

Terrorism in San Francisco

The "Black Pussycats" have vowed, back in Chicago, to "kill a pig a week," and it appears that the "Brothers" out West are bent on outdoing their Eastern counterparts.

Richard Radetich, Patrolman, Died June 19, 1970, San Francisco.

Richard Huerta, Patrolman, Died August 6, 1970, San Jose.

Ronald Tsukamoto, Patrolman, Died August 20, 1970, Berkeley.

All three officers were operating one-man radio cars alone at night.

All three were involved in a minor police function.

All three were approached and shot at close range.

All three were murdered by Black suspects.

These were not the actions of cop hating individuals but rather a systematic coordinated plan of terrorism by groups of communist-led radicals and fanatics determined to tear down and subsequently control our society. We are not dealing with murder but rather—the first stage of Revolution.

The assassination of policemen is one of the essential ingredients of terrorism—designed to defeat the morale of police—show up the weakness of our government—and advertise the power of the insurgents.

The political climate of today is certainly in their favor. Fear of punishment through our judicial system is non-existent, recent court cases can testify to the fact that anyone can beat a murder rap.

What can be done to combat this type of terrorism? Well, I have waited to hear from our leaders in the State Legislature but all I hear is words of how shocking these "incidents" are, that "we cannot allow these assassinations to continue". But I have yet to hear anything positive from our leaders in the state capitol. I've waited for guidance from our leaders in City Hall, but all I've heard is words. Yes, we've barricaded ourselves in our Stations, lighted them and put fences up around them—but we still have to leave our fortresses and respond to calls—and in so doing we are vulnerable to attack—from snipers.

The guidelines for sniping attacks has been carried out all too successfully back East. The Chicago Police Department can testify to that. There is no doubt that similar tactics will be employed here—and soon. I have personally already been involved in at least three such incidents but I think they were training sessions or the fellow behind the gun was inexperienced, otherwise I wouldn't be writing this article today.

The raid on the Marin County Court and vicious killing of Judge Harold Haley on August 7th pointed out how vulnerable we are—and it stirred up quite a hornet's nest, didn't it? Our Dept., and rightfully so—has pulled all the stops at the Hall of Justice in protection of the Courts—why not do the same in defense of our own men. Even if you look at it in a purely cold, logical and economical manner—it isn't sound business practices to spend thousands of dollars in recruiting and training a police officer just to send him out in the street to be wiped out by some two-bit bum under the guise of Revolution.

Don't you think its about time we took some positive action? I have listed a few measures which I think will help counteract these acts of terrorism—they are by no means the last word in combating these attacks, but I hope they are a beginning.

- Operating in two-man cars under these conditions is a must. Any Department who still utilizes one-man radio patrol regardless what "police administrative experts" say—is inviting disaster. Police Associations throughout California should band together in order to pressure every Department to abandon one-man death traps.

- When communications receives a complaint from a housing project or predominantly black neighborhood, they should be screened, and 1. if a minor matter, send the complainant a form by mail to be completed and returned. 2. If the complaint necessitates a response from a mobile unit, attempt to verify complainant's authenticity by obtaining his name, address, apartment number, if any, and telephone number—then call the person back at that number. (The Yellow Cab Co. does this already.) If the complainant resides in a housing project contact the housing police to establish if his name is on the lease. In some cases I know this

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Proposed Assessment for Nov. Police-Fire Amendment

In accordance with Article IV, Section 2 of the Constitution and By-Laws notification is hereby given to all members that the Executive Board has proposed an assessment to finance a campaign for the passage in November of the joint Police-Fire Charter Amendment.

This proposed assessment will be

taken up at the September membership meeting as a special order of business. If $\frac{2}{3}$ of the members present at this meeting vote affirmatively, the proposed assessment can then be presented to the entire membership by mailed ballot for their collective approval or rejection.

General Membership Meeting

Tuesday, August 18, 1970, Lake Merced Boathouse

Before the meeting was called to order Robert Zeimer, of Kane-Zeimer, our former insurance broker, presented the Association with two checks in the amounts of \$4,726.30 and \$246.53 from Washington Life Insurance Company. These monies were returned to the Association as a rebate for a favorable insurance record during the first 18 months with the company. (That means we're not dying fast enough for the company to lose money.)

The meeting was called to order at 7:55 p.m. (1955 hrs.) by Vice-President Conroy after an anxious few minutes where we were without sufficient number (30) to make a quorum. With the arrival of 2nd Vice-President D'Arcy and Sgt.-at-Arms Patterson (they drove 150 miles from vacation to make it), we recounted and came up with 30 members.

