

NOTEBOOK



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

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NUMBER 1

The Agnos Years: A Preview

by Mike Hebel, Opinion Correspondent

With a whopping 70% mandate from the people of San Francisco, Assemblyman Art Agnos did, on December 8, become the city's mayor-elect. His victory was a landslide and was registered in every area of San Francisco amongst all the city's diverse populations.

Art Agnos ran a clean campaign. He told all the voters his positions on the controversial issues (downtown stadium, home port of the Missouri, rent control, etc.); he did not tell different groups different things. He published an 82 page book entitled *Getting Things Done* and distributed 250,000 copies throughout San Francisco. It was read, and he was elected.

On January 8, 1988 Art Agnos will become San Francisco's 37th Mayor. With this will come change and a new style for the city.

Former Mayors

The Alioto years (1968-1975) were good to the city's police officers: pension benefits in 1969, 1973 and 1974; department reorganization and promotive exams for the assistant inspectors position; and consistent application of a pay formula. During the Alioto years the POA, through successive charter amendments, created the present Tier I retirement system which is one the best public employee retirement plans in the United States. Joe Alioto was elected with vigorous labor support and supported labor's issues including a betterment of working conditions.

The George Moscone mayoralty (1976-1978) ended prematurely in tragedy. It was an administration that brought the city great controversy and divisiveness. To the police department came Charles Gain—the second non-department chief in the 20th century. The department was likewise embroiled in bitterness and controversy.

The Feinstein years (1978-1987) were centrist years for San Francisco. Dianne Feinstein sought (successfully) to govern from a concensus mediating disputes between downtown developers and neighborhood groups. The city prospered and progressed, albeit unevenly, during

these years under a popular and very public mayor. Police officers saw the enactment of time and one-half for overtime, night differential, and Honda hazard pay during this time along with needed improvements to the annual wage formula. Bitter defeats were also experienced in attempts at collective bargaining and the Tier II retirement plan improvements. The Feinstein years brought both success and failure with the mayor opposing Tier II benefit improvements.

POA's Early Endorsement

With the 1987 Art Agnos-John Molinari mayor's race came the golden opportunity to accomplish the unfinished business of the Feinstein years—Tier II retirement improvements, a modified collective bargaining plan, and an improved medical/dental plan.

Art Agnos had served in the State Assembly for 11 years ably representing part of San Francisco. John Molinari served on the city's Board of Supervisors for 16 years representing all of San Francisco. Both had excellent records on POA issues with Art Agnos demonstrating long-term consistency. Both worked hard to secure the POA endorsement—a political gemstone in San Francisco politics.

On July 18, 1987, by a vote of 12 to 7, the Police Officers' Association endorsed Assemblyman Art Agnos to be the next mayor of San Francisco. This endorsement, largely orchestrated by Paul Chignell and Reno Rapagnani, was based principally on the issue of long-term consistent support by the assemblyman for POA issues at the state legislature and at City Hall. Then candidate Art Agnos advised the media that his endorsement by the POA was one of the most important in his campaign.

It is to be remembered that in July, Agnos was a long shot underdog against John Molinari who had been openly campaigning for mayor for three years. The POA's endorsement was a substantial boost to a campaign then besieged with questions on real estate dealings and tax

(See AGNOS, Page 3)

Editorial Comment

Where We Are

Normally editorial comments go on the back page (just where they belong, some have said). That allows you to read them or not, just as you choose. This time, however, the comments are going to be rather long and (I think, anyway) a bit more important; so, they go on the front page.

It is common at this time of year to write retrospectives (the past year has been glorious...etc.) or to sit down and predict the future (next year is going to be even more glorious...). I'm going to do little of both in a kind of stream-of-consciousness piece, because I don't think it's possible to separate the year past from the year to come quite so cleanly.

For one thing, one of the most important issues going on these days (for everyone, but especially for cops) has been building to a head for some time now. AIDS is a tragic but common thing today, and it is affecting us directly. We've known (and the administration has known) for a while what the health professionals and the media have been saying about the transmission of the AIDS virus. Every time the 'experts' tell us how hard it is to get AIDS, another incident occurs to show us it isn't quite as hard as everyone thought. From the theory that only long term 'at risk' sexual activity or massive blood transfer (such as a transfusion) could transfer the virus, we've now reached the point where it is known that one (1) needlestick could pass it along (right, the odds are extremely small...but the penalty for guessing wrong is very heavy). Indeed, in one case, infected blood was simply splashed on a health worker, who later tested positive for exposure to the virus.

The capper to all this: only now is a policy and guidelines being put together for the benefit of members of this department...we've been at risk of exposure for years! (I'm rather tempted to say "better later than

(See COMMENT, Back Page)

Time Bank Response

by Tony Santana,
Member Board of Directors

I believe that everyone is entitled to their opinion and their right to voice it. I also believe there are two sides to every argument. To this end, I feel compelled to express mine on the matter of Mr. James Bosch's article entitled, "Time Bank?"

After I read the article I couldn't help but get the feeling that there is something wrong in the opinion propounded. Furthermore, the logical nexus appeared to support an argument for the exact opposite of the author's conclusion.

It appears we both agree a time bank is necessary. That is where our common cord ends. I have been at funerals of fellow officers whose lives were cut short by illness. I also have given monetary support to members and their families who were suffering financial hardship due to death or illness. In fact many of those I gave money to I didn't even know. The focal point here is that they were fellow police officers. How many times have we heard that we are a family; we have to take care of our own. We did, we do and we will continue to do so.

I feel it would be quite presumptuous on our part to play God when I dole out my sick time to a worthy recipient. Bosch talks about guilt feelings; his plan is a path which leads to the bowels of guilt. I can't help but im-

agine the morbid popularity contest that will be conducted at the site of hospital beds when a member is in need of the time bank's services. Should I send my family or my station rep to canvass the watches?

What I then conclude from Bosch's position is that the proposed time bank is faulty due to the arbitrary nature of its dispersal. This is then replaced by a pick and choose by the individual member. This now becomes the procedure for the protocol. Individual personal bias, prejudices and dislike now hang over the head of an officer in need. Simple logic dictates that a panel of members would be able to disenfranchise individual distractors and get to the real issue as opposed to an individual benefactor.

As to Bosch's tirade on sick pay, vacation pay and comp pay compiled by the author, coupled with the selfish, self indulgent statement regarding tax deductibility, they seem to impeach the sincerity of the time bank argument which he brought forth. In conclusion, the time bank is needed, but Bosch is way off base. The worries and concerns he brought forth are not cured by the implementation of his plan.

The bottom line is that time bank is for the benefit of all the members, given by the members to be dispersed by the members. It is not a time to be playing God but a time for support.

ELECTION NOTICE

The election for 1988's Board of Directors will take place during the week of January 24th through January 29th. Ballots will be counted on February 2nd.

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. John Newlin, at 2:00 P.M. Wednesday, December 16, 1987 in The Traffic Bureau Assembly Room, Hall of Justice.

Trustee F. Jordan Excused. Treas. W. Parenti excused. All other Officers and Trustees present. Among members present — Mike Duffy, Mark Hurley, Mike Kemmitt, Bill Hardeman and Otto Elvander.

COMMUNICATIONS: Letter from Mrs. Crawford thanking the Association for prompt payment.

DONATION — VETERAN POLICE OFFICERS — in memory of Richard Crawford.

Regular bills for benefits, salaries, expenses presented and Approved.

The following deaths were announced: **FRANK BARONI** — Born in S.F. in 1906, Frank drove a milk wagon before joining the Department in 1942 at age 33. Assigned to Richmond, Frank worked there for a year before being transferred to Central. He worked at Central for 3 years and was then assigned to the Bureau of Inspectors, remaining there until his retirement on disability in 1966 at age 59. He was promoted to Assistant Inspector in 1946, a full Inspector in 1949. Frank received the following awards: in 1944, a 2nd Grade for capture of an armed murder in a gunfight; in 1945, C/C for arrest of an armed robber; in 1946, a 1st Grade for arrest of an armed suspect in a gun fight; in 1957, C/C for investigation and arrest of a murderer. Frank was 78 at the time of his death.

GERALD C. FENNELL — Jerry was born in S.F. in 1902 and worked as a draftsman for Boyd Lighting Co. before becoming a member of the Department in 1930 at age 38. He was assigned to the Photo Lab, working with Inspector Frank Latulipe, one of the finest criminologists in the country. Jerry did a short stint in the street during the 1934 waterfront strike, returning to the Lab after the strike. Upon the retirement of Ins. Latulipe, Jerry took over the running of the Lab until his retirement for disability in 1967 at age 65. He was appointed an Assistant Inspector in 1939, full Inspector in 1943. Jerry was 86 at the time of his death.

SUSPENSIONS: Six members were dropped from the Rolls by Pres. Newlin for being in arrears for a period exceeding six months.

REPORT OF TRUSTEES: The Trustees approved the recommendation of purchase of U.S. Treasury Notes paying 8¼% and Fed. Home Ln. Bks. paying 8.80% by Miss Minuth, V. Pres. Hibernia Bank, Investment Management. At the present, we have quite a bit of cash on hand, which the Bank is holding with the hope that interest rates on Government issues will increase.

UNFINISHED BUSINESS: Election of Officers. As there were two more persons running for trustee than vacancies, Mike Duffy and Frank Jordan withdrew their names, leaving all Offices unopposed. Motion by Jeffery/2nd Hurley that the Secretary be advised to cast a unanimous ballot for the candidates proposed for Office. **APPROVED.** The following were elected: **PRESIDENT - FREDERICK PARDELLA, VICE PRESIDENT - ROBERT KURPINSKY, TREASURER - WILLIAM PARENTI; TRUSTEES - WILLIAM HARDEMAN, OTTO ELVANDER, JAMES STURKEN.** President & V. President are elected for one year, all others for two years. Motion/Kurpinsky 2nd/Jeffery that ART. VI, SEC. 1 of the By-Laws be amended to read "the sum not to exceed \$11,000 (11,000) dollars" to be effective January 1, 1988. Unanimous approval. 2nd reading will be at January meeting. This will increase the death benefit by \$1,000.00.

GOOD OF THE ASSOCIATION: Pres. Newlin set the

next regular meeting for Wednesday, January 20, 1988, 2 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. Installation of Officers at this meeting.

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

Fraternally,
Bob McKee, Secretary

APOLOGIES AND CORRECTIONS: To Mrs. Billie Dillon for using the wrong obituary for her husband, Billie Dillon and to Dave Dillon for using his possible obituary for Billie. This is what Bill did while in the Department — Born in Ocean Park, Ca in 1924, he joined the Department in 1950 at age 25. Assigned to Park Station for just a few months, he was then assigned to the B.S.S., staying there for 3 years. Bill then went to the Traffic Bureau working a fixed post detail. When this detail was abolished, Bill went to Northern and, when appointed Sergeant in 1964, returned to Park Station; from there to City Prison where he remained until his retirement on disability in 1972 at age 48. Bill received the following awards while in the Department: 1952, a 2nd grade for the arrest of an armed deranged person; 1952, C/C for the arrest of an armed suspect in the act of a burglary. Bill was a young 63 when he passed away.

ANOTHER CORRECTION: In July, in giving a short account of our connection with Hibernia Bank, I overlooked the one person really responsible for that connection. He was, at that time the President of the E/O, Jim Diggins. He was also the one who fought hard for payroll deductions for all active members, making it so easy for the present active persons to become members. Our apologies, Jim. Jack Young was the person who worked hard to change the By-Laws so that we could invest in more than Government issues.

Bob McKee



POLICE POST #456 NEWS

by Greg Corrales

"These gentry are invariably saying all they can in dispraise of their native land; and it is my opinion, grounded upon experience, that an individual who is capable of such baseness would not nesitate at the perpetration of any villiany, for next to the love of God, the love of country is the best preventive of crime."

George Borrow, *The Bible in Spain*

On December, 1987, Post 456 held its Christmas Party/fund raiser at the Police Athletic Club. Due to a great deal of hard work by a number of Post members, the party was an unequivocal success! Almost two hundred fantastic people attended the party and celebrated until 0130 hours, raising approximately \$1,500.00 for the Post. Special thanks go to Mark Hurley, Chief of Cooking, and his braves in the kitchen: Al Aguilar, Dick Castro, Don Sloan, and Otto Elvander for an outstanding meal. Bev Hopkins, Joe Long, and Bob Frier served above and beyond the call of duty behind the bar, and Jack Payne, Dave Fontana, and Ted Connell were outstanding hosts and roving "trouble shooters."

On 21 December, 1987, Post Commander Joe Long, accompanied by Mark Hurley, Dick Castro, and Bob Frier took almost one hundred gifts which had been generously donated by Christmas Party attendees to San Francisco General Hospital Medical Center. The gifts were distributed to needy patients spending this Christmas in the hospital. The gifts really brightened Christmas for many patients!

The Post also received a generous donation of clothing from Whole Earth Access. The Post donated the clothing to Our Lady of Lourdes Catholic Church at Hawes and Innes, for distribution to the needy.

I would like to remind all members that Post 456 meets at 2000 hours on the second Tuesday of every month at the POA Building, 510 Seventh Street. We would like very much to see some new faces at the meetings. The next meeting will be Tuesday, 12 January, 1988.

As we start a new year I thought it would be appropriate to end this article with a famous quote from the past that we could use to guide ourselves through the coming year. I immediately thought of the words that have guided me through life. The immortal words of Admiral Farragut, during the Civil War, "Damn the torpedoes, full speed ahead!"

San Francisco Veteran Police Officers Assn.

The regular monthly meeting of the San Francisco Veteran Police Officer's Association will be held on Tuesday, January 12, 1988 at 12:30 P.M. at the Miraloma Improvement Club, 350 O'Shaughnessy Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

By the time you read this, the Holidays will have passed. I hope all members and their loved ones had a Merry Christmas and a Happy New Year.

I would like to take this opportunity to thank all the officers who helped me during my term as president. I also wish to offer special thanks to the bar and kitchen crew, Ray Seyden, Otto Elvander, Joe Curtin and George Cathrell, as well as Don Willitt and his "early" crew, who set up the hall for our meetings. Special thanks go to our outgoing Secretary Bob Pardini, Sol Weiner and Jim Cole.

The cooperation I have received from all of you has made it a pleasure to serve as your President. I know you will give this same cooperation to Bob McKee, George Cathrell, Martin Barbero, Gayle Wright, Ed Cosgrove and Al Perry, your 1988 Officers.

We ended the year with a charitable collection of over \$200.00 for St. Anthony' Kitchen.

Thanks, and God Bless you all.

Dick Castro, President

Sol Weiner Report:

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

Sick Call

Don Murphy is in Children's Hospital after Major Surgery.

New Members:

None

In Memoriam:

Joseph Donegan 11/14/87, Frank P. Baroni 11/23/87 and Gerald C. Fennell 12/02/87.

As this may be my last bulletin, I wish to thank everyone for their cooperation during my term as Secretary.

