionable actions. He would be the first to acknowledge a lack of good judgement in some past incidents, some of which he has been subjected to disciplinary action. However, in the past ten months as head of the San Francisco General Hospital Police he has done an outstanding job that has been recognized by both police and hospital administrators.

Supervisor Hongisto's statement indicated a reluctance by our Department to discipline our officers, hence his proposed legislation to terminate officers in three or more civil judgements. To the contrary, last fiscal year (1986-1987), 432 officers were subjected to disciplinary action; in comparison to the previous year when disciplinary action was

taken in 245 cases. Some were fired and a number of officers were suspended from one (1) to ninety (90) days. These were cases investigated and prepared for prosecution by the Department's own Management Control Division, not the Office of Citizen Complaint Section.

The settlement of a civil action should not be viewed as evidence of an officer's fault. In many instances the City Attorney believes this to be a more expeditious (cheaper) manner to handle what could be a lengthy protracted court battle. Most officers welcome their day in court and the opportunity for complete vindication.

The decision to proceed with court litigation is not made by the officer, but the City Attorney.

This administration is dedicated to professionalism and the deliver of the best possible police services. We do not shun our responsibilities to discipline personnel, when warranted. However, in fairness to all our officers, we must support and defend them when the occasion arises, and is correct.

Sincerely yours,
Victor Macia
Deputy Chief of Police
Technical Services Bureau

cc: Supervisor Hongisto



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

The fee for the clinic is \$30.00 and includes all materials. Advance registration is essential as class size is limited to 15 people. Deadline for registration is Wednesday, Sept. 30. For more information, call 558-2444 or 558-2226 M-F, 8:30 a.m. to 4:30 p.m.

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COPS Announces 1988 Convention in Los Cabos

The California Organization of Police and Sheriffs will hold its 1988 Biannual Convention, in conjunction with Phase II of COPS' Stress Reduction Seminars, at the Hotel Palmilla, located in Los Cabos, Baja, Calif. Los Cabos is located on the Sea of Cortez between the Baja cities of San Jose del Cabo and Cabo San Lucas.

COPS is presently negotiating a complete package with the Hotel Palmilla. Although the exact date has not been tied down, it is anticipated to be in the latter part of June, 1988.

In order to formulate final arrangements it will be necessary to provide the Hotel Palmilla with an estimated number of attendees. If you are interested, please fill out this form and return it to COPS' Southern California Office as follows:

COPS' Convention
175 E. Olive Avenue
Suite 400
Burbank, CA 91502

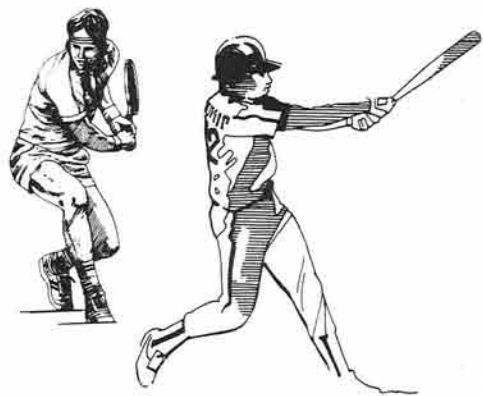
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LAW ENFORCEMENT AFFILIATION: _____



SPORTS



SFPOA Allstars Win T.O.C.

by Dave Herman, Sports Editor

Coach Gary Delagnes and his all star team closed out the regular law enforcement softball season by capturing the 1987 Tournament of Champions at Incline Village (Aug. 16 & 17). Travelling to Lake Tahoe with a minimum crew of just ten players (no room for injury or mishap here) the team battled through this tourney undefeated — posting a 6-0 mark in the process.

The tournament wasn't without its struggles. In game four, the allstars were leading against Sacramento P.D. 1 to 0 when right fielder Steve Collins' son was injured off the field, and Steve had to rush Steve Jr. to the hospital. Sacramento allowed us to continue with just nine players leaving the outfield covered by Jack Minkle, Matt Hanley, and Dave Herman. The game went several innings with no change in the score, as SAC P.D. couldn't push a single run across the plate. The SF infield of Delagnes (3B), Dalton (SS), Barker (2B), McCann (1B) and Jim Drago (P) did a superb job of taking away numerous hits and turning a timely double play to end a Sacramento threat.

In the 5th inning Gary Delagnes was hit in the ankle trying to stop a wicked line drive at 3rd, and it looked as if we would have to forfeit or finish (somehow) with only eight players. But Gary got up and gutted it out, as he limped over to play 1st base, moving McCann to 2nd,

and Barker from 2nd to 3rd. S.F. would score a second run on a Rich Dalton double and hung on to win 2 to 1.