ROLL CALL—Executive Board

President Bell	Excused
1st Vice Pres. Conroy	Present
2nd Vice Pres. D'Arcy	Present
Secretary Lehane	Present
Treasurer Allen	Present
Sgt.-at-Arms Patterson	Present
Patrol Hebel	Present
Patrol Garry	Present
Inspectors Bureau Coreris	Excused
Headquarters Dempsey	Present
Traffic Wright	Present
Retired Marelli	Absent
Jr. Past-Pres. Clark	Present

Station Representatives

Central	Not Represented
Southern Quartz	Absent
Potrero Hemby	Present
Mission Schoenstein	Absent
Northern Frescura	Present
Park	Not Represented
Richmond Perry	Excused
Ingleside	Not Represented
Taraval Olson	Absent
Traffic Bureau Hardeman	Present
Communications Keenan	Absent
Criminal Information Allen	Present
City Prison Cacek	Present

Committee Reports

Welfare Committee—no report as Sol Weiner was on vacation.

Blood Bank Committee—Cacek: our supply is getting low at the blood bank. Anyone who can do so, should drop by the blood bank and donate a pint to our account.

Insurance Committee—Beare: Plan II for the additional \$5,000.00 group life insurance has approximately 180 members signed up to date. Plan I will be opened up again for all active members to sign-up for the \$10,000 policy. Here is a chance for all members who don't have the \$10,000 policy to obtain one. For information pertaining to this policy, contact Harry Beare at Co. K—local 1631.

Retirement Committee—Weiner:—no report; vacation.

Notebook Committee—Hemby: the new NOTEBOOK will be published in September (you're reading it now—EDITOR) with Hemby taking over as Editor. Members wishing to submit articles are asked to have them in by the first of the month, to Editor SFPOA Notebook, P. O. Box 34105, S. F. 94134. It is expected to accept a select number of paid advertisements to help defray the additional costs incurred in publishing the new paper.

Ward 45 Committee—D'Arcy: all of the Televisions are in good working order and arrangements have been made to keep them this way.

PORAC Committee—Allen: Sam Mullin, President of the Oakland Officers' Association has been elected Zone Vice-President and a member of the Executive Board of PORAC, replacing Harold Stalt of Vallejo Police Association. This gives the larger Associations a seat on the Executive Board for the first time. With Sam sitting on the Board greater strength has been given to PORAC. The Sheriffs Office in Alameda County has reported that problems have been encountered with the Civil Rights Division, of the Department of Justice, Washington D.C. Their personnel files are being purged by the Sheriffs Office, eliminating old matters detrimental to good law enforcement. The same problems have been encountered by the San Leandro Department over their two officers indicted in Los Angeles.

Executive Board Report—Clark: A letter has been sent to the Board of Supervisors expressing concern over the new Department of Cor-

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Association Seeks Attorney for Civil Litigation

At the August meeting of the Executive Board of the Police Association Mike Hebel presented a motion, which passed, to establish a special committee whose duty it shall be to seek out and interview both individual attorneys and law firms. The committee is interested in attorneys and legal firms who have experience in governmental law, labor law, and employer-employee relations.

Our Association shortly envisions itself acting as the recognized representative for police officers before the various Boards and Commissions of the City and County of San Francisco. To do this skillfully and effectively legal assistance will be a necessity.

In past years most of our proposed charter amendments have been written by officers of this Association. It is a credit to these individuals that they accomplished their task so ably. However, the assistance of a skilled attorney can be invaluable in this area where wording is of the essence.

Generally, an attorney or firm could be of much help to our Association should we decide to press a libel action, should we consider the merits of a strike action, or should we wish to aggressively respond to attacks made upon our Association by other organizations.

This committee, which has not been given any contractual or hiring powers, has been at work and will have a preliminary report on its findings before the Executive Board in approximately two months.

If you wish to assist this committee in any way or know of any attorney or legal firm that might be of assistance to our Association, please contact Mike Hebel (553-1605) or Sgt. Lou Calabro (553-1612).

Notebook's Citizen Meritorious Award

While browsing through the SF Chronicle the other day (it caught my eye as I was lining the garbage can), I happened to come across an article of interest out of Philadelphia entitled, "Black Power vs. Jewish Power" by Lester Kinsolving. The story relates that one Muhammed Kenyatta, aka Donald Jackson, a black militant and director of the Black Economic Development Conference has a hang-up about churches. Kenyatta's idea of fun and games is to gather up his "brothers and sisters" and visit the local religious organizations demanding 500 million dollars (I like nice round figures). He began his crusade by occupying a Quaker Community Center but left after his group began arguing amongst themselves. Undaunted, he moved on to Cookman Methodist Church, Wellsprings Ecumenical Center, where he smashed in a door, Presbyterian Westminster Press, where he "liberated" an electric typewriter and intruded upon a Holy Communion service in the Swarthmore Presbyterian Church, throwing the sacred bread and wine on the floor. Last November he addressed the Men's Club of the Main Line Reform Temple and informed his Jewish audience that part of the \$500 million would go to Egypt. (I think that is where he made his first mistake.)