Membership 772

Attendance last meeting 78

Dick Castro, President

Bob Pardini, Secretary

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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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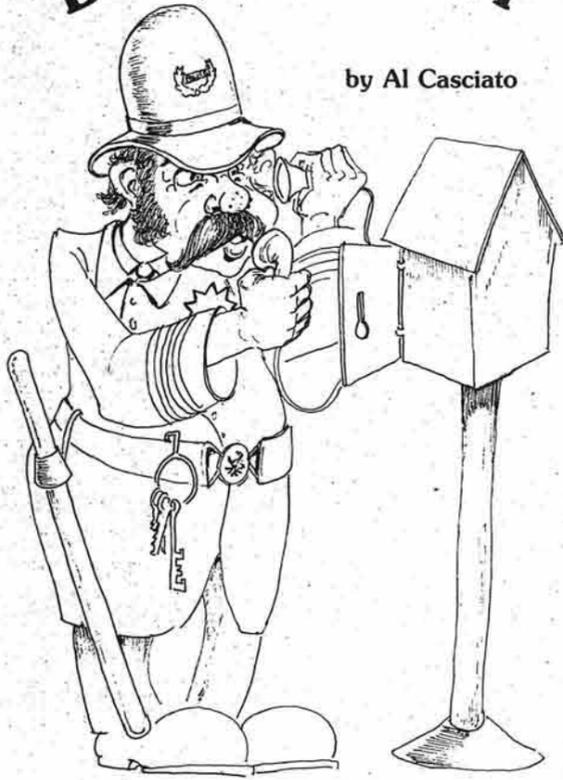
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DEPENDABILITY

AROUND THE DEPARTMENT

by Al Casciato



Received the following in the mail and thought "How True":

SIX PHASES OF A PROJECT:

1. Enthusiasm
2. Disillusionment
3. Panic
4. Search for the Guilty
5. Punishment of the Innocent
6. PRAISE AND HONORS FOR THE NON PARTICIPANTS

Support Staff runs the line — does that make sense? It better because it is the current reality around here.

Phone courtesy reflects on the whole office, station, or firm. It's very important, and, until the majority realize that, our department will continue to have a poor public image. Try (your station) Office Doe speaking. May I help you?"

High Winds and Power Outages—

Why did the PIC battery charger go dead?

Where were the Battle Lanterns?

Why did the phones go dead?

Are we ready for a real emergency?

Keep your doors locked on those squad cars — been told that several officers have found derelicts inside their vehicles trying to beat the cold. Imagine driving off to a Code-3 call and having a wino pop up in your rear view mirror...eek!

Homicide Investigator detailed to another bureau laments, "I'll be glad to get back to my bureau, because at least my victims don't talk back."

A traveling police officer stated, in passing, "It's great to visit other departments — because the realization that they are just as confused as we are is therapeutic."

Bullet resistant vests might be too hot, too uncomfortable but you owe it to your family and friends to wear them...

Whenever you stop by the Chestnut Street Bar & Grill be sure to say hello to bartender Tony Nichols, an avid reader of this paper. Tony is a true San Franciscan of "The City that knows how era"—Ask anyone who's ever brought out-of-town guests to the Grill.

Now at home weighing in at 9½ lbs is Thomas Robert Albright whose parents Dave and Jennifer (Co. B) welcomed on Oct 15, 1987 at 4 lbs 14 oz.

On December 1, weighing in at 7 lbs 13 oz. was Jacqueline Suzanne. The new Republican arrived for Jerry (AKA The Snake) and Kathy Salvador, Tactical.

Winifred and Mona Jew (Muni Transit) welcomed son Travis Bret, 7 lbs 14 oz. on December 30, 1987. Got that exemption!

New Year's Day 1988 saw the arrival of Timothy Ryan, 11 lbs 12 ½ oz. to the Fogarty's, George (Co. D) and Patty (Co. H) — congrats.

Softball Season will begin shortly. Commissioner Layne Amiot is in the process of organizing the league and asks that interested coaches contact him at Co. D ASAP if you haven't recieved notice of the coaches meeting.

John Lewis, Co. D, has found a Christmas calling — playing Santa for the Mission Merchants Association. We can't wait to see him next year as a "veteran" Santa.

Collective Bargaining:
Quote from new Mayor in San Francisco Examiner. "Not afraid" of plan...from P.O.A... that would eliminate rigid wage formulas.

"I've got to sit down with the unions and say, 'Guys...if we're going to go to collective bargaining, then you've got to give up some of these things over here.'" he said, referring to civil service protections. "You can't have the best of both worlds."

With the huge deficit that's forecast, eliminating rigid wage formulas is just what the politicians will be looking for — watch your step, P.O.A.

Get off work at 2:00 a.m. Be in court at 9:00 a.m., wait all day until 4:20 p.m. and then testify until 5:00 p.m. Return to the station and work until 2:00 a.m. Abuse of an officer — you bet - does the court detail order need revision? Yes — and isn't it about time to start night court.

Dueling landmark?

A shoot-out in the Army Street projects — upon discussing the case with the inspectors — the facts led me to suggest "...let's book them dueling" my motivation being if we do charge them with dueling someone will declare the site an historical landmark, and the projects would be torn down.

After pondering the suggestion for several moments Inspector Ken King said "...with our luck they'll make the projects the historical landmark, and we'll never be able

Many Children Still Need Social Security Numbers

by Carmen Carter
Scripps Howard News Service

Many parents risk losing their biggest tax deductions for 1987 unless they act quickly to secure Social Security numbers for their children 5 years of age and older.

Under the 1986 Tax Reform Act, all children at least 5 years old must have their own Social Security numbers to qualify as a deduction. And only about half of those children who will need a number have been issued one, according to federal officials.

While parents technically have until April 15 — the annual tax filing deadline — to register their children, Social Security Administration officials urge parents to apply early.

To file for a child's card at their local Social Security office, parents should submit a certified copy of their child's birth certificate, hospital birth record with footprints or a baptismal certificate. However, the baptism must have occurred before the child was 6 years old.

No photocopies or notarized copies of birth records will be accepted. Copies of birth records must be certified by the organization or institution which issued them.

Additional identification for the child such as a library card, medical records, insurance policy, report cards or school records should also be submitted with the card application.

Finally, parents must be identified as the child's parents through a birth certificate, said Phil Gambino, deputy press officer for the Social Security Administration.

"We don't keep the documents, but they must send an original or a certified copy of the original," Gambino said. "The card will be sent in the mail. We recommend parents file early so that they're not forced to delay filing taxes because they haven't made the application."

"We normally issue about six million new cards a year and this year we expect to issue an additional six million new cards," he said. "We don't expect a backlog, but it may be a different story if, come April 1, one million people apply all at once."

Reprinted from the San Francisco Examiner, Saturday, December 12, 1987

to get rid of them..." Forget the dueling — forget the historical landmark — forget the Army/Bernal Projects? NEVER!

The bookings for 1987*

Central	9,411
Southern	5,609
Potrero	6,499
Mission	11,080
Northern	8,495
Park	3,372
Richmond	1,184
Ingleside	5,009
Taraval	1,318
Headquarters	20,044

(Inspector, S.O., Warrant Bureau, Tactical, CHP, Narcotics, Vice, Muni — Co. K; outside FBI, State Agencies, etc.)

*Compiled from booking Sgts 1-1-88 0230 hours.

Stephanie Thorne has resigned to join the University of California Police Department. She won't be going far as she will be assigned to the new UCPD substation at 15th and Folsom streets.

AGNOS

(Continued from Page 1)

returns. Through building an effective grassroots organization made up of neighborhood workers, environmentalists, union members, gay and ethnic minorities, Art Agnos won big in the November mayoralty primary election, just missing (48%) the majority needed to avoid a run-off.

As his campaign began to jell, Art Agnos was endorsed by Lieutenant Governor Leo McCarthy, Assembly Speaker Willie Brown, U.S. Representative Nancy Pelosi, U.S. Senator Ted Kennedy, Supervisor Wendy Nelder, the Sierra Club, the Progress and the Examiner.

The Agnos Challenge

The new mayor will inherit a \$2 billion city budget with a projected \$77 million deficit next fiscal year. The charter requires a balanced budget; the city cannot deficit finance like the Federal government. The new mayor must raise revenue or cut services. Cutting services could mean City employee layoffs.

In the past six years 23 of the city's largest 50 public

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REALTORS

MAKE YOUR DREAM A REALITY

These fellow officers already have:

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Dave Letsch - Northern Station
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IRS: Disability Pensions

by Mike Hebel
Welfare Officer &
Attorney At Law



Owen Hunter Davis: A Renaissance Man

Owen Hunter Davis came from an immediate family of eight in North Carolina and an extended family of friends throughout the world. Although he was the youngest son, Owen was the caretaker of his two brothers and three sisters — making certain that everyone's needs were met. He played the same role with his parents, grandmother, nieces, nephews, wife, and friends. Owen was a warm and loving man who unceasingly gave of himself. He was a man whose curiosity, compassion and intellect led him to succeed personally and professionally.

According to his sister, Charlie Butler, "Owen came from a close knit family. He was named after our mother, Owena, and her father Charles Owen Hunter. Our people didn't have much money, but we believed in education. Our father was a Presbyterian minister and school principal. Owen was well trained in education and had music as an avocation. He played the piano from childhood and sang baritone. We loved to play and sing favorite hymns. Owen's favorite hymn was More Love To Thee, O Christ."

When asked how she kept up with Owen, his wife, Anna, said, "Just as he did with his mother when he was a little boy, Owen would come home after work and tell me all about his day. He had the same enthusiasm over meetings with the Mayor as he had for solving day-to-day problems at the office. Owen was truly my renaissance man."

Hermon Davis, who lived overseas for 30 years, remembered his baby brother Owen as "imaginative and bright. He was an enterprising youngster. When Owen was 6 years old he got up at 5 a.m. to fold and deliver newspapers. He would often stop his route to sit on the corner and read the papers he was delivering. He had a broad interest in the humanities and sciences. Owen followed me in having international interests. These led him to keep up with world events and to travel in Europe and North Africa."

Owen's niece, Hermine Pinsons, said "Owen managed to conquer more than one world, while maintaining a sense of warmth, kindness, and compassion for the needs of people. He had a wonderful sense of humor. You could confide in him and know your secret wasn't going anywhere. He had a wonderful sense of humor. He had a wonderful sense of generosity. I found out that he wrote the recommendation letter that got me into the graduate program at Rice University. It was one of the most glowing letters I've ever seen, characterizing me with qualities I didn't even know I had. Owen had something most leaders should have, a common touch. He could relate to people at all levels."

Dr. Deborah Gould, another niece, said, "Owen had a lot of compassion. He gave of himself. Owen was a man of fortitude. Although he was in much pain, Owen worked until the end. It was so important for him to continue his contribution at PG&E. Owen and I used to play backgammon and liars dice. Owen was like a father and helped me and my husband in many ways. I loved him for it. His love and care touched the lives of so many."

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

Retired (industrial disability retirement) police officers and firefighters from San Francisco and Northern California have had their tax returns audited and examined by agents of the Internal Revenue Service. These audits have also involved police officers and firefighters who are residing throughout the States of California, Oregon, Idaho and Louisiana who have excluded all of their individual disability retirement benefits from their taxable income under Section 104 (a) (1) of the Internal Revenue Code. The Internal Revenue Service has taken the firm position that its agents must strictly follow the holdings of Revenue Rulings 72-44, 80-44 and 85-105 in determining the taxability of industrial disability benefits. The continuing aggressive position of the Internal Revenue Service in the Western United States with regard to the taxability of industrial disability retirements requires a consistent strategy for preparation of the 1987 U.S. Form 1040 (Individual Income Return), and in defending audits of prior returns.

Beginning on January 1, 1983 the tax laws (Tax Equity and Fiscal Responsibility Act of 1982) required that federal income taxes be withheld from most pensions unless the recipient elects not to have any taxes withheld. This withholding provision should be considered in connection with the taxability of industrial disability benefits. More information on this withholding requirement can be obtained from the Retirement System of the City and County of San Francisco or from the local office of the Internal Revenue Service. The Tax Reform Act of 1986 continued this withholding requirement unless the recipient elects against withholding.

The Law

The Internal Revenue Service is relying on its Revenue Rulings 72-44, 80-44 and more recently on Revenue Rul-

All pension payments for service incurred disabilities are excludable if the benefit is payable for the disability; if any pension payment attributable to length of service is not excludable.

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

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

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

Application To San Francisco

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

the police officer or firefighter would normally received for and as a service retirement.

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

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

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

Disability Ratings

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

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

1987 Tax Return

The completion of the U.S. Individual Income Tax Return for 1987 requires that pensions and annuities be reported on the front side of Form 1040 at lines 16a and 16b. The computation for completing lines 16a and 16b is found on a worksheet provided on page 11 of the U.S. income tax forms and instruction package which is sent to all taxpayers. Line 16a is for reporting of all pension monies received (service or disability). On line 16b the taxable amount is reported. In the box marked 16a the amount shown on the W-2-P received from the Retirement System of the City and County of San Francisco is entered. Only the taxable amount, if any, and computed in accordance with the worksheet on page 11 of the instructions and the legal principal set forth in this article in addition to the tax computation formula found in the attached box, should be reported on line 16b.

It should be kept in mind that the Retirement System at the end of January of each year forwards to each member receiving an industrial disability retirement a form W-2P indicating the amounts of monies which the Retirement System has paid to the member in the prior year. Please take note that a copy of this form is also sent to the Internal Revenue Service Center in Fresno and can be matched with monies which should be reported on Form 1040 line 16a. A police officer or firefighter who has received an industrial disability retirement and does not report such amount on line 16a on Form 1040 runs a significant risk of an audit and an embarrassing situation in attempting to explain why significant monies were not accounted for on the 1040 return. Additionally, the Internal Revenue Service can levy a 10% penalty for failure to report monies received from the Retirement System of the City and County.

For a police officer or firefighter who receives the industrial disability retirement after being eligible for a service retirement or who receives it before being eligible but who becomes eligible for a service retirement, the reporting can be complicated. It requires consideration of the facts that: (1) Total amount previously paid into the Retirement System by the police officer or firefighter requires an actuarial basis computation is needed; (2) The permanent disability award fixing a rating; and (3) The percen-

(See PENSIONS, Page 15)

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On Routine Patrol

by Joe Reilly



The Computer gets the Day Off

Sgt. Ray Carlson and Inspector Mike Mullane can tell you about the time they were processing a homicide victim's car and found the suspect's wallet down between the seats. In the wallet was the suspect's mug shot and that handy SF number. How much easier can it get, you ask? Crime Scene Investigator Gerry Schmidt was called to the scene of a burglary at which no point of entry had yet been found. The officers were as mystified as the victim, but the scene was carefully processed nonetheless. One of the officers noticed that the mechanism which operated the transom above the front door was bent. Soon Gerry came up with a set of latent prints from the transom, and the POI was established. As the officers were about to leave, the victim remembered the piece of paper he had found on the floor when he first entered and discovered the burglary. In his subsequent state of shock, he had forgotten all about it. Unfolding it, the officers now had a certified copy of the suspect's SF arrest record, issued by our own record room. How convenient. A quick trip back to the Hall, pull this guy's print card, and — can you believe it?—a visual ID was made with the prints taken from the transom. Warrent issued, arrest made. While squeezing through the transom, the bad guy must have been upside down for a moment, and a sudden gush of gravity relieved him of the rap sheet he very obligingly brought with him. Didn't even need the "Wendy Machine" on this one...