Sunday's semifinal and final games saw the return of Steve Collins to the lineup (Steve Jr. was O.K.) and a patched up Gary Delagnes back at 3rd base. The team won both games fairly easily beating Sacramento P.D. Red, and then Sacramento P.D. Blue in the championship game, 8 to 3.

The quality of the team's play really showed during the tournament, as the club played flawless defense. When some of the bats went flat, extra hard base running and team hitting made the difference. For their individual efforts Matt Hanley, Rich Dalton, Jerry Donovan, Jim Dragg, and Steve Collins were placed on the all-tourney team, and Steve Collins was voted MVP for the entire tournament. Of special interest, Rich Dalton hit his 1st homerun (over a fence) since playing for the team. It was a majestic, 260 ft., towering blast, on a **LITTLE LEAGUE** diamond, and it seemed to take forever to die going over the fence. Richie went into a prolonged Babe Ruth-like trot around the bases, and thank God this was the last tourney of the season. We'd never hear the end of that one.

Overall, the team had an excellent season finishing with a 20 & 4 record; two-1st place finishes; one-2nd, and one-4th place bronze madallion in the Police Olympics.

Scores from T.O.C.

S.F. 24 - CHP 1
S.F. 15 - Oakland P.D. 5
S.F. 9 - Contra Costa Probation 7
S.F. 2 - Sacramento P.D. (Blue) 1
S.F. 13 - Sacramento P.D. (Red) 3
S.F. 8 - Sacramento P.D. (Blue) 3 (T.O.C. Championship)

Final T.O.C. Statistics

	Player	At Bat	Hits	Runs	Avg.
* 1	Herman	23	7	3	.304
2	Barker	23	10	6	.434
3	Hanley	22	14	10	.636
4	McCann	21	11	10	.534
5	Donovan	21	12	11	.571
6	Collins	18	16	10	.888
7	Delagnes	19	12	7	.631
8	Minkle	20	8	7	.400
9	Dalton	18	14	5	.777
*10	Drago	16	5	3	.312

* Ordered to the batting cages by Coach Delagnes for refresher course on hitting.

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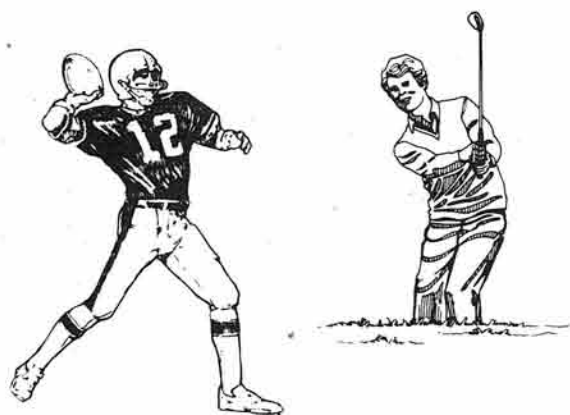
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SPORTS



Runners Sizzle at the SFFD Hook & Ladder Run

by L. A. Perez, Co. D

A record turnout of runners enabled the SFPD Beatmen Running Team to post its best finish ever at the San Francisco Fire Department Hook & Ladder Run on 08-16-87. This 10K (6.2 Miles) race is held annually in the flat, fast confines of Golden Gate Park. It is the only race in The City that pits the fire and police departments against each other in the hotly contested Police/Fire division. This year, the race attracted 340 runners and some of the top local Bay Area runners. The Fire Department coordinates and manages this highly regarded event which they have dominated in the past years. Runners from various stations and details, Q-2's and Q-50's with a common interest, gathered together on a foggy Sunday morning to loosen the Fire Department's tenacious grip on the award ceremonies.

Some of the team's regular seasoned veterans were unable to attend for various reasons. The spotlight quickly shined on a large group of "Mission Station Maniacs" who came to pick up the slack. Sgt. Tony Fotinos, Dino Zografos, Kevin Dempsey, Rolando Canales, Steve "Mad Dog" Mulkeen, John Mambretti, and Thomas Murphy appeared to lend their support to the team and probably wondered, "How did I get talked into this?"

Dempsey is normally accustomed to chasing after drug dealers instead of firemen as part of his plainclothes duty. This is the same guy who completed the Alcatraz Challenge Triathlon and did the cycling leg while wearing his SFPD issue riot helmet because he didn't want to buy a bicycle helmet. Canales, a member of the medal winning soccer team, was running against his doctors ad-

vice. The doctor advised him to swim or bike for aerobic exercise due to Canales recent knee pain. Canales finished the course with a smile from beginning to end. Fotinos, a star high school miler and Police Olympic pentathlete, recently renewed his interest in athletics. Fotinos was the second fastest finisher at this year's San Francisco Marathon behind John Payne of Northern. Fotinos was looking forward to run against a fireman who was a former team mate on his high school track team. The fireman was unable to make it. Mulkeen, Murphy, Mambretti and Zografos were still slapping the sleep out of their heads. They had just completed their tour of duty on the midnight watch and were held over to boot. Mulkeen came to race with his usual wild, fierce, bulging-eye look that has earned him his "Mad Dog" moniker. Murphy was looking to stay shoulder to shoulder with Mulkeen, his academy classmate. Murphy and Mulkeen were the top runners in their class.