Shortly thereafter, a letter was sent to rabbis and synagogue officers throughout Philadelphia from Orthodox Rabbi Harold Novoseller, an area leader of the Jewish League, giving the following advice: "If Muhammed Kenyatta or any of his followers attempt in any manner to disrupt your services, the Jewish Defense League expects you to show courage in upholding the laws of our State by calling the police immediately and having him and his followers arrested."

"However, if you permit this extortionist to violate the law, it will encourage other anti-Semites to attack Jews and their institutions, thus leaving the Jewish Defense League no alternative but to take the following action:

"If we know Kenyatta is in your synagogue, we will remove him. If we find out after he leaves your synagogue that you did not call the police, or that you did not throw him out, we will wage a concerted demonstration against those synagogue officials responsible."

Rabbi Novoseller, an expert rifleman, can assemble 500 armed and karate-trained League members on two hours notice. Since organizing the Jewish Defense League in Philadelphia, he has had no further threats from one Black Muslim who told to move out of the neighborhood. Muhammed Kenyatta responded by calling the League "neo-Fascist." But significantly, Kenyatta has bothered no more synagogues.

I think Rabbi Novoseller deserves a round of applause for his bravery and determination and he certainly gets my vote for a meritorious conduct award.

I would like to extend a Hearty Congratulations to Officer Richard Hongisto on his decision to resign from the Department. I know it was a tough decision, Rich, but we all feel you have made the right choice.

General Membership Meeting

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rections to be created within the City to take control of the County Jails and City Prison. In the letter this Association supported the position of the Deputy Sheriffs and requests open hearings on the matter because of its obvious importance. The Board of Supervisors sent the matter back to committee for further study.

It was suggested that a committee be appointed to look into the matter of hiring another attorney to represent the Association in civil cases and employment practices.

It was decided that the Secretary is to send a letter to the Civil Service Commission requesting what that body's policy is regarding promotional examinations for a member who had quit the Department and at a later time through a new entrance examination re-joins.

It was moved and passed that this Association purchase five tickets for the Al Graf luncheon. Cost \$50.00.

Political notes—City: Supervisor Ertola introduced a measure for a 3% cost of living increase in retirement benefits for city workers. The executive board was able to have Police retired members included. (Bd. of Supr. later killed this measure—Editor.)

Supervisor Francios introduced a measure that would allow the City to pay all city employees Health Service Plans, excluding dependents. (Bd. of Supr. later killed this measure also—Editor.)

It was recommended that this Association honor Jack O'Meara former member of the Retirement Board, with a dinner. Mike Hebel was named to head a committee and select three other members to assist him in making the arrangements.

Moved—Sully, Seconded—Beare; that the Executive Board report be accepted as presented—Passed.

Treasurer's Report — July and August.

OLD BUSINESS

Moved—Calabro, Seconded—K. Conroy that the reading of the new Constitution and By-Laws be continued until the September meeting. Passed.

The remainder of the evening was taken with a somewhat lively discussion over the up-coming November Election and what measures this Association would propose. It was brought out that during the June meeting it was decided that we would go on the November Ballot with permissive language changes in the Charter to allow working benefits and premium pay differentials by ordinance of the Board of Supervisors and to poll the membership as to their wishes. At the July meeting it was decided to place three charter amendments, which were agreed upon at a meeting between the Department and Association, before the membership in a poll by secret ballot, to assess their feelings. These measures were: Delete 36.3 (Police-Fire Parity) 2. Benefits by Board of Supervisors. 3. Increase Chiefs Contingent and Narcotic Funds, Time and a half for overtime, and allow reimbursement of pay in Chiefs Suspension cases.

First Vice-President Conroy introduced an amendment offering the following benefits: rates of compensation for other than police officers, established by ordinance of the board of supervisors, annual salary ordinance fixed for the 2nd Monday in August to include all salaries of other departments for the current fiscal year (that means that increases in salaries for departments in California anytime during the fiscal year would be automatically picked up by us), permissive language changes, increasing the

Treasurer's Report for Period Ending July 21, 1970 Membership:

1,654 Active	191 Retired
1,845 Total	
Phone Prop. "I"	\$ 129.01
Loan, 1st Western Bk.	2,180.50
PORAC Dues & Meeting	4,940.00
ICPA Dues	408.50
Legal Fees	300.00
Welfare Exp.	250.00
Sect'y. salary	94.20
Treas. salary	94.20
Pres. Exp.	100.00
Consultant Sal. & Exp.	144.20
Phone (June & July)	43.07
Editors Exp.	80.00
SF Policemen's Fund	48.45
By-Law Comm. Exp.	65.00
Rent (2 mos.)	103.53
PG&E (Prop. "I")	24.42
SF Water Dept. (Prop. "I")	3.40
Buffet O/S Depts. (Funeral)	330.00
Answering service	15.90
Exec. Bd. Exp.	24.23
Legislative Exp. re-SB 941	45.00
Notebook (2 mos. & addressing envelopes)	407.80
Supplies	3.32
Janitorial service	7.50
Total exp.	\$ 9,842.23
Savings Account as of 6/16/70	\$ 872.82
4,539.50 50% Dues	
-2,180.50 To Comm'l. for loan	
\$ 3,231.82 Bal. as of 7/21/70	
Comm'l. Account as of 6/15/70	\$ 4,745.44
4,920.00 Trans. from Emerg.	
2,723.70 30% Dues	
2,180.50 Trans. from Savings (Loan)	
114.96 Refund from Reg. Voters	
-9,842.23 Less expenses	
\$ 4,842.37 Bal. as of 7/21/70	
Emerg. Fund as of 6/16/70	\$ 12,737.16
1,815.80 20% Dues	
224.82 Interest	
-4,920.00 To Comm'l.	
\$9 ,857.78 Bal. as of 7/21/70	
Respectfully submitted,	
William E. Allen	
Treasure SFPOA	

Treasurer's Report for Period Ending August 13, 1970 Membership:

1,653 Active	179 Retired
1,832 Total	
PORAC Meeting Zone & Chapter	\$ 75.00
Postage	9.12
Federal Tax	86.40
State Tax	19.80
Bank Chgs. (Check books)	15.63
Loan 1st Western Bk.	2,180.50
TV Repairs (Ward 45)	18.95
Exec. Bd. Exps.	96.65
Legal Fee	300.00
Welfare Exp.	250.00
Sect'y salary	94.20
Treas. salary	94.20
Printing	55.65
Typewriter rental	10.55
Editors Exp.	80.00
SF Policemen's Fund	49.38
Paper cups	7.70
Phone bill	17.66
Answering service	14.06
Bay Area Union Prof. Center	10.00
Rent	56.74
Reference book (Welfare Officer)	13.78
Supplies	6.54
Refreshments	
July meeting	15.00
Pres. Exp.	100.00
Janitorial service	7.50
Total exp.	\$ 3,685.01
Savings Account as of 7/21/70	\$ 3,231.82
4,591.00 50% Dues	
17.33 Int. SFPCU	
1.54 Int. B of A	
-2,180.50 To Comm'l. loan	
\$ 5,661.19 Bal. as of 8/18/70	
Comm'l. Account as of 7/21/70	\$ 4,842.37
2,736.60 30% Dues	
2,180.50 From savings for loan	
-3,685.01 Less expenses	
\$ 6,074.46 Bal. as of 8/18/70	
Emerg. Fund as of 7/21/70	\$ 9,857.78
1,836.40 20% Dues	
\$ 11,694.18 Bal. as of 8/18/70	
Respectfully submitted,	
William E. Allen	
Treasurer SFPOA	

contingent and narcotic funds to \$50,000 each. Re-imbursement members salaries for time on Chief's suspension. Basic work week not more than 40 hrs. Overtime paid as provided by the board of supervisors.

It was moved by Lehane, Seconded by Calabro that Section 35.5.1 of the Charter be amended to make it permissive for the Board of Supervisors by ordinance to grant the so-called fringe benefits. It was also decided that this amendment be placed on the ballot alone — without the Fire Department. Passed.

It was further moved by Sully, Seconded by D'Arcy that Section 35.5.2 of the Charter be amended to allow overtime and change in basic work week included in measures to be placed on the ballot. Passed.

There being no further business before the membership and as the hour was 11:10 p.m. (2310 hrs.) the meeting was adjourned, in memory of our departed brothers.

Resignations

James G. Aligo, 9-1-70—Tactical Squad.

Carl A. Larsen, 9-1-70 — Communications.

The NOTEBOOK is the publication of the San Francisco Police Officers Association and as such represents over 1600 police officers in our Department. If you are interested in continuing this type of publication it will be up to you to supply articles or information of interest to the Editor. Even if you only have an idea about an article, something that should be shared with other police officers or something that's bugging you that you think can be looked into let the Editor know.

Retirements

Victor F. Giannini, Patrolman, appointed 11-16-50, retired 9-1-70. Received four meritorious awards. Last assigned to Northern Station. Retiring after 20 years of service on a Disability Retirement.

Walter J. Rothschild, Patrolman, appointed 7-6-45, retired 8-26-70, after 25 years of service, retires from Northern Station. Has received several Captains Commendations and one meritorious conduct award.

SAN FRANCISCO POLICE OFFICERS ASSOCIATION

Harry Bell	President
J. William Conroy	1st Vice President
Gerald D'Arcy	Second Vice President
John Lehane	Secretary
William Allen	Treasurer
Joe Patterson	Sergeant at Arms

Speaking Out

Do I detect a hint of panic in the air?