A Christmas Tale

What would the Christmas season have been without at least one heart-winger? Officers Rick Galande #1660 and Glen Melanson #1060 were dispatched to a landlord-tenant dispute where they found the building owner insisting that a family consisting of a grandmother, daughter, and three small grandchildren be summarily evicted. The two women were able to show convincingly enough that their funds were coming to them, but the check had been sent to a previous address. The landlord, having no holiday spirit whatever, refused to budge and grant an extension. Now the officers could have simply done their job and left the family on their own. But with the help of Communications dispatcher Medinda Barry who made numerous phone calls throughout the city and surrounding area, every possible agency and resource was contacted in a vain effort to locate some emergency shelter for the two women and three children. With every other possibility exhausted, the officers came up with enough of their own money to house the family until their funds caught up with them. For those of us as police officers who do take that extra step for someone, who can say with certainty why we do it. Contrary to what the daily papers would have you believe, there are officers such as these out there. And it is officers such as these who get used up and tossed aside by the system, like a spent D-cell battery. In the final analysis, however, it was the generosity of two cops and the concern of a police dispatcher who kept a family together at Christmas. In a city with a multi-million dollar social services budget and countless other relief agencies, both public and private, it is a remarkable tale.

Meanwhile, out in the Mission...

Sgt. Joe Duto along with Officers Quema and Espinda (3D35) were cruising down Mission St. when they saw a man suddenly run out of a jewelry store and immediately collide with a pedestrian, knocking both of them flat on to the sidewalk. (Yes, this qualifies as a suspicious circumstance possible related to criminal activity!) Having met that pre-requisite, the chase was on. The man from the jewelry store jumped up and continued running. The officers saw that he was carrying a plastic garbage bag, and was headed for a brown Oldsmobile which was parked at the curb with a driver behind the wheel. The officers quickly sped toward it also. The driver of the Olds saw the police undercover car closing in on him (it takes a trained eye to spot one of these, you know) so he put the pedal to the metal and left his buddy literally holding the bag. Quite a scene it was in the heavy Mission St. traffic, as the bandit-turned-track-star ran alongside the Olds banging on the window and frantically trying to pull open the now locked passenger door. (What are friends for?) Now realizing that he was going to miss his ride,

our marathon suspect took off in another direction. After a two block chase, 3D35 was able to capture the getaway car, and Officer Gary Fox caught up with the running robber who belted Gary with an umbrella (a la Mary Poppins) in a final act of frustration before being taken down. Weapon recovered, loot recovered. Just about then, HQ broadcast the 211 call from the jewelry store. It was over almost before it began. Back at Co. D, the driver of the getaway car made only one statement: "I didn't even know that m-- f--!" Another case of honor among thieves, fading fast....

Say Brother...

This story comes from unreliable sources within the Auto Theft Abatement Task Force, and concerns a vehicle stop made on a suspected 10851 auto. The standard script in these scenarios requires that the driver of the car have no license or any other identification with him because his wallet just got stolen. There are no registration papers because the car is borrowed, right? Of course, at this point, the officers usually begin a game of 20 questions in an effort to pry loose whatever shred of truth there may be in the matter. This particular nervous individual insisted that the car belonged to his brother, who had just purchased it. The brother had also coincidentally just moved to a new address (which he couldn't recall) and had no phone yet. Seeing that the officers were not buying this little fairy tale, the driver became visibly shaken, "Are you sure this is your brother's car?" came the final question. The tone of voice betrayed the officer's disbelief, and with that frantic grin only a cornered criminal can muster, the driver replied, "Well, uh, we're all brothers, aren't we?" Save it for Sunday Services, pal...

Do you have a good "street cop" story to tell? Send it in to "ON ROUTINE PATROL," c/o Editor, POA NOTEBOOK, 510-7th Street, San Francisco, CA 94103.

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1987 Turkey Winners

Congratulations to the below listed members whose names were drawn to be the recipient of a holiday turkey.

Turkeys can be picked up in person at the California Poultry Sales, Inc. (777 Brannan Street) between the hours of 0800 and 1700 hours.

Robert Aitchison, #1382
Raymond J. Allen, #1776
Milton F. Andaluz, #1851
Mark A. Antill, #249
Edward A. Anzore, #2086
Howard T. Arata, #1469
Chester H. Banks, #461
Michael D. Becker, #564
Marco Benassini, #1131
Philip O. Bill, #1259
Alex R. Bini, #67
Donald W. Brewer, #1486
Betty L. Brown, #689
Vincent a. Catanzaro, #773
Michael J. Cavanaugh, #575
Mario F. Ceballos, #329
Herman W. Clark, #4
Gordon G. Clark, #740
Lee H. Clarke, #10
Raymond M. Colla, #1011
Manuel J. Coreris, #2006
Robbie Corley, #809
Joseph Cotla, #102
Thomas A. Crawford, #921
Bruce G. Crayton, #1220
Gerald D'Arcy, #185
Gerald F. D'Elia, #1880
Robert E. Dagitz, #330
William Davenport, #320
Kenneth R. Davis, #1034
Robert J. DelTorre, #2043
Richard A. Dell Agostino, #492
Timothy W. Dempsey, #1740

Emile D. Dolan, #1361
Joaquin Dominguez, #1598
Michale A. Dudoroff, #2157
Elaine Economus, #283
Thomas Eisenmann, #1909
Kenneth M. Esposto, #198
Pedro L. Fernandez, #772
Michael T. Ferrier, #138
John P. Fewer, #33
Dennis P. Fitzsimons, #1403
Timothy Flaherty, #987
Clifton F. Fogarty, #225
Sally A. Foster, #1320
Robert A. Gillaspie, #1026
John C. Gleeson, #1710
Ruddy J. Glover, #576
Stephen T. Gough, #2039
Lawrence Gurnet, #1572
Dennis A. Gustagfson, #660
Gabriel P. Harp, #584
Raymond J. Hilvert, #247
Olva P. Hindahl, #1899
Reagan E. Howe, #1370
Robert J. Hulsey, #1071
Francis Kang, #2206
Henry L. Kirk, #1260
Carl C. Klotz, #1790
Vladimir Kovaleff, #90
Cynthia D. Kulstad, #321
David W. Letsch, #1485
Daniel Maginniss, #852
Michael F. Mahoney, #1527
William J. Maring, #1527

David L. Maron, #1929
David Martinovich, #2155
Alberto J. Miranda, #1321
Michael D. Morley, #2237
Craig Neufeld, #1222
Michael W. Pedrini, #505
Barbara R. Pinelli, #1611
James Pritting, #1293
Brigido S. Ramon, #1506
Darby J. Reid, #2164
Earl Rochlin, #224
Lawrence Ryan, #734
Michael P. Sanchez, #1835
John Sanford, Jr., #657
Janet M. Scarborough, #1540
Donald J. Smith, #1531
David M. Smith, #2188
Edward L. St. Andre, #60
James M. Strange, #1339
James J. Strong, #458
Gregory P. Suhr #887
Robert M. Swall, #333
William B. Sweeney, #152
Edward A. Tank, #1875
Felix T. Thieu, #1463
Albert R. Tong, #2169
Jay E. Wallace, #816
Patrick J. White, #29
Stephen J. Whitman, #521
Patricia Williams, #1981
Jones K. Wong, #2183
Sam Wong, #700
Jeremy Zarkin, #1309



RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Tax Bite '87

Need help deciphering the tax code? Our step-by-step guide gives you the straight scoop on the new rules.

by E.M. Abramson

It's more than a year since the Tax Reform Act of 1986 became the law of the land, and in a couple of months everyone will have to cope with the first tax returns due under the new rules. Since 1987 is a transition year, instructions and forms will be more confusing than they are expected to be when the final rules are in place.

Already there is plenty of confusion over the scores of changes. Of those changes, a dozen or so are of particular importance to older taxpayers. What follows is a "shopping list" of selected areas of the new law, necessarily brief but with enough information about each to help you understand the change and assess its impact on your particular situation.

Tax rates

For 1987 there are five rate steps, beginning at 11 percent and topping off at 38.5 percent (down from 1986's top rate of 50 percent).

Beginning with the 1988 tax year, the rates will be further reduced to the widely advertised two-step schedule: 15 and 28 percent. For high-income taxpayers, however, there will be an effective rate of 33 percent created by the gradual elimination of both the personal exemption and the 15 percent tax rate.

This extra 5 percent will be imposed on single taxpayers with adjusted gross income of from \$43,150 to \$100,480 — at which point the personal exemption and 15 percent tax rate will be completely absorbed and the marginal tax rate will revert to 28 percent. The equivalent gates on a joint return are \$71,900 and \$171,090.

For 1989 and succeeding years, these dollar figures — along with many other values in the tax structure — will be indexed to annual increases in the cost of living.

Personal exemption

The individual personal exemption for taxpayers and dependents increases to \$1,900 for 1987 and to \$1,950 for 1988, then levels off at \$2,000 for 1989 (indexed starting in 1990). The extra exemption for a taxpayer who is 65 or older or legally blind is eliminated — but a compensating supplement to the standard deduction takes its place.

Standard deduction

The term "zero bracket amount" never gained general acceptance so Congress has reverted to the familiar "standard deduction."

In 1987 the standard deduction is \$2,540 for a single individual, \$3,750 for a married couple filing jointly, and \$1,880 for married persons filing separate returns. On 1988 tax returns those figures climb to \$3,000 (single), \$5,000 (joint), and \$ 2,500 (married filing separately).

If you reach your 65th birthday by January 1, 1988, you may use the higher 1988 standard deduction on your 1987 return.

Further, beginning in 1987 taxpayers who are 65 or older or legally blind may claim, in addition to the standard deduction, \$750 on a single return, \$600 each on the joint return of a married couple. Meeting the requirements for both age and blindness will get you two extra \$750 or \$600 deductions.

With the combination of the increased personal exemption and the new standard deduction, a married couple who are both 65 or older may have as much as \$10,000 in taxable income in 1987 before incurring any tax liability. (You claim two personal exemptions at \$1,900 each, the basic \$5,000 standard deduction and two extra \$600 deductions.)

All the standard deduction dollar amounts will be indexed for inflation beginning with the 1989 tax year.

Itemized deductions

Medical expenses: The general rules for medical deductions remain unchanged. Beginning in 1987, only net expenses exceeding 7.5 percent (up from 5 percent) of adjusted gross income may be claimed.

State and local taxes: The major change here is the elimination of the sales tax deduction. Deductions are still allowed for real estate taxes, state and local income taxes and personal property taxes.

Casualty losses: A casualty loss deduction is allowed on insured property only if a timely insurance claim has

been filed. The old \$100-per-incident exclusion remains in effect, along with limitation of the deductible loss to the amount above 10 percent of adjusted gross income.

Contributions: Effective in 1987 the deduction for charitable contributions is gone for taxpayers who do not itemize deductions. For those who do itemize, there are only minor changes in the rules governing the Schedule A deduction for qualifying contributions.

However, major contributions of property that has appreciated in value may affect a taxpayer's liability for the expanded alternative minimum tax (AMT). Beginning in 1987, any appreciation on such property — the difference between the original cost and the present fair market value — must be counted as a "preference item" for determining liability for AMT.

Political contributions: The limited tax credit for qualifying contributions to political parties and candidates is eliminated beginning in 1987.

Consumer interest: The deduction for interest on consumer loans is phased out over a four-year period. For 1987 you can claim 65 percent of the interest that would have been deductible under the old rules. The amount will drop to 40 percent in 1988, 20 percent in 1989 and 10 percent in 1990. As of 1991 you may not deduct any consumer interest on auto loans, school loans, credit card balances, etc.

Mortgage interest: Interest on a mortgage taken to purchase a home — including both primary and second residences — continues to be fully deductible.

Interest on a second mortgage or home equity loan that was in place on August 16, 1986, is also 100 percent deductible.

Interest on a home equity loan taken after that date is fully deductible only for a principal amount secured by the property that does not exceed the basis (i.e., the original cost plus the cost of capital improvements since purchase minus any claims taken for casualty losses).

Interest expense attributable to a principal amount in excess of that cost-plus-improvements figure may be deducted only if the proceeds of the loan are used for (a) home improvements or (b) medical expenses or (c) educational expenses for yourself or another family member.

Loans in excess of the ceiling are perfectly legal, of course, but you can no longer count on a tax deduction to reduce the cost of interest payments on loans that don't meet these criteria.

Investment interest: is defined as interest expense interest is limited to the amount of your net investment income, and may not be subtracted from other income such as wages or retirement pay.

"Investment interest" is defined as interest expense incurred in connection with investments other than those associated with a trade or business, or an activity in which you are an active participant. "Investment income" includes interest and dividend income and any net capital gain arising from the disposition of investment property.

Investment expenses arising from tax shelters or from the ownership of real estate in which you actively participate are governed by different rules, covered separately below.

Miscellaneous expenses: In general, miscellaneous deductions now authorized (investment expenses, tax return preparation, employee expenses) continue to be deductible, but only to the extent that the total exceeds 2 percent of adjusted gross income — a limitation likely to wipe out this deduction for most people.

No deduction will be allowed for travel for educational purposes, even if the education is related to your work. Only 80 percent of the cost of business entertainment and meals will be allowed; the same 80 percent limitation will apply to meals associated with a work-related move.

Capital gains and losses

The distinction between long-term and short-term capital gains and losses ended as of December 31, 1986. However, a transition rule for 1987 limits the tax on net long-term gains to 28 percent, even though the top tax rate is 38.5 percent.

When the new rule is fully implemented for 1988 and later years, 100 percent of capital gains will be taxable at your normal tax rate, but still limited to the 28 percent ceiling. Net capital losses to a maximum of \$3,000 a year will be deductible in full from ordinary income. Unused losses may be carried forward to succeeding years, deductible first against gains in that year, then from other in-

come (up to the \$3,000 annual limit).

Rental real estate

Investments in real estate in which you actively participate are treated somewhat differently from other types of investments.

"Active participation" does not preclude the use of a realtor or other agent; to qualify, you need to perform functions like setting rental rates, reviewing prospective renters, and approving major repair and maintenance expenditures.

Expenses — including interest expense — are deductible in full against rental income. In addition, up to \$25,000 in losses and tax credits may be taken each year against "non-passive" income (wages, pension payments).

But that \$25,000 allowance is phased out for single persons or married couples filing jointly who have adjusted gross income (before including the passive losses) in excess of \$100,000 and it disappears entirely at \$150,000 AGI. (All these numbers are cut in half for married people filing separately.)

Tax shelters

Losses and tax credits arising from "passive business activities" (those in which the taxpayer does not materially participate) will be permitted only against passive income.

Existing tax shelters were grandfathered; that is, elimination of the tax deduction for any such investment you owned on August 16, 1986, is phased in on the same schedule as consumer interest. You can claim 65 percent of qualifying losses and credits in 1987, 40 percent in 1988, 20 percent in 1989, and 10 percent in 1990.

Losses and credits not taken in any year may be carried forward to succeeding years until used up. Any unused losses — but not credits — may be claimed in full in the year you dispose of the investment.

Life insurance benefits

A lump-sum insurance payment to a beneficiary after an insured's death remains excludable from taxable income. If the beneficiary receives annuity payments instead, a part of each payment represents interest on the principal.