Zografos and Mambretti wanted to have a good time and provided comedic entertainment during the award ceremony. Their witty remarks during the award presentations kept the audience in stitches. They were the sole representatives of the Specialist team and used the run to maintain their fitness. Zografos had everyone's vote for best running outfit when he strolled up to the starting line with Vuarnet style sunglasses, SFPD T-Shirt, Walkman radio, and a pair of multi-colored surfer boy jams. The only thing he forgot was his surfboard.

The rest of the team included regulars John Payne (Co. E), Lou Perez (Co. D), Sgt. Walt Garry, Insp. Marty Walsh (Juvenile), Insp. Morgan Peterson (Employee Assistance), Insp. Mike Shubin (Auto), Dennis Bianchi, Stan Buscovich (Mounted). Garry, Peterson and Perez were recovering from the World Police & Fire Games that were held a week prior to this race. The Grand Master Team of Frank Petuya (Swim) Peterson (Bike) and Garry (Run) and Perez (Open/Individual) earned bronze medals at the triathlon which was held by Sea World in San Diego.

The race went off without a hitch. A live rock and roll

band, yogurt and refreshments awaited the weary runners at the finish line. Perez ran a personal best time to finish first in the Police/Fire division, a minute and a half in front of the next fireman. Buscovich, Bianchi and Payne also set personal best times to eclipse their old 10K times. The master team of Bianchi, Buscovich, Garry, Peterson and Walsh pulled a stunning upset and took first in their division. This marked the first time that a police team has placed in this race. The open team of Perez, Payne, Fotinos, Mulkeen and Murphy lost to the SFFD's combined team time by a scant 11 seconds. The closest finish recorded by these two teams. Payne and Fotinos placed in the top ten of the open division. Buscovich and Bianchi placed in the top five of their age group. The majority of the awards went to the SFPD Beatmen.

The team continues to get stronger as additional runners emerge from within the ranks to have fun or discover some previously hidden latent talent. If you'd like to be notified about an upcoming running events, ask any of the aforementioned athletes, and they'll be glad to point you in the right direction.

SFFD Hook and Ladder 10K Results: (* denotes personal best time)

Lou Perez 33:14*
John Payne 36:11
Stan Buscovich 38:43*
Tony Fotinos 38:57
Dennis Bianchi 39:00*
Steve Mulkeen 39:39
Tom Murphy 40:53
Walter Garry 42:35
Morgan Peterson 42:57
Martin Walsh 44:42
John Mambretti 46:17
Kevin Dempsey 48:21
Michael Shubin 48:59
Rolando Canales 56:32

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SPORTS



Dream Team Plays .500

By Jim 'The Bird' Deignan,
Player-Coach

The S.F.P.D. #2 basketball team traveled to Stockton to compete in the California Police Olympics. The team was made up of a mix of veterans and newcomers to Olympic competition.

The opening game was a hard fought battle against the Ventura County CYA team. They were not big, but hung in with us as they displayed hustle and timely outside shooting. This, coupled with our poor shooting, led to a hard fought ten point victory for the Dream Team.

The same day, four hours later, we faced the Ventura City Police, a large team with a front line averaging 6'6". This night we were hot and ran our man to man offense to perfection. We opened up a thirty point lead early in the second half with everyone playing and shooting well. This team effort resulted in a ten point victory.

The following day we met the powerful L.A.S.O. #1 team. The game was played in 105 degrees heat and no air conditioning. The game was close for thirty minutes. Both teams shot poorly but hustled; rebounding and playing tough defense before the superior LASO team took charge.

The last game was one of the most frustrating games I have ever played in. We faced a good young ball club made up of small departments from the East Bay. Our ball club pressed and hustled for almost an entire forty minutes, but again, the basket seemed to be covered with a lid for us. The East Bay ball club shot and played a good team game, and I believe they will be heard from again.

The Dream Team was made up of veterans from the 1985 squad. Gerald 'Nino' Calgaro, center, who rebounded and shot well in our victory over the Ventura police. Steve Venters, forward, rebounded and continued his aggressive defensive play throughout the tourney. Leon Sorhondo, forward, rebounded and played his usual unselfish team game sharing tough defensive assignments with Venters.