According to one syndicated columnist it sounds as if some recent events in Washington have gotten his Liberal ardor uptight. In addressing himself to the subject of preventive detention, our fearless correspondent, Mr. Carl Rowan quotes remarks by Chief Justice Warren Burger that trying criminal cases within 60 days after indictment would sharply reduce the crime rate and also eliminate heated discussion pertaining to preventive detention.

Mr. Rowan is of the opinion that "people are not inclined to provide more money and manpower for speedy trials if someone is offering them a cheap panacea for the prevention of crime: that is, lock up people you think are going to commit crimes!"

I, for one, and this is only my humble opinion, thought that the preventive detention measure was applicable to those persons already in custody for a commission of a crime who have a considerable past record and are, if released, likely to succumb to temptation and violate the law—while awaiting trial. I know you find that hard to believe, but it does occasionally happen.

Mr. Rowan goes on to say: "the Supreme Court, that ultimate protector of individual rights—must say flatly that the penny pinchers cannot fight crime by chipping away at the Bill of Rights." Mr. Rowan fails to mention anything about individual rights of the victim, or the already astronomical cost of fighting crime being borne by those "penny pinchers."

Warming to his own rhetoric, Mr. Rowan really turns on the charm: "The people must be told firmly that they can't mount a cheap war on crime by employing preventive detention, electronic invasions of privacy, breaking down people's doors without knocking or letting policemen run roughshod over the rights of defendants." Evidently, Mr. Rowan is unfamiliar with Constitutional Law and has never heard of such famous cases as Escobido, Miranda, Mapp, etc., and maybe someone should explain to him what a Search Warrant or a Warrant of Arrest is. Of course it could have been a misprint and what he meant to say was: **letting defendants run roughshod over the rights of policemen.**

Anyway, our friendly reporter summarizes: "Then and only then will the public consider spending the money necessary to hire adequately trained and educated policemen, to build a modern, fast-moving court system, and to provide the rehabilitation facilities essential to any workable system of justice and crime prevention." You know, I really think Mr. Rowan has been watching too many of those old "Elliott Ness" TV shows; he should switch channels and catch "One Adam Twelve" for awhile, or better yet just turn on the local news—we're on any day of the week.

Mr. Rowan finishes up with: "What we do not yet know is whether (Chief Justice) Burger is inclined to go along with the 'law and order' extremists and let them try to fight crime by mangling the Constitution or whether he is inclined to make the people pay to fight crime the right way." Our boy goes on to cite a few cases Chief Justice Burger has dissented with the Supreme Courts opinions such as expanding "one man, one vote" principle, limiting methods police or prosecutors may use against suspects, and rights of persons challenging the military draft. Mr. Rowan also points out that Chief Justice Burger in his first year has dissented from 29 of the court's written opinions—or about 20% of the time.

Well, from my side of the coin,

I would like to commend Chief Justice Warren Burger. In my own nasty way, hearing the screams of anguish and cries of alleged injustice from the other side for a change, is music to my ears.

Proposed By-Laws

At the upcoming September meeting the topic of the new By-Laws should be of prime concern. In order to acquaint you with what the new laws contain, a summary of the major changes are listed below:

ARTICLE I FINANCES

A new dues structure is proposed; .061% of a 4th year patrolman's monthly salary, which amounts to \$62.53 for this year. The dues will be divided into three funds:

35% into the Legislative Fund.
15% into the Emergency Fund.
50% into the General Fund.

ARTICLE II

PERMANENT COMMITTEES

Blood Bank Committee—3 members appointed by the President
Board of Supervisors Committee—3 members appointed by the President
Civil Service Committee—3 members appointed by the President
subject to the approval of the Board of Directors.

Community Service Committee—shall be the Board of Directors of the Community Service Fund, consisting of 10 members; 1 Captain, 1 Lieutenant, 1 Inspector, 2 Sergeants, and 5 Patrolmen appointed by the President, with approval by the Board of Directors. Shall handle monies to be contributed to non-profit charities.

Health Service Committee—3 members appointed by the President.

Insurance Committee—5 man board of trustees appointed by Board of Directors for 2 year terms. They will receive and make premium payments to insurance brokers, negotiate contracts with insurance companies, maintain insurance plan coverage.

International Conference of Police Associations Committee (ICPA)—3 members appointed by the President.

Legislative Committee—5 members appointed by the President, subject to approval by the Board of Directors—to represent the Association before city, state and federal legislative bodies.

Labor Relations Committee—5 members appointed by the President. Serve as bargaining agent for the Association with the City and County.

Peace Officers Research Association Committee—5 members appointed by the President to represent the Association at PORAC meetings.