Under the old rules, when an insurer paid life insurance proceeds as an annuity, a prorated amount of each payment was nontaxable; the remainder was includable in gross income as interest income, but the surviving spouse could exclude up to \$1,000 of such interest. That exclusion has been eliminated for post-October 22, 1986, deaths.

Trusts

The income-shifting advantage of short-term and *inter vivos* (living) trusts is virtually eliminated for trusts established after March 1, 1986 (and for property transfer-

(See TIPS, Page 14)



Gino Marionetti
Retirement Columnist

Dear Gino,

Enclosed is a snap of Rex Oberg, Edward H. Hartman, and Robert Vienot. Thought you might want to use it in the next edition of the paper.

All three of us served in the Bureau of Communications (together) during the 70's. Vienot still lives in S.F. after retiring in 1978. Oberg lives in Angeles Camp after retiring in 1974. I live in Murphys after retiring in 1979.

Vienot came up to Calaveras county to visit me, and I arranged a reunion. Oberg and I live 8 miles apart.

There has been a lot of water over the dam since we were neighbors on 47th Ave. Hope all is well with you and I do enjoy the column that you and Mike put together.

Edward H. Hartman

Retirement Planning Seminar

To all members contemplating retirement.

Make plans to attend our yearly Retirement Planning Seminar which probably will be held in April of 1988.

Watch for the February issue of the POA Notebook for further information.

ELECTION INFORMATION

End "Dead Time" for POA Presidents

by Ron Parenti, V.P.

The recent passage of Proposition J by the electorate of San Francisco in the November 1987 General Election allows city employee representatives (including POA president) to now become part of the city retirement system while on leave.

In years past, the president of our Association, as well as all other representatives of city employee unions or associations, have been required to take a leave of absence from city employment while holding these positions. In doing so, the time spent has been considered "dead time" in years of service for retirement purposes. Proposition J will now allow city employee representatives on leave to contribute into the retirement system and accrue their years of service toward retirement. The cost to be borne by the employee or the organization they represent.

On your POA ballot (which you will receive in late January 1988) you will be asked to approve and incorporate into our Association's By-Laws, the provisions of Proposition J. In this measure the president's retirement cost will be paid by the Association.

This seems a fair incentive which will encourage a wider spectrum of candidates, some of whom would not consider the office of president without this benefit.

The provisions of this by-law (if passed) will become effective beginning with the next POA presidential election to be held in January 1989.

SOUTHERN

Fellow Members,

I have decided to run for representative of Southern Station. In my tenth year with the Department I have served at Northern, Park, and currently Southern Stations. Of major concern to me is an upgrading of benefits for officers. Dire improvements need to be implemented for those officers who have come in under the Tier Two system. This must be done without compromising any of the benefits of those under the older Tier One system. If elected my top priority will be to ensure all members that they receive fair treatment from the department through effective representation.

Sincerely,
William Davenport
Southern Station

NORTHERN

To the Members of Northern Police Station,

As election time comes around, I am once again asking you to give me your vote and allow me to continue my work on the POA Board of Directors. After three years of long hours spent at board meetings, Chief's hearings, OCC and Management Control interviews, DABOR hearings, Police Commission hearings, local labor functions, political meetings and activities, you might ask why I want to continue with this workload. I want to continue my work on the board to attain three main goals:

- 1) Seek a fair, competitive, job related promotional system that operates without consideration for race or sex; as called for by the United States Constitution.
- 2) To upgrade the inferior Tier II retirement system, which makes Tier II officers second class members of the law enforcement community.
- 3) To give the benefit of my experience in the defending of members on disciplinary and grievance matters; as politics in this city so often precludes justice and fair treatment.

Over the years I have been very successful in representing members at the Chief's Office, Police Commission, DABOR and through OCC and Management Control investigations. I have also developed a good relationship with the majority of persons who control and operate these units, and I believe that the membership has benefited many times from these relationships. There have been many matters over the years that I was able to keep out of the Chief's Office and the disciplinary system, but talking with people and handling matters in a more personal manner.

I ask you to give me your vote and allow me to continue to represent your interest and work for the goals which I have outlined.

Thank you.
Ed Garcia
POA Director
Northern Police Station

Re-Elect Ed Garcia Northern Station Representative

Ed Garcia has excelled as a member of the POA Board and based upon the excellent representation he has provided the members of Northern Station and other units, Ed clearly deserves to be returned to the Board as your elected representative.

I have assisted Ed on many occasions while he was representing members before the chief and without question, Ed has earned the respect of the Administration and his peers as a prepared, strong advocate as well as having developed the skill of artful compromise when the situation dictates.

Being a POA representative these days is no easy task, and in view of these many difficulties, as well as the tremendous time commitments required of a representative, Ed has shown he is truly dedicated to his role as a POA representative as he has produced positive results.

I urge the members of Northern Station to re-elect Ed Garcia as your POA representative.

Bob Barry
POA President

RETIRED

My name is James Cole and I'm running for the Board of Directors Retired Representative. I am presently the incumbent, for the past three years, while enjoying my membership with the San Francisco Retired Police Association.

One main difference as the representative of the retired officers association is that I have twenty four regular meetings to attend each year in contrast to only twelve the other reps. have, as they do not have to attend other association meetings. Plus attending the regular twenty four meetings, the P.O.A. has four or five emergency and six to seven special committee meetings during the year, not including special functions to attend. Now, that's a lot of meetings.

Recently a friend inquired why I was running for office again. I told him it's not for fame or fortune. That I enjoyed it and it's something to do during my retirement. He dropped the subject.

In reality, and after some thought, the reason was quite clear. It is fun! Actually, after retirement the realization came to me, with a small thud in my brain, that life wasn't going to be cops and robbers any more. Friends would fade and only the memories would live on. Deciding to keep up some of my personal relationships, I joined the San Francisco Police Officers Association and was elected Rep. to the P.O.A.

Not only have I maintained contact with old friends and made new ones, among younger officers, but I've found I could really help serving the retired members of this department. This is the part that really counts, the good feeling that comes over a person when they have helped in some small way. Occasionally, it is quite important to the person you've helped. And that is why I'm running again.

Retired officers. Vote!

Jim Cole

Re-Elect Jim Cole Retired Members Representative

Jim Cole has been serving on the POA Board of Directors as the elected representative of the Retired Members for the past three years and has carried out his duties in an excellent manner.

Jim rarely misses meetings and when in attendance, he has consistently advocated positions on issues which are in the best interest of all Retired POA members.

A recent example of his advocacy is the issue of retired officers not receiving a certain amount of retroactive salary increases when one or more of our surveyed cities receive their increases retroactive to a date other than July 1st. The city attorney has opined that when this situation occurs, retired officers must wait until the following July to receive the increase.

Assisted by Sol Weiner in the preparation of corrected language, Jim Cole introduced the motion to place a charter amendment on the June '88 ballot to correct this situation.

Jim has also been a very active member of the POA Insurance Committee and he has been very forceful in our meetings to ensure that existing benefits for veteran officers remain intact, even though there were recommendations to reduce some benefits. In fact, during recent Insurance Committee meetings, Jim was successful in convincing the Committee to offer more insurance benefits to our veteran officers. We are now in the process of finalizing our insurance package with our carrier.

I believe that Jim Cole has represented your interests in an exemplary manner; he works very well with other

ELECTION NOTICE

The election for 1988's Board of Directors will take place during the week of January 24th through January 29th. Ballots will be counted on February 2nd.

Candidates for 1988 Board of Directors

Central Station:	Vince Neeson Paul Bertsch
Southern Station:	Pete Maloney William Davenport
Potrero Station:	William Coggan
Mission Station:	Dan McDonagh
Northern Station:	Ed Garcia Dave Herman
Park Station:	Tony Santana Jack Smoot
Richmond Station:	Greg Ovanessian Lon Ramlan
Ingleside Station:	John Erlich
Taraval Station:	Mike Conway
Traffic Bureau:	Jerry Doherty Ben McAllister
Tactical Company:	Bill Taylor
Muni Transit:	Tom Flippin Jacklyn Jehl
Headquarters Co.:	Mark Hawthorne Steve Johnson
Inspectors Bureau:	Paul Chignell Alex Fagan
Retired:	James Cole James McDonald

Board members and has truly been a credit to the POA Board. Jim certainly deserves your vote to return him to serve your interests in 1988.

Bob Barry
POA President

HQ

My Fellow Colleagues,

As your Headquarters representative for the past year, I have learned a great deal. I have participated in the decision making process of the Board of Directors, I've written articles about our organization, I have been educated about the grievance process through being present during hearings and by having input in projected department General Orders and bulletins. All of my endeavors have not always been fun, but by the same token, it has been a rewarding challenge. A challenge I gladly accepted when you voted me one of your representatives one year ago.

Although Steve Johnson and I are running unopposed, I would still like to take this opportunity to thank all of you for your support. I would also like to say that I look forward to the next year as your representative because there has been, or will be, a change in city government and within our organization. I will again gladly accept the challenge of striving for the best representation that can be provided for members of Hq. as well as those others who are members of the P.O.A.

I truly realize that the only way we, as an organization, can provide for the best interest of our members, is by taking an active interest in the policy making body. I no longer feel, as I stated in my initial solicitation statement one year ago, that it is "The P.O.A. and Us." It has been my finding that the P.O.A. is doing its best to insure that the best interests of its membership is looked after. As with anything though, the system is not perfect, but I feel as of now, the P.O.A. is doing what it can to preserve the rights of its members.

Many new issues will be confronting us in the coming year. Ballot measures such as collective bargaining/binding arbitration, retirement contribution for the head of our P.O.A., and the day to day, month to month, issues that effect us all. It is to those issues that I will again direct my energies to the best of my ability in representing you, my colleagues.

Once again, thank you for your support and please feel free to call or write me for advice, hate mail, for a visit, or just for a chuckle.

Fraternally,
Mark Hawthorne

LET'S GET OUT AND VOTE!

VOTE



SAN FRANCISCO

**Fellowship of
Christian
Peace Officers**

by Jim Crowley, Homicide

**Fellowship Of
Christian Peace
Officers 13th Year**

This month, January, 1988, we start our 13th year of ministry. The San Francisco Chapter of the Fellowship of Christian Peace Officers was founded in January 1976. Since that time many police officers have either received Jesus Christ as their Lord and Savior for the first time or have rededicated their lives to Him.

We have held our Second Annual Police Couples Retreat November 20-22, 1987, at the Mission Springs Conference Center in Scotts Valley, California. The leadership team included San Francisco Police Department Chaplains Father John Heaney and the Reverend Mike Ryan. This was a chance for police officers and their spouses to take a break together for a stress reducing, relaxed conference. It was a time of spiritual enrichment and personal rejuvenation with other men and women in a fresh mountain atmosphere. There was stimulating bible teaching by Chaplain Mike Ryan. Mass was offered by Father John Heaney. There was a time for leisure and solitude, and plenty of fellowship and fun. We invite you to join us next conference, breathe ocean-fresh air, walk the creek-side trails and deepen your spiritual relationship with God.

There is another Law Enforcement Conference scheduled for February 9-11, 1988 at Mt. Herman, California. Details to be announced at our next luncheon.

On Thursday, January 14, 1988, we will hold our monthly luncheon at the POA Building, 510 7th Street. Our speaker to start the New Year will be Father Dick Bane of St. Thomas Moore in San Francisco. Father Bane is known throughout the San Francisco Bay Area for his participation in the Healing Masses and the Catholic Charismatic Renewal. Please call Jim Crowley or Ed Erdelatz at 553-1145 if you wish to attend.

May the Lord continue to bless and protect all of you and your families.

Luncheon meeting will be Thursday 02/11/87 at 12:00 Noon. Held at the P.O.A. Building, 510 7th Street. A hot lunch will be served by Donna. Contact below individuals.

Speaker for February Luncheon will be Pastor Dick Jefferson of Temple Baptist Church.

For many years "Cops for Christ" held our monthly meetings at Temple Baptist Church, thanks to the kindness and generosity of Pastor Jefferson. Dick Jefferson is a strong leader and bible teacher who has been a good friend and supporter of our fellowship. — "Cops for Christ" is an inter-denominational meeting. Our purpose is to support and unite Peace Officers in the love of Jesus Christ and the power of prayer.

Jim Crowley 553-1500
Ed Erdelatz 553-1145
Dan Hampton 553-1101

ATTENTION!



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More Evidence That Demands A Verdict

by Jim Crowley, Homicide

The following article is taken from the book "Evidence that demands a Verdict" by Josh McDowell, used with permission.

The Messianic Prophecies of the Old Testament Fulfilled in Christ.

The apostles throughout the New Testament appealed to two areas of Christ's life to establish His Messiahship. One was the resurrection and the other period contains several hundred references to the coming Messiah. All of these were fulfilled in Christ and they established a solid confirmation of His credentials as the Messiah.

For the sake of space and time I will present only a partial list, for more detailed study I recommend Mr. McDowell's book.

The Purpose of Messianic Prophecy.

God is the only true God whose knowledge is infinite and whose word is never broken.

"God is not a man, that He should lie,
Nor a son of man, that He should repent;
Has He said, and will He not do it?
Or has He spoken, and will we not make it good?"

Numbers 23:19

All things are subject to God's Devine Will.

"Remember the former things long past,
For I am God, and there is no other;
I am God, and there is no one like Me,
Declaring the end from the beginning
And that ancient times things which have not been done,
Saying, "My purpose will be established,
And I will accomplish all My good pleasure."

Isiah 46:9, 10

Appeal to Messianic Prophecy.

JESUS.

"Do not think that I came to abolish the Law or the Prophets; I did not come to abolish, but to fulfill."

Matthew 5:17

"Now He said to them, 'These are My Words which I spoke to you while I was still with you, that all things which are written about me in the Law of Moses and the Prophets and the Psalms must be fulfilled.'"

Luke 24:44

New Testament writers appeal to prophecies fulfilled in Jesus.

"But the things which God announced beforehand by the mouth of all the prophets, that His Christ should suffer He has thus fulfilled."

Acts 3:18

"And according to Paul's custom, he went to them, and for three Sabbaths reasoned with them from the Scriptures, explaining and giving evidence that the Christ had to suffer and rise again from the dead, and saying, 'This Jesus whom I am proclaiming to you is the Christ.'"

Acts 17:2, 3

Credentials of Jesus as the Messiah through fulfilled prophecy.

Prophecies Concerning His Birth.

PROPHECY

"And I will put enmity Between you and the woman
And between your seed and her seed; He shall bruise you
on the head, And you shall bruise him on the heel."

Gen. 3:5

FULFILLMENT

"But when the fulness of time came God sent forth His Son, born of a woman, born under the Law."

Gal. 4:4 (Also see Matt. 1:20)

Jewish Source: Targum Pseudo Jonathan on Gen. 3:15 states, "And I will put enmity between thee and the woman, and between the seed of your offspring and the seed of her offspring; and it shall be that when the offspring of the woman keep the commandments of the Law, they will aim right (at you) and they will smite you on the head; but when they abandon the commandments of the Law, you will aim right (at them), and you will wound then in the heel. However, for them there will be a remedy, but for you there will be none, and in the future they will make peace with the heel in the days of the king, Messiah."