Ed 'Swish Award' Rodriguez, good team play, defense and outside shooting. Tony 'Wrong Way' Rodriguez, hustled, shooting well and doubling as a play maker.

Jim Deignan, player coach, hustled and shared playmaking duties with 'Wrong Way'. Bob Puts, forward leader and team player, was unable to participate due to an injury.

Andy O'Mahoney backed up the front line, playing well, rebounding and scoring inside. Dave Zinardi, forward, one of our consistent shooters throughout the tournament, displayed hustle and good team instincts.

Mike Biel, one of our good outside shooters, hustled backing up the shooting guard.

Andy Blackwell backed up the front line with exceptional rebounding and dedication. Andy lost twenty five pounds preparing for the tournament.

I would like to take time to commend all of the men mentioned for their dedication attending morning practices three times a week. Each practice lasts two hours and takes an individual commitment. THANK YOU!!

Special Olympics Soccer Benefit

by Phil Dito

On Saturday, Sept. 26th, at Balboa Stadium, the Annual Soccer Benefit Game will be played between the SFFD and SFPD Killer Bees soccer teams. This is the fifth benefit game between the teams, and this year's event promises to be as exciting as the others. The Police Dept. holds a narrow three to one advantage. The Police Dept.'s other soccer team, "SFPD White" will play a game against

Santa Clara Co. Law Enforcement Officers. All proceeds from this event benefit the Special Olympics Soccer Program. We have received tremendous support from members of the SFPD and hope it will continue. There will be a raffle the day of the game with a variety of prizes. Tickets may be purchased from soccer club members or at the game. A \$2.00 ticket admits one person to the game and provides a chance in the raffle.

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Deadline for October issue: September 28, 1987

ON THE STREET/Tom Flippin



Editorial Comment

Dog Days

Ever have one of those days? I'm having one of those months...one of those times when everything seems to be a bummer. This means that if a complete stranger came up to me and gave me a gallon of free ice cream, I'd probably complain that it was melting...and, besides, that I didn't like that flavor.

I read a self-improvement book once that said you should make a list of all the good things in your life when you are feeling really down. I decided to try it. I figured it wouldn't work, but it would keep me occupied. The list ended up looking like this:

1. I've got a pretty good job. (I immediately added a sub-heading in my mind: 1a. It's a good job, but nobody appreciates what my co-workers and I do. A quick leap into self-pity, but the list was just starting.)

2. I make pretty good money.

2a. My raise is going to work out less than the inflation rate this year, for a net loss.

3. I live in a nice apartment, in a nice neighborhood, in a nice city.

3a. I can't afford to buy a house in this city, because it's so expensive. (See sub-heading 2a.) Someone who does make a lot of money is probably eyeing my building right now and deciding to convert it to condos. Even if I'm not tossed out to make room for condos, my rent is certainly gonna be raised again any day.

(Woah, I've got to get a hold on myself; the downers are getting longer than the ups items.)

4. I've got job security.

4a. I started thinking about promotional opportunity, veered into flawed drug tests, then to unjust complaints and shoddy investigations; I decided to throw out item #4.

5. If I'm not happy I can still do anything I want.

5a. I took out my driver's license and looked at the DOB...I threw out item #5.

6. At least I can still complain as loudly as I want when I'm not happy.

6a. I couldn't think of any sub-heading. This isn't Russia yet!

Item #6 made me so happy that I threw out the list, got myself a cold beer, went down to the beach and watched the sunset (the fog had lifted for the moment). Every dog has his day.

Federal Litigation

Special Election

September 28-October 2

In November 1986, the POA General Membership voted 388 - 263 not to accept the so-called "Three Year Plan". The vote results were communicated to Judge Robert F. Peckham and the POA formally voiced opposition to the "Three Year Plan" in Federal Court.

Three other parties to the Consent Decree i.e., the City, U.S. Government and the Public Advocates all supported the Three Year Plan. Judge Peckham then adopted The Plan, and it became an addendum to the Consent Decree.

A portion of the Three Year Plan contained a provision allowing **each party** to hire a testing expert to monitor the development of all future promotional examinations. The POA had hired an expert prior to the membership vote; however, as a result of the vote rejecting The Plan which contained the provision of hiring an

expert, the POA discontinued the use of its testing expert. We have been without an expert since November, 1986.

The City is now engaged in test development for the Q-80 and Q-35/Q-50 examinations, and the POA Board must now ask the membership to vote on the **sole** question of whether or not the Board of Directors should hire a "testing expert". The Three Year Plan is not at issue, as it has become a part of the Consent Decree.

By Motion of the POA Board of Directors at its meeting of August 25, 1987, the following question is hereby put before the General Membership:

"Should the POA hire a testing expert to monitor the development of the promotional testing in order to protect the best interests of the membership?"

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