Retirement Committee—A Welfare Officer, appointed annually by the President to serve at the pleasure of the Board of Directors. May select an administrative assistant. Will represent members before the Retirement Board.

Screening Committee—Consist of President and 2 members of the Board of Directors. Act as Liaison for the Association with legal counsel.

ARTICLE III COMPLAINT AND GRIEVANCES

Establishes a committee to investigate and report on internal grievances and complaints.

"WANTED"

If you are interested in advertising an item for sale, trade or to buy, why not avail yourself of the NOTEBOOK'S Free "WANTED" column? Just drop a line to EDITOR SFPOA NOTEBOOK, P.O. BOX 34105, San Francisco 94134. Deadline for receiving information is the 1st of the month.

Police - Fire Ballot Measure

The following is an excerpt from what I believe will be Proposition F on the November Ballot. As you know both the police and fire amendments have been combined as one ballot measure this coming November 3rd.

Chief of Police Contingent Fund—changed from \$25,000 to \$50,000.

Chief of Police Narcotic Fund—changed from \$25,000 to \$50,000.

Section 155.1 Suspensions by the Chief of Police: "If, as provided for in section 155, a member of the police department is suspended by the chief of police pending hearing before the police commission for charges filed against him and subsequently takes a leave of absence without pay pending his trial before the commission, and, if after such trial he is exonerated of the charges filed against him, the commission may, at its discretion, remit the suspension and leave of absence without pay and may order payment of salary to the member for the time under suspension and on leave of absence without pay, and the report of such suspension and leave of absence without pay shall thereupon be expunged from the record of service of such member."

35.5.1 Rates of Compensation — Working Benefits. "Other working or employee benefits, educational incentive programs and premium pay differentials of any type whatsoever for members of the police department not specifically provided for in this charter shall be provided for by ordinance of the board of supervisors."

The board of supervisors shall have the power, and it shall be its duty, without reference or amendment to the annual budget, to amend the annual appropriation ordinance and the annual salary ordinance to include the provisions for compensation for any working benefit and employee benefit and educational incentive programs and premium pay differentials."

September Meeting SFPOA
Tuesday, September 15, 1970
Lake Merced Boathouse
7:30 p.m. (1930 hrs.)

We expect a very lively discussion concerning the upcoming November Election and the Police-Fire measure.

The proposed By-Laws must be read and adopted. These new By-Laws change the whole structure of the Association and you should take an active interest in the new organizational set-up.

You younger members of our Association—Events that are happening now and actions taken by your Association are going to effect you for a long time to come. Don't just sit back and let some "more experienced" member shape your future. This business isn't just Cops and Robbers—it's a way of life that you'll be with a good many years. No one will give you anything unless you fight for it. So if you are watch-off on Tuesday, Sept. 15th, come on out to Lake Merced. If you are working the Midnights on Sept. 15th—leave the house earlier and attend your Association meeting. If you are working Sept. 15th and want to attend, I'm sure your Lieutenant won't mind changing your Watch-Off schedule in order that you can make the meeting.

Any comments, suggestions or criticisms concerning any items appearing in the NOTEBOOK would be gratefully appreciated (anything would be better than plain silence—besides it makes our staff feel wanted). Address all correspondence to EDITOR, SFPOA NOTEBOOK, P. O. BOX 34105, San Francisco 94134.

Six of One — Half A Dozen of Another

Now that we have "patched up our differences" with the firemen and combined measures for the November ballot we can stop worrying about fighting the firemen in the election . . . now all we have to worry about is the fight we'll get from our old standbys—The Downtown Association — Apartment Owners Association — The Chamber of Commerce, etc., etc., etc.

Overtime Bill Killed

Bill 941, introduced by Sen. George Moscone, and backed by PORAC, offered policemen time and a half for overtime or equivalent time off, cleared the Senate but upon being sent back to the Assembly was not acted upon before the close of the legislative session, and is subsequently dead for this year. This bill assuring city policemen and deputy sheriffs time and a half pay after working 176 hours a month would have affected every jurisdiction in the State — except San Francisco.

Until we can get our City Charter changed we will be "locked" into receiving "straight time for overtime."

PORAC Report Annual Conference

The 18th Annual Conference of the Peace Officers Research Association of California will be held on October 27th through the 30th at Sahara Tahoe, South Lake Tahoe. Registration will be \$40.00. Any one interested in attending should send the registration fee to Valley Chapter, Peace Officers Research Association of California, P.O. Box 8403, Stockton, Calif. 95204.

Insurance Service

PORAC has announced an Auto and Home Insurance Service to its members. This is a low-cost auto insurance program that is available to members from California Casualty Insurance Company. According to the company base rates are discounted substantially from those set by the Insurance Rating Bureau. How much will depend on your family's "good driving" record, the vehicles insured, the area in which you live, and, of course, your premium.