2/122

PROPHECY

"Therefore the Lord Himself will give you a sign: Behold, a virgin will be with child and bear a son, and she will call His name Immanuel."

Isiah 7:14

FULFILLMENT

"...and she was found to be with child by the Holy Spirit. And Joseph..... kept her a virgin until she gave birth to a Son; and he called His name Jesus."

Matthew 1:18, 24, 25
(Also see Luke 1:26:35)

Son of God
PROPHECY

"I will surely tell of the decree of the Lord: He said to Me, 'Thou are My Son, Today I have begotten Thee'." Psalms 2:7 (Also see I Chron. 17:11-14; II Sam. 7:12-16)

FULFILLMENT

"...and behold, a voice out of the heavens, saying, 'This is My beloved Son, in whom I am well pleased'"

Matthew 3:17

(Also see Matt. 16:16; Mark 9:7;
Luke 9:35, 20:780; Acts 13:30-33
John 1:34, 49)

Seed of Abraham.

PROPHECY

"And in your descendents (lit., seed) and all the nations of the earth shall be blessed, because you have obeyed My voice."

Genesis 22:18

(also see Genesis 12:2, 3)

FULFILLMENT

"The book of genealogy of Jesus Christ, the son of David, the son of Abraham."

Matthew 1:1

"Now the promises were spoken to Abraham and to his seed. He does not say, 'and the seeds,' as referring to many, but rather to one, 'and to your seed,' that is Christ."

Galatians 3:16

The importance of the event in Genesis 22:18 is established when we realize that it is the only time that God swears by Himself in His relationship with the patriarchs.

Matthew Henry says about Genesis 22:18, "In thy Seed, one particular person that shall descend from thee, (for he speaks not of many, but of one, as the apostle observes Ga. 3:16) shall all the nations of the earth be blessed, or shall bless themselves, as the phrase is, Isa. 65:16. 15/82

The above passage determines that the Messiah would come from the race of the Jews.

Son of Issac

PROPHECY

"But God said to Abraham through Isaac (lit., your seed will be called) your descendants shall be named."

Genesis: 21:12

FULFILLMENT

"Jesus, ...the son of Isaac, ..."

Luke 3:23, 34 (also see Matt. 1:2)

Abraham had two sons, Isaac and Ishmeal. Now God eliminates one half of the lineage of Abraham.

Son of Jacob

PROPHECY

"I see him, but not now; I behold him, but not near; A star shall come forth from Jacob And a scepter shall rise from Israel And shall crush through the forehead of Moab. And tear down all the sons of Sheth."

Numbers 24:17 (also see Genesis 35:10-12)

Isaac had two sons, Jacob and Esau. Now God eliminates one-half of the lineage of Isaac.

Tribe of Judah

PROPHECY

"The scepter shall not depart from Judah, Nor the ruler's staff from between his feet Until Shiloh comes, And to him shall be the obedience of the people."

Genesis 49:10 (Also see Micah 5:2)

FULFILLMENT

"Jesus, ...the son of Judah..."

Luke 3:23, 33 (Also see Matthew 1:3
and Hebrews 7:14)

Jewish Source: Targum Jonathan of Genesis 49:10 Ila says, "Kings shall not cease nor rulers, from the house of Jehuda, nor sapherim teaching the law from his seed, till the time that the King, the Meshiha, shall come, the youngest of his sons; and on account of him shall the peoples flow together How beauteous is the King and Meshiha who will arise from the house of Jehuda!" 8/331

Jacob had twelve sons and each became a tribe of the Hebrew nation Now God eliminates eleven-twelfths of the lineage of Jacob.

Family Line of Jesse

PROPHECY

"Then a shoot will spring from the stem of Jesse, And a branch from his roots will bear fruit."

Isaiah 11:1 (also see Isaiah 11:10)

(See VERDICT, Page 14)

Board of Directors Meeting

December 15, 1987

Members Present: Maloney, McDonagh, Garcia, Santana, Ovanessian, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Fagan, Cole, Rapagnani, Linehan, Parenti, Barry.
Members Excused: Deignan, Keys, Flippin.

President's Report

Update the Spending Limit: President Barry introduced David Fogarty of Californians for Quality Government who spoke in support of a June 1988 ballot initiative known as "Government Spending Limitation and Accountability Act." Mr. Fogarty indicated that if this legislation is passed by the voters of California adjustment would be made in the present Gann Spending Initiative passed by the voters so that local governments would "preserve the checks on government spending but adjust it to reflect our growing economy and changing needs."

Supplemental Funds/Retro Checks: President Barry reported that the Board of Supervisors approved a supplemental appropriation by a vote of 9-yes and 1-no.

Vice-President's Report

Ron Parenti discussed with the Board of Directors the grievance disposition regarding the violation of Special Order 86-47 and a verbal agreement by changing officers' work shifts in excess of three hours to police non-emergency special events.

Secretary's Report

A motion by Garcia seconded by Cole to accept the Secretary's report which appeared on page 9 of the December issue of the Notebook. Motion was approved by voice vote.

Treasurer's Report

Dan Linehan handed out the November 1987 monthly financial statement which showed a balance of over \$80,000 on hand. A motion by Rapagnani seconded by McDonagh to accept the Treasurer's report. Motion was approved by voice vote.

Committee Reports

Federal Litigation: Attorney David Clisham reported that the Q-80 captain examination scoring had not been completed at this time. A copy of a letter that was sent to Dan Siegel of the City Attorney's office regarding the Q-50/Q-35 future examination was given to the Board of Directors. This letter protested the materials that were given to the POA regarding the construction of the future Q-50/Q-35 as "inadequate" to evaluate the examination plans.

Labor Relations: Bob Barry received a letter from Carroll, Burdick & McDonough on the Department's proposed Special Order on Compensatory Time Use. General Order D-8 limits to 240 hours the maximum amount of compensatory time that may be accumulated by a member. The POA Attorney's Opinion is that the City, through the Police Department, may impose restrictions on the accumulation of compensatory time off.

Legislative: Dan Linehan requested the Board of Directors to consider a Charter Amendment that would upgrade portions of the Tier II Retirement Benefit. Motion by Garcia seconded by Fagan to reserve a spot on the June 1988 ballot to improve Tier II benefits. The motion was passed by voice vote.

Uniform & Safety: Bob Barry was informed of the resignation of Larry Barsetti. President Barry will make a new appointment.

Screening: President Barry gave the Board of Directors an update regarding the Carroll, Burdick & McDonough Contract for Legal Services. A motion by Linehan seconded by Parenti to increase the Carroll, Bur-

dick & McDonough Contract from \$7,000 to \$9,000. Motion passed by a vote of 9-yes and 6-no.

Voting yes were McDonagh, Garcia, Santana, Suslow, McAlister, Johnson, Linehan, Parenti and Barry. Voting no were Maloney, Ovanessian, Doherty, Chignell, Fagan and Cole.

Old Business

President Barry discussed the Arrest Hunger Program and the \$6,400 that the POA had raised from the Community.

A motion by Johnson seconded by Parenti to divide the \$6,400 among six community organizations. Was amended by a motion by Johnson and a second by Santana to divide the \$6,400 among St. Anthony's, Glide Memorial Church and the Salvation Army; motion was approved by a vote of 11-yes and 4-no.

Voting yes were Maloney, McDonagh, Garcia, Santana, Ovanessian, Suslow, Doherty, Johnson, Cole, Parenti, Barry. Voting no were McAlister, Chignell, Fagan and Linehan.

Resumed Board of Directors Meeting

New Business

A motion by Santana seconded by Deignan to give a gift of \$100 to the office staff for Christmas. Motion carried by voice vote.

Political Contributions

A motion by Chignell seconded by Linehan to donate \$250 to Supervisor Harry Britt. Motion passed by voice vote.

Reno Rapagnani

Special Board of Directors Meeting

November 12, 1987

Members present: Deignan, McDonagh, Garcia, Santana, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Fagan, Cole, Rapagnani, Linehan, Barry. Absent: Keys, Ovanessian. Excused: Maloney, Flippin, Parenti.

Special Item

A motion by Rapagnani seconded by Taylor that the P.O.A. Board of Directors request that the range of weights for the Q-80 exam be given to the P.O.A. test expert for evaluation prior to the administration of the Q-80 examination. Motion passed unanimously.

A motion by Johnson seconded by Deignan that to avoid any hint of impropriety in the grading of the written portion of the Q-80 examination, that all written portions of the examination be transcribed into typed script prior to any rating, and that the cost of the transcription be funded by the Consent Decree Unit. Motion passed unanimously.

A motion by Chignell seconded by Reilly to contribute \$250 to the P.O.A. endorsed candidate for Mayor Art Agnos. Motion passed by voice vote.

Motion by Rapagnani seconded by Linehan to make

an independent expenditure on behalf of the POA endorsed candidate for mayor Art Agnos not to exceed \$20,000. Motion passed. Voting yes: Deignan, McDonagh, Garcia, Santana, Reilly, Suslow, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Fagan, Cole, Rapagnani, Linehan and Barry.

Meeting adjourned.

Reno L. Rapagnani

Special General Membership Meeting

December 29, 1987

The meeting was brought to order by President Barry who accepted nominations for station representative from the floor as well as the Election Committee.

- Central Station: Vince Neeson
Paul Bertsch
- Southern Station: Pete Maloney
William Davenport
- Potrero Station: William Coggan
- Mission Station: Dan McDonagh
- Northern Station: Ed Garcia
Dave Herman
- Park Station: Tony Santana
Jack Smoot
- Richmond Station: Greg Ovanessian
Lon Ramlan
- Ingleside Station: John Erlich
- Taraval Station: Mike Conway
- Traffic Bureau: Jerry Doherty
Ben McAllister
- Tactical Company: Bill Taylor
- Muni Transit: Tom Flippin
Jacklyn Jehl
- Headquarters Co.: Mark Hawthorne
Steve Johnson
- Inspectors Bureau: Paul Chignell
Alex Fagan
- Retired: James Cole
James McDonald

VICE-PRESIDENT'S REPORT

Ron Parenti discussed the passage of Proposition J in the November 1987 Election. This Charter Amendment would allow a city employee organization, like the POA, to pay the employee organization representative's retirement contribution. This would allow the representative to stay in the respective retirement system.

Vote #1: A motion by Santana seconded by Hawthorne to have the membership vote on the question of paying the retirement contribution of the President of the Police Officers' Association starting in 1989. The motion was passed by voice vote.

Vote #2: A motion by Linehan seconded by Garcia to have the membership vote on the question of affiliation with the International Union of Police Association (IUPA) and affiliation with the San Francisco Labor Council. The motion failed by a vote of the members present.

President Barry made the following appointments to the Election Committee.

- James Dachauer, Chairman
- Thomas Mulkeen
- Sally Dehaven
- Roy Sullivan
- Jerry Senkir
- Henry Friedlander
- Joe Kennedy
- Ray Portue
- Rich Galliani
- Bill Shoaf
- Leanna Dawydiak
- Kenneth Esposto
- Dan Lawson
- Forrest Fulton
- Lynn Torres
- Ed Collins

Submitted by:
Reno Rapagnani
Secretary

Proposition I: Not a Complete Success

by James D. Cole,
Representative-Retired Members

Proposition I was an incomplete success. It was intended to amend the language of the City Charter and correct the manner in which active members of the police department and those of us who are retired would qualify for yearly pay increases.

As you know, in the past, there was an August deadline determining whether we receive pay increases or not. If one of the city police departments included in our wage increase formula received a pay increase prior to the August deadline, active and retired members of this department would receive those increases retroactive to July 1st of the current year. Consequently, those increases validated after the August deadline were not realized until July 1st of the following year, costing us a great deal of money. Subsequently, the voters of San Francisco passed Proposition I establishing a new Charter Amendment formula determining that all wage increases gained by the other four police departments listed in the formula became retroactive to the previous July 1st without regard

to the date those cities passed their increases.

This mandate eliminated the August deadline, allowing active and retired members to receive all pay increases through out the year retroactive to the previous July 1st. Unfortunately, it was determined by our esteemed City Attorney, Louise Renne, that Prop. I pertained only to active members of the department and did not include the retired officers. Reason, an innocent oversight committed by the P.O.A. To change the Charter two separate amendments were needed in Prop. I. One to cover active members and a second for the retired officers. Nor could we realize that Prop. I would be so narrowly interpreted by the City Attorney.

This interpretation was not only injurious to the retired officers but would, also, affect active members retiring in the future. Once retired they would fall into the retired status and no longer receive pay increases retroactive.

To correct this oversight and change the Charter to include retired officers and future members who would retire from the department the Retired Police Officers Association formed a committee including Sol Weiner, Tom

Dempsey and Al Perry to work in conjunction with the P.O.A. in placing a new measure on the June ballot in 1988. They have worked hard on this initiative creating a new draft with assistance from Mike Hebel and Bob Barry who helped us with the language of the text. Barry with the help of certain members of the P.O.A. and the committee have placed the draft before the Board of Supervisors assisting in its passage, guaranteeing us a place on the June ballot.

A successful conclusion of the June election, which would amend our previous oversight, will change the Charter once and for all creating a mandate that will protect those wage increases in the future for the active officers, retired members and those who will retire.



INVEST IN AMERICA
BUY AMERICAN MADE WITH
THE UNION LABEL.

Three Courses Offered to Spouses, Members and Friends

by Phil Dunnigan, Juvenile

Question: When was the last time this Department offered a no-strings-attached opportunity for self improvement?

Answer: I don't remember either. However, all that changes this Spring, with not one, but three (3) courses offered to members, their spouses and friends.

Course No. 1 SELF-HYPNOSIS:

The Department has used hypnosis as an investigative tool to enhance the memory of witnesses who thought they couldn't remember. Self-hypnosis is the same valuable tool, but used for personal improvement or skill, like becoming a non-smoker, a proper eater, a peak performer, or simply just learn to relax.

All classes will be team taught. Don Wilson, a professional hypnotist in private practice, will instruct with me at the Academy on 5 Tuesday evenings from 6:30 P.M. to 9:00 P.M., starting Tuesday, February 23, 1988.

The fee for the five 2½ hour sessions is \$50.00, with advance registration. The 1st and 2nd sessions (February 23, March 1) will teach self-hypnosis, while the 3rd and 4th (March 8 and 15) will focus on individual interests. The 5th final session (March 29, 2 weeks after the 4th) is designed as a "Booster Shot" to check students' progress and polish any rough edges.

Pre-registration is required, call Academy 641-8827.

Course #2 SPOUSAL AWARENESS PROGRAM:

When first told about this course, one police spouse said, "Finally, it's about time! We've wanted something like this for years."

This course is targeted for those wanting to develop practical skills to better cope in the stressful police relationship. This will not be a complaint session.

The time is 9:30 A.M. to 4:00 P.M. on Saturday, February 6, 1988, at the Police Academy.

For pre-registration, contact my co-instructor, Sandra Glosser, Department Training Consultant, at the Academy (641-8827). No fee.

P.S. It's OK for spouses to bring their significant other, but only if they want to.

Course #3 PERSONAL GROWTH PROGRAM:

The Department has purchased a Personal Growth Program from the Tice corporation at a cost of well over \$5,000. So far, many of the Department's administrators have been through this series and found it valuable. This is the first opportunity for members and their friends to experience that same series — at no expense, FREE.

This course is a part of the Human Potential Movement. Human Potential is not an organization, but rather a way of thinking. It's about being all you can be, without having to join the Army. This is a Practical course for the Possible. The Possible You. If this sounds interesting, you're ready. If this somehow sounds threatening, you're not.

Dates: Saturdays, March 5th and 12th. 9:00 A.M. to 4:00 P.M. at the Academy. To pre-register, contact Sandra Glosser (Academy 841-8827).

All courses are sponsored by SFPD Employee Assistance Program.

Spousal Awareness Program

This class is directed to the spouses and/or significant others involved in a police relationship.

Program Highlights:

- Stress Identification
- Coping and Prevention Techniques
- Self-Hypnosis as a Management Tool

Sponsored By:

San Francisco Police Department Employee Assistance Program

Workshop Presenters:

Inspector Philip Dunnigan, M.A. and Sandra Glosser, Training Consultant

San Francisco Police Academy
Saturday, February 6, 1988
Time: 9:30 AM to 4:00 PM

No Fee, Pre-registration required — Limited Class Size. To register call Sandra Glosser (641-8827) at Academy.

ATTEND A PERSONAL GROWTH PROGRAM WORTH \$ 5000 FOR FREE!

BIG BENEFITS

- INCREASE YOUR PERSONAL WEALTH
- BECOME MORE VITAL
- IMPROVE YOUR CHANCES FOR SUCCESS



ACHIEVING PERSONAL EXCELLENCE WORKSHOP

SPONSORED BY THE SFPD EMPLOYEE ASSISTANCE PROGRAM

PRESENTED BY



INSP. PHIL DUNNIGAN
SFPD



SANDRA GLOSSER
SFPD TRAINING
SPECIALIST

DATE: MARCH 5 & 12, 1988

TIME: 0900 - 1600

PLACE: ACADEMY

TO PRE-REGISTER CONTACT:
SANDRA GLOSSER 641-8827
(ACADEMY)

ENROLL NOW!

OPEN TO ALL MEMBERS THEIR FAMILIES AND FRIENDS

SELF-HYPNOSIS WORKSHOP

This five session course, open to department members and their friends, will teach participants the hands-on use of self-hypnosis in a variety of practical applications.

Topics will include, but not limited to:

- Practical stress management techniques
- Habit control (i.e. smoking/weight)
- Peak performance (in physical skills, examination preparation, etc.)
- Creativity and options development

Instructors

Insp. Phil Dunnigan
Department Hypnotist

Don Wilson
Professional Hypnotist

Sponsored by the SFPD Employee Assistance Program
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SELF-HYPNOSIS

Pathways

by Bob Rogers

Resolution

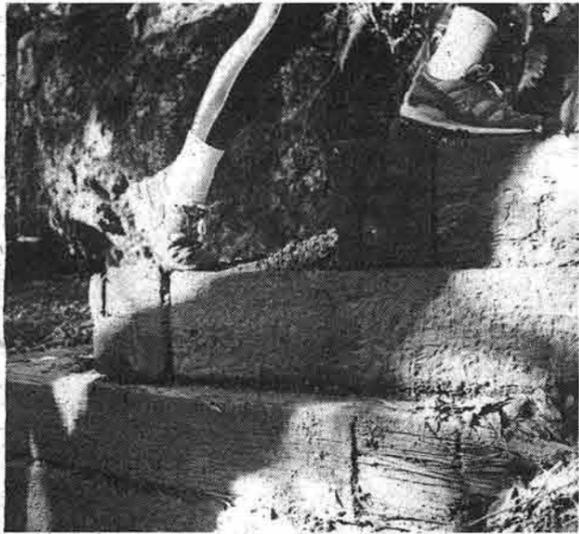
(Resolution: A resolute quality of mind.)

(Resolute: Having or showing a fixed, firm purpose; determined; unwavering.) Webster's New World Dictionary, 2nd College Edition.

That last Saturday in November. A few people wearing running gear stood shivering in the damp cold of a Mill Valley redwood grove. Some huddled in small groups while others kept their own company. The quiet tension—the few nervous remarks. It could have been the start of a road race or marathon but there weren't enough runners—a few dozen perhaps. And there was too, an aspect to this group that set them apart from the folks that take part in "fun runs" in the suburbs or gather for the atmosphere of races like the Bay to Breakers.

If it was summer this might be the start of the Dipsea Run. Among runners, that race is one of the legendary events in the country—up there with the Boston Marathon and Western States 100. The summer Dipsea is a grueling 7.1 mile race that begins with a sprint up hundreds of stairs cut into the Mill Valley Hills and then winds up and down across the shoulders of Mt. Tam—with an altitude gain of more than 2,000 feet along fire roads and loose slashes of scree cut up and down the mountain until the trail reaches the ocean at Stinson beach.

Bruce Dern, in the film "On The Edge," portrayed a maverick runner who returns to the Dipsea for the challenge of the gut busting climbs, steep descents, and varied dangers involved with completing that course. Runners across the country watched this movie—filmed on location—and wondered if such an arduous race really existed.



Most of the level portions of the Dipsea are on the top surface of the stairs, steps, and ties.

Even before the movie, some of this Department's best runners had felt the lure of the Dipsea. Walt Garry, Marty Walsh, Jeff Brosch, Morgan Peterson, Dave Seyler, Lou Barbarini, Ray Minkel, Mike Mahoney, and Dennis Gustafson have all completed the Dipsea. Some, like Morgan Peterson, have scares from the fix-up required after running the course. But the event scheduled for this day would make any Dipsea veteran shake his head.

Standing by himself getting ready for the start of this event was Ed Wynkoop of General Work. He had, some couple of months before, decided to give this thing a go. He ambled around trying to get warm while he thought over what he was about to do. While not strictly a runner—but more of a serious recreational athlete—boxing, biking, basketball, Ed had picked out an extraordinary goal for himself—one he wasn't sure he could attain. That had been the very attraction for Ed, though, and so he went through his final preparation—realizing it was almost time to find out.

The butterflies would soon blend with exertion, fear, and determination. At 7:35 A.M. it would start. Ed would push off with the small pack wondering if the physical training and mental get-ready had been enough. He had come to try the Quadruple Dipsea.

This was insanity. Wynkoop would be starting off in Mill Valley running all of the way to Stinson Beach and then—when he had completed the Dipsea, he would be turning around to climb back over the Mountain along the up and down trails returning him to town. At this point—having completed a "Double Dipsea"—an infamous event in itself, he would begin busting back up the stairs and over the Mountain to the beach once again, and then reversing the Mill Valley over a course that would be total 28.4 miles.

Here was a run longer than a 26 mile marathon that would force the athlete to face an elevation gain of over 8,000 feet. The terrain would entail stairs, wooded paths, loose gullies, streams, fire roads and a small amount of roadway. (The elevation gain would approximate running up Mt. Tam or Mt. Diablo almost four times.)

For the next several hours after that early morning start,



The climb begins.

Ed struggled with a number of physical and psychological stresses. The initial exhilaration on the run was short lived as the race began with a drive up the hundreds and hundreds of Dipsea stairs. The stairs, the descent into Muir Woods, the long climb up Cardiac Hill toward the Crest. He endured the nightmarish sensations of lungs bursting, legs going lead-like, and the heart pounding roller ball in his chest. Some joints stiffened and others began to swell as he pounded on mile after rugged mile.

While pausing to drink the de-fizzled cokes at the few aid stations along some of the mountain ridges, he realized he was losing the ability to focus on the scenery—there was just too much pain. Part of the training had entailed exposing his body to these kinds of stresses while trying not to injure it in getting ready, but at this kind of distance he knew that his mind would have to hold up as well.

Hours—HOURS, of pushing up and down hills that began to feel like they were trying to kill. He had to wrestle with the notion of whether he wasn't killing himself; with whether this was just too much—too stupid. There might be a point where the mind would have to be rational and shut this thing down.

The heavy burden of overheating and dehydrating during seven plus hours of torture amidst all of that beauty. His mind began to grind and gnash—the pushing on and on and on. There was a deep ache in his back. His feet swelled and began to blister. His body became Pain.

The other runners—strong men and fit women. Some wore T-shirts of past insanities. The pretty woman who had run the 100 miles of mountains from Squaw Valley to Auburn known as the Western States 100. The pain in all their faces—the labored nods or waves to Ed trying to return a smile or acknowledgement that they were all in this together—and they would be helping each other however they could.

The camaraderie is strong among the "Ultras"—athletes who compete in ultra-long endurance events. He would join the fraternity that day. It's a quiet fraternity, I'd guess. There aren't that many of those folks around, and there is too, a loneliness to the hours out there wrestling with the pain that can't be shared very well.

Unlike so many races where spectators come to cheer, much of Ed's time was spent scrambling alone along rocky ridges and through dark tunnels of shaded forest pathways. Even at the turnaround points there were no familiar faces and thus the separateness of what he was doing was probably more acutely felt.

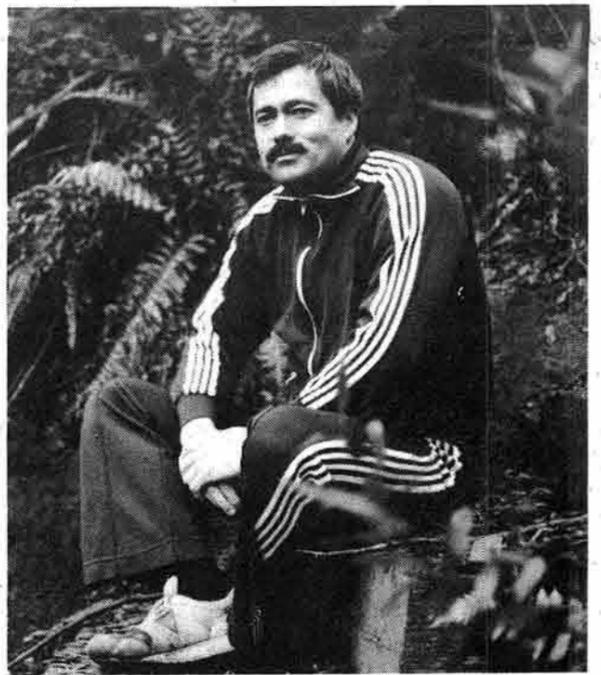
Runners across the country watched... and wondered if such an arduous race really existed.

His fiance had wanted to be there, but had been unable to get away from work that day. Few of his friends knew about what he was going to do—and among those who did, no one could know what he was going to go through. They went about their own pursuits while he went about his. He was out there by himself and he was out there with other folks who were out there by themselves. It was about resolve.

There came the agonizing last few miles for Ed Wynkoop. When it was near dark that day, a handful of people would be waiting in Mill Valley to applaud the runners. Ed would quietly acknowledge the applause, accept his Quad T-shirt, and walk stiffly to his car. During the short drive home he may have realized that in the course of that day he had seen things that would never show.

It's a bit past the time for New Year's resolutions. Maybe that's good. Losing the 10 pounds, giving up smoking, doing better with money, are all worthwhile endeavors. Even with success, though, there probably won't be a real whomp of joy to the old soul when you master these kind of challenges.

Submitted for consideration: think about pulling a Wynkoop. There are probably a number of things we daydream about that are only a ways out of reach. From climbing a mountain to building a house, there are enough ways any one of us could test our own resolve along individual pathways. Good luck in the new Year.



Ed Wynkoop — a month later in the Dipsea Woods.



A rainy December day — looking back.

'Labor's Part Of The First Amendment'

by Lane Kirkland, President, AFL-CIO

The free press is flourishing in America as we mark the Constitution's Bicentennial; in this respect the First Amendment to the Constitution continues to pay incalculable social dividends.

No country has shown a greater allegiance to a wider interchange of unfettered and uninhibited opinion, conjecture, information — and even the occasional thoughtful insight — than the United States today. That is all to the good. The right to think for oneself and to speak the truth as one sees it, is an essential precondition to reaching our full potential as individuals within our society.

James Madison, in arguing against the Sedition Act of 1798, stated: "It is manifestly impossible to punish the intent to bring those who administer the government into disrepute or contempt, without striking at the right of freely discussing public characters and measures; ... nor can there be a doubt ... that a government thus entrenched in penal statutes against the just and natural effects of a culpable administration, will easily evade responsibility which is essential to a faithful discharge of its duty."

For that reason, Madison said that a vigorous, contentious press serves its function in assuring that "the people, not the government, possess the absolute sovereignty." In this, as in many other respects, history has proved Madison right.

Unfortunately, the freedoms of assembly and association — what we trade unionists call our part of the First Amendment — are not in equal favor.

These rights of freedom of assembly and association are, in the main, the redoubt of the great numbers of average citizens. The position for redress of grievances, the protest march, the mass meeting, the picket line and the concerted refusal to work are the methods by which those without great means or special access to government officials or their fellow citizens make their voices heard.

These associational rights are, therefore, a particular force in furthering the demands for justice and equality of working people, of women and minorities — of all those who in one regard or another, at one time or another, are relegated to a secondary status.

The promising beginning during which the Constitution was read to grant protections as broad as those enjoyed by the institutional press to pamphleteers, pickets and protest marchers has not been sustained. Today, the constitutional law facing the individuals who don't own a newspaper or television station and who nonetheless want to make their voice heard consists of increasingly restrictive "time, place and manner" tests and of hypertechnical distinctions concerning access to "traditional public forums," to "public forums by government designation" and to "non-public forums."

Freedom of speech and of the press are the special concern of various elites which have the means and the desire to protect their prerogatives; they have access to, or they own, the ink. This intellectual community, which joins with the labor movement in protecting and advancing free speech rights generally, has, it appears to me, by and large, politely disengaged itself when the focus is the right to associate to challenge the status quo. Somehow forgotten is the basic truth that associational rights, no less than the rights to speech and of the press, are the very wellspring of democracy.

Against that background, I take particular pride in the labor movement's day-in, day-out efforts to build organizations of working people dedicated to expressing their needs and aspirations. That hard and rewarding work gives practical meaning to the First Amendment's noble objectives.

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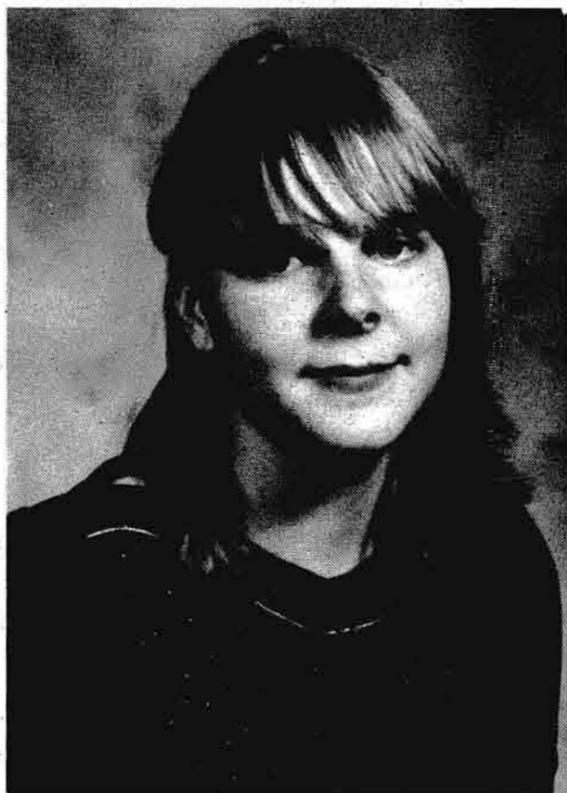
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Case #1343B
Name: Summer Dawn Perry
Hair color: Brown
Eye color: Brown
Date of birth: 6/16/81
Identifying marks: Raised scars on rt. arm, chest and leg from burn
Missing since: 8/2/87
From: Euphrata or Republic, Wash.