Package Homeowners and Renters policies are also available with premium savings over "standard rates."

The company will provide rate quotations with no obligation to members. For an immediate quotation or information call California Casualty at 397-3500 or contact their local representative Bob Enslow at 550 Kearny Street, S.F.

Religion

Our Lady of Fatima Group — SFPD. The next Quarterly Family Breakfast will be held on Saturday, October 3, 1970, and your host Station will be Park Station. All children under the age of 16 will be our guests. Remember, October 3, attend mass—then the outstanding breakfast.

The Annual Dinner Dance will be held on Saturday, October 24th. The price will be under \$20.00 per couple.

If you would like to advertise an activity sponsored by your religious group, please contact EDITOR, SFPOA NOTEBOOK, P.O. BOX 34105, San Francisco 94134. Notices must be in by the first of the month.

Terrorism in San Francisco

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procedure will take time and Radio is over-burdened already, but that's why we hire civilians isn't it—to alleviate some of the workload?

- In any emergency or urgent complaint never allow only one radio car to respond. A back-up car should always be dispatched to cover.

- Every radio car crew should be equipped with a walkie-talkie radio.

- Every radio car crew operating in Districts containing housing projects and Black neighborhoods should be equipped with an automatic rifle and should carry it when leaving the radio car.

- Plans must be made in the event a serious sniping incident does occur. An aerial survey should be undertaken (we have the helicopter to do it with) containing photos of possible sniping area. These aerial photos would be extremely helpful in pointing out terrain, rear yard or building areas, escape routes, etc.

- Area maps should be made showing the most expeditious routes to the scene, along with pre-determined road block locations to seal off a particular area.

- Police Administrators along with Police Officer Associations should attempt to have legislation initiated to protect police officers from attack such as a mandatory death penalty in convictions of first degree murder of a peace officer.

- More thorough intelligence should be gathered and disseminated to the line units so that the men may be forewarned of possible dangerous situations and kept up to date on various radical organizations and activities.

- The SFPOA should establish a fund from contributions from the community of \$50,000. From this fund we could offer a reward for information leading to the arrest and conviction of any person killing a police officer.

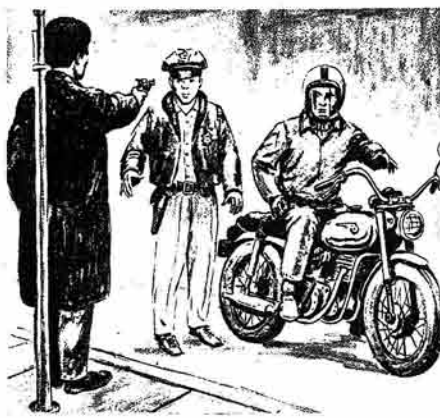
- A while back there was quite a lot of publicity about the police "raiding Pussycat headquarters" and out of this came a policy by our Department that we would consult with the Pussycat attorney prior to making any arrest or "raid". This policy, if it hasn't already, should be abolished. Such a procedure is not only ridiculous, but dangerous as it establishes a "hands-off" policy towards these gangsters and the cop on the street may tend to back away from taking any action where the Pussycats are concerned.

- When sent in to a project area to recover a vehicle, the tow truck should be met by the police radio car outside the area and proceed to the location together. This procedure will eliminate the sometimes long wait for the tow truck.

- In order to more easily implement these measures our Department should publicize in the press media and explain the reasons for taking such actions. When the public understands why we must act in this manner they will accept them.

Some of these measures seem extreme—granted—but we are faced with an extreme situation that we as a metropolitan police force have never been trained to handle. This terrorism is not about to disappear—it will get worse. Other persons will be singled out as "targets" such as teachers, firemen and city employees and then policemen's families...

Death Scene Re-created



His arm raised, the gun in his hand pointed at the head of Ronald Tsukamoto, the slayer of the rookie Berkeley patrolman is shown (above) in an artist's re-creation of the scene just before the trigger was pulled.

Bluecoats' Point of View

The problems that distressed members one year ago remain and become intensified due to lack of association concern. Problems of political patronage, internal and external political interference, intimidation, police and fire relationships and lack of response to media criticism are still unresolved.

BLUECOATS realize that P. O. R. A. C. is unwilling or unable to unify Police Associations and provide the leadership necessary for police to function as an effective pressure group at the local level. BLUECOATS have been aware of the necessity for police solidarity in our own immediate area, and have maintained contact with other public safety groups within the SAN FRANCISCO METROPOLITAN AREA. We have also met with Organizations outside the public safety professions in a joint effort to explore the merits of new labor affiliations. There is a growing awareness among S. F. Policemen that as the largest police association in Northern California, we must lead in this area and not feed off the COURAGE of small Police Associations such as San Jose, Stockton, Vallejo, etc.