Case #1343A
Name: Meadow Brooke Perry
Hair color: Brown
Eye color: Hazel
Date of birth: 8/24/79
Identifying marks: Moderate hearing impairment
Missing since: 8/2/87
From: Euphrata or Republic, Wash.



Case #1392
Name: Bethany Elizabeth Packard
Nick/Alias: Gonzalez
Hair color: Sandy Blonde
Eye color: Blue
Date of birth: 5/11/74
Missing since: 9/22/87
From: Port Orchard, WA



Case #1379
Name: Gabrielle Lucie Tholke
Nick/Alias: Gaby, Lin
Hair color: Black
Eye color: Brown
Date of birth: 2/11/71
Identifying marks: Light birthmark top left back, pierced ears (2 ea)
Missing since: 8/31/87
From: Long Beach, CA

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INFORMATION BULLETIN

87-135
San Francisco Police Department

Hypodermic Needles

The purpose of this bulletin is to acquaint members with the procedures to be used in the booking or disposal of hypodermic needles, syringes, and other sharp items contaminated with blood or body fluids.

This bulletin has been prepared by the Department's AIDS Work Group. Further information, policies, and procedures will be forthcoming from this group.

CONCEPT

- A. On August 21, 1987, the Centers for Disease Control (CDC) issued "Recommendations for Prevention of HIV Transmission in Health-Care Settings." These recommendations concerned precautions designed to protect health-care workers from possible infection with human immuno-deficiency virus (HIV), the virus believed responsible for the Acquired Immuno-Deficiency Syndrome (AIDS).
- B. These recommendations, and other recent research, indicate that currently the likelihood of accidental HIV infection among health-care workers is extremely small. In one group of 817 health-care workers who had sustained numerous accidental needlesticks or mucous-membrane exposure to HIV, as of December, 1985, five had become infected with HIV through those exposures. Approximately eight other health-care workers have been infected with HIV through accidental exposures.
- C. The CDC and the San Francisco Department of Public Health have recommended that hypodermic needles, syringes, and other sharp items be considered "infectious waste", and be subject to specific procedures for handling and disposal. These procedures are outlined below.
- D. It is of utmost importance that members follow the procedures described below to prevent injury from any hypodermic needle, syringe, knife, razor blade, or other sharp item which may have become contaminated, and thus potentially infectious. These procedures should be applied regardless of the source of the item.

II. DEPARTMENT POLICY

- A. Hypodermic needles and syringes should not be recapped, purposely bent or broken by hand, removed from syringes, or otherwise manipulated by hand. Members should not attempt to mark the items. After they are recovered, syringes and needles, or other sharp items which are contaminated by blood or other body fluids, should be carefully placed in a plastic puncture-resistant container which must be sealed securely with tape before booking. If a plastic puncture-resistant container is not available, members should take whatever steps are necessary to isolate and secure the needle or other sharp item until a proper container can be located.
- B. The secured container may be labeled or marked as necessary. The secured container along with its contents shall be placed into a property or evidence envelope, clearly marked "Caution: BIOHAZARD/ item description (needle, knife, etc.)."
- C. Occasionally, a needle, syringe, or other potentially contaminated sharp item may be recovered which need not be booked, and may instead be disposed of. If the item is to be disposed, it shall be placed in an approved "Sharps Collection Container." These items shall not be disposed of in any other manner. When a collection container is filled, it shall be closed and sealed. The collection containers will be disposed of by procedures currently being developed.
- D. The puncture-resistant plastic containers, and approved Sharps Collection Containers are available from the Property Clerk.
- E. If a member is accidentally stuck by a hypodermic needle, syringe, or other sharp item, they should immediately notify their supervisor, and follow the procedures described in General Order D-8.

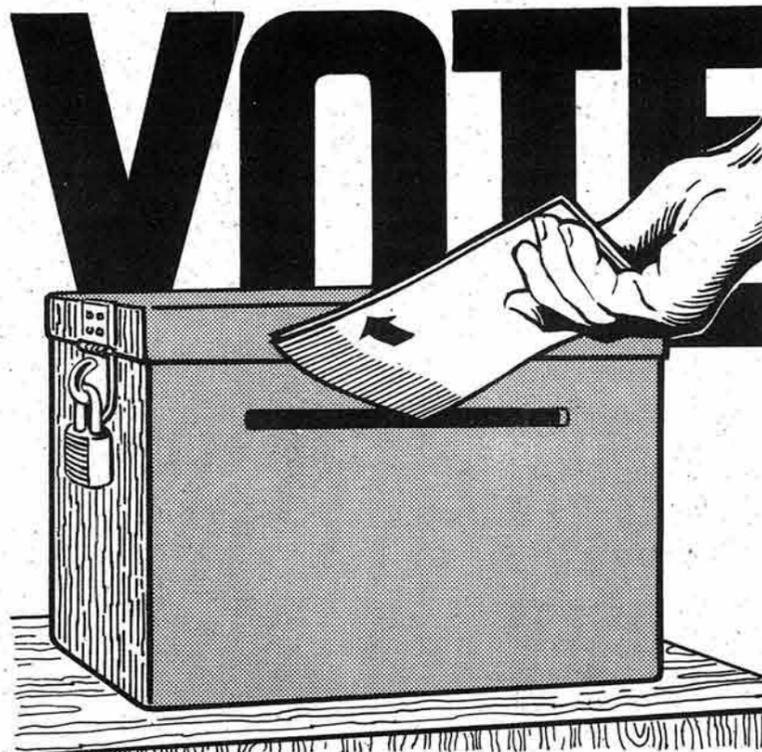
Sterling Strikes Again



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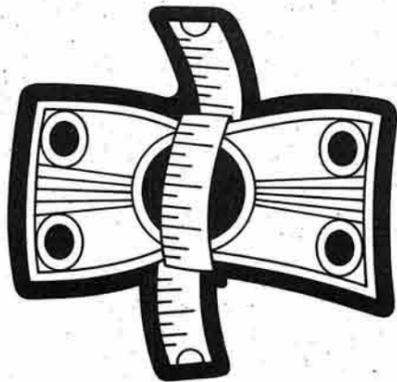
TIPS

(Continued from Page 4)

red after that date to a pre-existing trust), although other benefits — such as the avoidance of probate — may still apply.

Beginning in 1987, income generated by trust assets that don't predate the March 1, 1986, cutoff will be taxable to the grantor (the person who established and funded the trust) if the trust principal will revert at any time to the grantor or the grantor's spouse.

Thus for all practical purposes you can forget about a Clifford trust or spousal remainder trust as a tax-saving technique for building a college fund for a child or providing support for an aging parent.



Child's income

Starting in 1987, investment income of a child under age 14 is subject to new tax rules. The first \$500 of such income is exempt from tax; the next \$500 will be taxed at the child's rate (most likely 15 percent in 1988).

All investment income above that first \$1,000 is taxable to the child at the parents' top rate. Except for income from property inherited by a child after the death of a parent, the new rule applies regardless of the source of the income.

Thus gifts from a grandparent do not provide a haven; if you're considering such a gift, you might think in terms of tax-exempt bonds, tax deferred government Series EE bonds, or property that has appreciation potential but is

not expected to throw off substantial income before the child reaches 14.

Further, this rule on the taxability of a child's income applies to income from a trust also and does not provide the grandfathered protection mentioned above for trusts. So while income from a trust established on or before March 1, 1986, may escape the grantor tax rule, it will not be exempt from the taxability rules.

Earned income is not affected by the new rule and will continue to be taxable to the child at his or her own rate. After age 14, a child will be treated like any other taxpayer, except that now a person eligible to be claimed as a dependent on another's tax return may not claim his or her own personal exemption.

Individual Retirement Accounts

The Tax Reform Act cuts into the tax benefit of IRAs for many people. First, who is not affected? If you — and your spouse, if married — do not participate in an employer-sponsored retirement plan of any kind, you may continue to make tax-deductible IRA contributions.

However, participation in some kind of employer plan — including 401(a), 401(k), 403(a), 403(b), SEP and Keogh — may bar you from making tax-deductible IRA contributions, depending on your income. If you're married, participation by either spouse will subject both to the income limitation.

If you are covered by an employer plan, you may make the maximum tax-deductible IRA contribution only if your adjusted gross income is under \$25,000 (single) or \$40,000 (married filing a joint return). For incomes above those amounts, the allowable deduction for an IRA is gradually reduced, and disappears entirely at \$35,000 for a single person, \$50,000 for a couple.

To the extent that you are not eligible for a tax-deductible IRA contribution, you may still deposit funds in an IRA regardless of income or coverage by another plan. The contribution itself may not be deducted from income on your tax return, but tax will be deferred on all earnings in the plan until funds are withdrawn.

At that time an allocation will be made to determine what part of your withdrawal will be subject to tax; you will not be required to pay tax again on any dollars you had previously contributed to the IRA without a corresponding tax deduction.

Lump-sum distributions

The 10-year averaging technique for lump-sum retirement distributions is replaced, effective in 1987, by a new and less attractive five-year averaging plan.

However, if you were at least 50 years old on January 1, 1986, you have a one-time choice between the old 10-year and the new five-year method. The catch: If you select the 10-year method, you must use the higher 1986 tax rates rather than the new lower rates.

Other changes

These are the principal changes that may have an impact on AARP members. There are others many of you will need to be aware of — elimination of the two-earner deduction, for example, or the taxability of all unemployment compensation.

Commercial publications with more detailed explanations abound; perhaps the best sources for the average taxpayer are Internal Revenue Publication 17, *Your Federal Income Tax*, and the new IRS Publication 920, *Explanation of the Tax Reform Act of 1986*.

Both publications are free from the IRS; call the number listed in your local telephone directory for federal tax forms.

Modern Maturity December 1987-January 1988.

VERDICT

(Continued from Page 8)

FULFILLMENT

"Jesus, ...the son of Jesse, ..." Luke 2:23:32 (also see Matthew 1:6)

Delitzsch comments, "Out of the stumps of Jesse, i.e., out of the remnant of the chosen royal family which has sunk down to the insignificance of the house from which it sprang, there comes fourth a twig (choter), which promises to supply the place of the trunk and crown; and down below, in the roots covered with earth, and only rising a little above it, there shows itself a netzer, i.e., a fresh green shoot (from natzer, to shine and blossom). In the historical account of the fulfillment, even the ring of the works of the prophecy is notices: the netzer, at first so humble and insignificant, was a poor despised Nazarene." (Matt. 2:23, 5/281, 282 (Franz. Delitzsch Biblical Commentary on the Prophecies of Isiah, used by permission of Wm. B. Eerdmans Publishing Co., 1950)

House of David PROPHECY

"Behold, the days are coming, declares the Lord, 'When I shall raise up for David a righteous Branch; And He will reign as king and act wisely And do justice and righteousness in the land.'"

Jeremiah 23:5 (Also see II Samuel 7:12-16 Psalms 132:11)

FULFILLMENT

"Jesus, ... the son of David ..." Luke 3:23, 31 (Also see Matt. 1:1; 9:27, 15:22, 20:30, 31, 21:9, 15; 22:41-46; Mark 9:10, 10:47-48 Luke 18:38, 39, Acts 13:22, 23; Rev. 22:17)

Jewish Source: The Messiah as being referred to as the "Son of David" is scattered throughout the Talmuds.

Jesse had at least eight sons (See I Samuel 16:10, 11). Now God eliminates all of Jesse's sons except one, David.

Born at Bethlehem PROPHECY

"But as for you Bethel Ephrathah, Too little to be among the clans of Judah, From you One will go forth for Me to be ruler in Israel. His goings forth are from long ago, From the days of eternity."

Micha 5:2

FULFILLMENT

"...Jesus was born in Bethel, of Judea..." Matthes 2:1 (also see John 7:42, Matthew 2:4-8, Lukc 2:4-7)

In Matthew 2:6 the scribes tell Herod with great assurance that the Christ would be born in Bethel: It was well known among the Jews that the Christ would come from Bethel (See John 7:42). It is only fitting that Bethel, also called the house of bread, should be the birthplace of the one who is the Bread of Life.

God now eliminates all the cities in the world, save one, for the entrance of His incarnate Son.

Presented With Gifts PROPHECY

"Let the kings of Rasshish and of the island bring presents; The kings of Sheba and Seba offer gifts." Psalms 72:10 (also see Isaiah 60:6)

FULFILLMENT

"...magi from the East arrive in Jerusalem...and they fall down and worshipped Him; and opening their treasures they presented to him gifts..." Matthew 2:1, 11

Herod Kills Children PROPHECY

"Thus says the Lord, A voice is heard in Ramah, Lamentation and bitter weeping Rachel is weeping for her children; She refuses to be comforted for her children, Because they are no more."

Jeremiah 31:15

FULFILLMENT

"Then when Herod saw that he had been tricked by the maji, he became very enraged, and sent and slew all the male children who were in Bethel and in all its environs, according to the time which he had ascertained from the magi."

Matthew 2:16

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PENSIONS

(Continued from Page 4)

tage by which the service retirement exceeds the industrial disability retirement. All three factors are used to determine the taxable amount, if any, of an industrial disability retirement. See the computation formula in the box below.

Audit Of Prior Years

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

Members wishing advice on this are urged to contact the welfare officer on an individual basis in that this matter is complex and not readily given to addressing outside of a specific context. The general rule however remains that Section 104 (a) (1) does not apply to a retirement pension to the extent that it is determined by reference to an employee's age or length of service even though the employee's retirement is occasioned by an occupational injury or sickness.

Tax Withholding Laws

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

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

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

Disability Leave

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

Light Duty Assignment

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

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

Franchise Tax Board

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

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

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

Surviving Spouse

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

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

The question becomes more complex when the police officer or the firefighter who dies, leaving a surviving

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

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

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

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

Randall Choy

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INDUSTRIAL DISABILITY TAXATION COMPUTATION FORMULA

Name: _____

SS#: _____

Taxpayer retired from the San Francisco Police Department, effective _____, having been awarded an industrial disability retirement for occupational injuries/illnesses. (See attached letter from the Retirement Board dated _____.)

Retirement percentage:
Monthly retirement allowance:
Monthly salary at time of retirement:
Minimum disability percentage 50% or your WCAB percentage, if greater (CCSF Charter Section 8.559-3).

Monthly retirement allowance: \$ _____
Disability percentage: \$ _____

Difference () divided by () monthly retirement allowance () = _____%.
This is the constant taxable percentage.

\$ _____ contributed by taxpayer into Retirement System of City and county of San Francisco. This will be amortized over _____ years. (Refer to IRS ordinary life annuity table).