The changing values within certain segments of the community demand that police associations structure themselves differently in order to meet that challenge of irresponsible, political, economic, and revolutionary pressures. The calculated and organized threat to the lives of policemen and their families, and the programmed destruction of community property and institutions demand that Police Organizations actively pursue a more aggressive approach to personal safety and security. Vital security areas such as the bureaus of TRAFFIC, COMMUNICATIONS AND PRISON have been staffed by union affiliated non police personnel with promotional rights to other police positions. All this has taken place during the past months without debate or question from H. Q. Representative, Traffic Representative, as well as the Association President. BLUECOATS will research and explore the reality of a strong, independent Police Labor Organization.

Sgt. G. Crowley
Sgt. L. Calabro

Congratulations to my buddy, Officer Bill Gay (he's not) on his recent transfer to the Mounted Cavalry. "Happy Trails to You."

Coaching Sessions for the Forthcoming Sergeants Exam

The second series of coaching sessions for the forthcoming Sergeant's examination will be held in the Traffic Bureau Auditorium each Tuesday and Thursday, from 7:00 p.m. to 9:00 p.m., commencing September 8, 1970.

In order to allow members interested an opportunity to attend, each session will be repeated twice. Those members working the midnight watch during the week of September 8, 1970, shall be designated as Group A, and those members working the midnight watch during the week of September 15, 1970, shall be designated as Group B. Members working the day watch may attend either session.

GROUP A	Instructor	GROUP B	Instructor
9/8/70 Charter	Capt. Geo. Eimil	9/16/70 Charter	Capt. Geo. Eimil
9/10/70 Vehicle Code	Lt. Jeffery	9/17/70 Vehicle Code	Lt. Jeffery
9/22/70 Intergroup Relations and Crisis in Black and White.	Lt. G. Crofton	9/29/70 Intergroup Relations and Crisis in Black and White.	Lt. G. Crofton
9/24/70 Rules II.	Capt. Jos. Flynn	10/1/70 Rules II.	Capt. Jos. Flynn

Other sessions to be announced. Instructors are all volunteering their services, and any Lieutenant or Captain interested in participating in the program should contact the Director of Personnel.

Suggestion Panel —A Success

As you know, this department now has a Suggestion Panel. When the Panel was instituted, the intent was to give the members a place to air their ideas or improvement of the department and their jobs. It was apparently a good innovation as the response from members has been encouraging and many practical and beneficial suggestions have come through.

Some of the problems are so elementary that it makes one wonder how the solutions could have been overlooked, yet if some thinking member had not submitted the suggestions, simple problems would have gone unsolved.

The members of the Suggestion Panel urge all members to take an active part in this method of improvement, and also wish to give a big "Thank You" to the members listed below who have taken time and effort to sit down and put their thoughts on paper, and send them in.

Sgt. Lionel Hess
Sgt. Richard D. Klapp
Lt. William J. Kelly
Sgt. Louis Fontana
Sgt. Louis Calabro
Lt. Andrew Kristensen
Officer Albert L. Perry
Officer James G. Aligo
Sgt. Donald Sloan
Officer Morgan Peterson
Sgt. Thomas O'Donnell
Officer Arnold Strite
Lt. Robert B. Vienot
Officer Francis L. Woomer
Officer Donald A. Velez
Capt. Jeremiah P. Taylor
Sgt. Richard Willett
Officer Lawrence R. Gurnett
Officer Richard D. Bodisco
Officer Michael Hebel

Members are reminded that this Suggestion Panel is their sounding board. When you come up with a good thought, send it in. Improving our department is everyone's responsibility.

2269 Market Street
San Francisco, California 94114

Letters to The Editor

To the Editor:

Am enclosing a newspaper clipping which might be helpful to you men. What this country needs is policemen with the courage of those in San Diego. I hope you concur and will do the same thing in San Francisco.

Mrs. Marjorie Monroe,
Healdsburg, Calif.

(enclosed article)

SAN DIEGO POLICE TO RATE JUDGES

SAN DIEGO (UPI)—Members of the San Diego Police Officers Association plan to keep tabs on judges they feel are "too soft" on criminal suspects.

A spokesman for the association said Thursday officers will keep a "tally sheet" on the judges. He said the sheets will be released in time for the November elections and the judges will be identified by name.

"Judges have abused their discretion in releasing people who have been involved in violent crimes without taking into consideration the severity of the crime," said association president Sgt. Robert Augustine.

"We are dissatisfied and deeply concerned with this type of release (bail or their own recognizance) when it involves persons who have been arrested for violent crimes or assault on a police officer."

Augustine said the association, to which all members of the police department belong, is not opposed to releasing suspects in minor offenses on their own recognizance or on bail.

One Municipal Court Judge told newsmen:

"What the police are trying to do is to assume the voice in deciding what bail should be set. We would wind up with a Nazi-type police state."

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