Age at Retirement: _____
Ordinary Life Annuity Table: _____ yrs.
Recovered each year: \$ _____ (contribution divided by remaining years)

198__ \$ _____

retirement monies received from
Retirement Board of the City and
County of San Francisco - W2P form

\$ _____ (W2P monies, see line 16a form 1040, page 1)
(constant taxable percentage)
\$ _____ (taxable portion of pension)
\$ _____ (yearly amortized recovery)
\$ _____ taxable (see line 16b, form 1040, page 1)

REFERENCES: Internal Revenue Code Section (104(a) (1), 72
Revenue Rulings 72-44, 80-44, 85-105

Thanks

Mr. Robert Barry
SFPOA

Dear Mr. Barry:

On behalf of the children and staff of Edgewood Children's Center, please accept our sincere appreciation for your generous donation of toys. I wish you could have seen the smiles and shrieks of delight on the children's faces when they opened the gifts from your association. They were even more amazed when we told them that the gifts came from policeman. Many of our children come from backgrounds and experiences which portray policeman as less than benevolent. The thoughtfulness of your association made their Christmas a bit brighter and more cheerful.

I also want to convey a special thanks to officer John Propst who dropped off the gifts at Edgewood. Please extend my thanks to all of your men and women and wish them and their families a prosperous and healthy holiday season and new year.

Sincerely,
Barry Feinberg, LCSW
Director, Residential Treatment

Robert Barry, President
SFPOA

Dear Mr. Barry:

This letter is to express my thanks to the association and especially Tom Vigo, Chair of the Blood Bank Committee. Tom was most helpful in assisting my wife and I when she was preparing for surgery and was in need of blood. He lined up four donors to be designated for her use and made all the arrangements for the donations.

Many times we take our association for granted and only look for "what have you done for me lately" syndrome. I am secure in the knowledge that the real strength of the association is not in pay raises or ballot arguments but in the support and work of members like Tom Vigo and the four volunteers—Ray Monteverdi, Bill Welch, Dan Linehan and Dave Lambrecht.

Sincerely yours,
Ed Pecinovsky

Police Officers Association

Dear Bob:

On behalf of our organization the Retired Employees of the City and County of San Francisco, I am expressing our thanks for your donation of one case of liquor for our Christmas Party, December 2, 1987.

Your donation contributed to a very successful party.

Happy Holidays to you and yours.

Very truly yours,
Thomas F. McDonough,
President

San Francisco POA
Community Service Fund

Dear Friends of Mo's Kitchen:

Thank you for your contribution of \$100.00 to Mo's Kitchen at Glide and our annual Holiday Festival, this year honoring Belva Davis, James Harvey and Mel Swig.

Your generous support will help Mo's Kitchen continue to provide hot and nutritious meals to thousands of poor and homeless men, women and children in San Francisco.

Please accept our best wishes for a joyous holiday season and a peaceful and prosperous new year.

Walk That Walk,
Rev. Cecil Williams

Bob Barry, President
SFPOA

Dear Bob:

As the year comes to a close and we celebrate the Holidays, the Retired Employees of the City and County of San Francisco would like to take time out to thank the people who have been supportive of us through the year.

Your support of our Charter amendment, Proposition "C" on the ballot, contributed greatly to its success. Once more you thought of us with your contribution of liquor for our Christmas Party.

Thank you for your support and generosity and may both of our organizations continue to grow in 1988.

Very truly yours,
Thomas F. McDonough,
President

Atta Boys

Frank Jordan,
Chief of Police
SFPD

Dear Chief Jordan:

Earlier this year, my mother, aged 74 years, had a ring stolen from her home by a person recommended to her through an employment agency. The ring had been given to her many years ago by her deceased husband and she was devastated, to say the least, by its disappearance.

Inspector Robert Rogers of the burglary detail assisted her in this matter and was able to recover the item under circumstances which I would expect were difficult. In addition, his attentiveness to my mother's state of mind exhibited compassion which is uncommon. To my way of thinking, Inspector Roger's actions were clearly above and beyond the call of duty.

In an age where it seems that people are quick to criticize the actions of San Francisco Police Personnel, you should be made aware of the instances, such as this, which would otherwise escape your attention. I, as well as the majority of citizens of this city, genuinely appreciate the efforts of yourself and your department.

Very truly yours,
Stephen H. Brinck

Frank Jordan
Chief of Police
SFPD

Dear Chief Jordan,

This afternoon I had an automobile accident at Balboa and Seventh Avenue. The two officers on the scene were Michael Becker and I don't know the other one's name. They were both most kind and considerate. I certainly appreciate both of them. Officer Becker followed us home on his motorcycle to be sure we were all right.

Sincerely,
Estelle Arndt
(Mrs. Fred Arndt)

Editor's Note: The second officer who assisted Mrs. Arndt was Timothy Shanahan.

Michael Hebel
SFPOA Welfare Officer

Dear Mike:

I would like to express my gratitude and appreciation for the very effective and professional manner in which you have represented me over the past couple of years in your capacity as Welfare Retirement Officer. Your success in obtaining disability benefits to which I am legally entitled, and in the face of formidable opposition by the City Attorney, attests to your experience and ability in this area of major concern to SFPOA members.

Sincerely,
Joseph B. Northen,
Retired

Frank Jordan
Chief of Police
SFPD

Dear Chief Jordan,

I wish to express my gratitude to two of your officers in the accident detail, and compliment them for not only being excellent in the conduct of their duty, but of demonstrating further kindness and sensitivity in dealing with an emergency situation.

I was the driver at fault last night and the response of Officer #1 (R. Kulstad Badge 1480) was prompt and competent; he calmed all parties involved immediately and quickly made an accurate appraisal of not just the people involved but also the factors of the accident. He took efficient control of a confusing situation which was certainly frustrating to himself because of various conditions. His experience and evenness of temper are especially appreciated. In short, he is also a very nice guy.

I include in my thanks the second officer dispatched ½ hour later, whose name I never got.

You might relay a message to Officer Kulstad, that after 9 years of taxi driving here in S.F., that I've sworn never to get behind the wheel of a cab again — from that day forward. It's too damn hairy on these streets, like playing Russian Roulette. I feel good about this decision and so does my future wife.

Good luck to you all and Happy Holidays!

Barnaby Casperian
(Ex) #36375

Letters

Frank Jordan
Chief of Police
SFPD

Dear Sir,

I wish to commend Officer Jack Sweeney #1272 for his kindness and concern for the safety of my daughter-in-law. She is new to the city and was stranded in a desolate area with a flat tire. She called me for assistance but could only give me a vague description of her location. It took me a frustratingly long time to find her, and in the meantime, Officer Sweeney in cruising the area saw this young lady in distress and checked out the problem.

When I finally arrived the Officer called for road assistance and then remained with us until help arrived.

We are very grateful to Officer Sweeney for realizing something was wrong when he spotted a young lady alone on a less frequented side street.

The fine caliber of the men on the San Francisco police force was certainly exemplified by this Officer. I thank him sincerely.

Cordially yours,
Julie Sinor
and
Lisa Sinor

Frank Jordan,
Chief of Police
SFPD

Dear Sir,

I would like to take this opportunity to express my gratitude to one of your fellow policemen.

Last week, Mr. Thomas E. Jones (4B51) had found my lost wallet; his integrity is most appreciated. Please convey my sincerest thanks to him.

Yours truly,
Yelina Heit

Frank Jordan,
Chief of Police
SFPD

Michael Hebel
SFPOA Welfare Officer

Dear Mike,

I would like to express my gratitude for your successful efforts before the San Francisco Retirement Board. Due to your expert representation the City has now accepted responsibility for an on going injury to my left knee stemming from an injury incurred in May of 1979.

Sincerely,
William Davenport
Southern Station

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Letters

Battery, By Gum!

Letter to the Editor
San Francisco Examiner

Dear Sir:

This letter to the Editor is a counterpoint to columnist Edvins Beitiks' unwarranted slams against the S.F.P.D. for the Mike Ditka gum incident.

The media is responsible for blowing this sticky situation out of proportion, not the SFPD, and reporters like Beitiks obviously have not even the slightest knowledge of criminal law.

When a citizen seeks help and makes a valid complaint to the police, officers are obligated to at least document a victim's story by completing a report to record the incident, thus the term "report to cover" which originated back in the 1800's. Police would do the same for Beitiks or any other victim. Many times the investigation does not go beyond that initial phase.

No police action was taken against Ditka. Ditka, no stranger to police action, and certainly more familiar with arrest procedures than Beitiks, including a more intimate knowledge of the roadside field sobriety test than the average law abiding citizen, was not arrested nor charged with any crime. He was not brought before a magistrate, was not cited, nor even inconvenienced, except by the hordes of hounding reporters.

Beitiks is further mistaken and misleading when he says that Ditka was accused of the same crime as if he would have "smashed someone's head into a pool table several times" — Wrong. The police report requested by the victim was regarding a simple battery, a misdemeanor; not a serious classification of crime. Beitiks clearly doesn't know that bashing someone's head in equates an aggravated battery or an aggravated assault — a felony, serious crime, state prison, parole, and all that other good Perry Mason terminology — not stuff associated with Doublement, Juicyfruit or Bazooka.

The female Forty Niner faithful object of the flung gum projectile has the constitutional right, as do we all, including reporters, to be secure in her person, place and personal effects. Feeling secure in one's person is a right that protects them from uninvited physical contact of any kind, thereby classifying even expectora-

tion unto another as a simple battery, activity with which Ditka has also been recently associated.

When it comes to law, Beitiks is even less intelligent than he attempts to make the SFPD appear. Beitiks, who cannot even properly distribute the vowels among the consonants within his own name, would be well advised to re-read the U.S. Constitution, or to pick up a book on very basic criminal law for the learning impaired. (The book most defense attorneys use.)

I am troubled that columnists the likes of Beitiks and the other three popular anti-police mudslingers, are able to misuse their editorial space to distort the truth in order to belittle and discredit the men and women police officers who consistently and without hesitation place their lives on the line to protect the public, including reporters.

Like when they lied and told the public that a certain patchwork columnist was arrested for walking his dog without a leash. Many people actually believed that. He was actually arrested on warrants issued for his arrest by a judge of the court charging him with the failure to appear or pay his leash infraction citation. No one is arrested for walking their dog without a leash. No one.

These press offenders have their way and have their say, misleading the general public in a very one-sided manner, while select printed counterpoint rebuttal in support of police is minimal and most often buried in fine print. Why blame the overstated gum saga on the SFPD? Why not blame the the original complainant, or better yet, blame media sensationalism?

I only hope that at some future sports press conference a volatile Mike Ditka, or a John Robinson, or even a William Perry somehow ends up smashing Edvins Beitiks right in the chops for some other uneducated comment that he is sure to make, and that the police refuse to take any action on his behalf, leaving him to run crying all the way back to his typewriter.

Sincerely,
Lou Bronfeld

Backbone

Dear Editor:

After being retired since 1979, there are still a few things that wake me up and

bring me out of the foothills. This time, it is the article "What happened to the Patrol Force" by Mike Keys of Co. C.

I too, was a hidden body in the Hall from 1969 to 1976 serving in Comms, C.A.B.L.E., Internal Affairs and Planning and Research. During the Gain era I fell from the graces of Jeremiah and Kevin and was assigned to Co. C.

At Co. C I was fortunate enough to have Mike Keys on the day watch of which I was the Lieutenant. I couldn't quite believe there was a man left in the department at that time who had more zest for the job and it appears he hasn't changed.

To Mandell of the Examiner, buzz off.

To the Jordans, Gurnett, Macia, and Casey, you all read the same books as I when we studied for promotions. In those days the "green book" was the bible. In that book it was stressed that the "patrol force is the backbone of the police department."

For Christ's Sake, wake up and believe what you studied and make the patrol force a place where men want to go and to stay!!

Edward H. Hartman

Be Alert

Dear Editor:
RE: "Board Proposals Would Clip Agnos' Wings," San Francisco Chronicle, Wednesday, 12/30/87, Page A2

The above cited article alludes to a proposed Charter amendment "...granting city workers the right to collective bargaining..." I hope that the POA vigorously opposes any attempt to include police and fire in

collective bargaining. If our salary formula is open to collective bargaining, we lose our automatic pay increases. In order to get an annual salary increase, we would have to give something up every year. We have received a 4.75% salary increase this year. In view of the City's poor financial conditions, I wonder what our raise would have been, had it been subject to collective bargaining?

Fraternally,
Tom Strong
Budget Section, Room 500

Fraternally

Robert Barry, President
SFPOA

Dear Mr. Barry,
I write to express my ap-

preciation to you personally and to the San Francisco Police Officers Association for unselfishly sharing with a brother organization, The San Francisco Firefighter Local 798, your legal background, experience and views regarding a very important matter to both our organizations and the people of San Francisco, the Consent Decree.

Your presentation to the membership of Local 798 on the morning of our vote to accept or deny said "instrument of justice" our Consent Decree was obviously given by a man that has been sincerely involved for many years. I regret that it was not recorded for listening at a quieter moment.

The clearness with which

you delivered the facts and dates, always within the proper time framework, showed your dedication to purpose as a leader. This was appreciated more so because it was done at a time of high emotional feelings.

With hopes of fair play, by our justice system, toward our brother organizations again I say thank you. This issue is important to us but, if fair play prevails the true benefactors will be the people of San Francisco.

Sincerely,
Leo Martinez, Member
Local 798

P.S. A happy healthy holiday to you, your family and the members of the P.O.A.

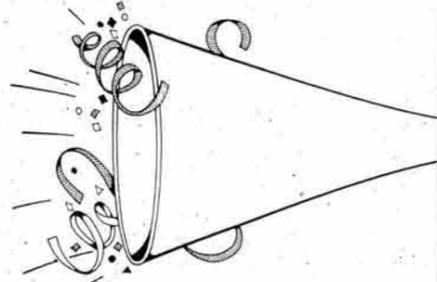
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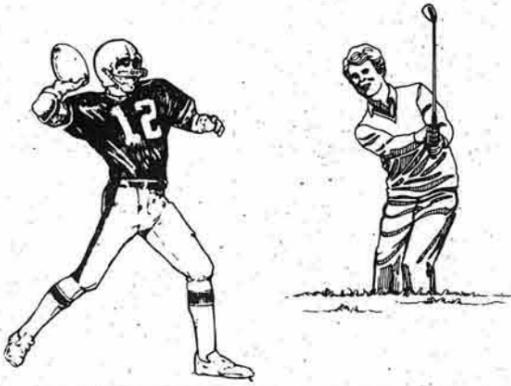
SFPPOA

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(415) 861-5060

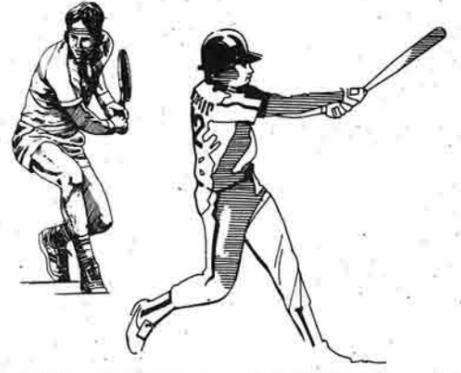
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SPORTS



Christmas Comes Early for the Beatmen

by L. A. Perez, Co. D

The Beatmen continued to show their increasing depth and strength by ending their racing season on a winning note at the Lake Merced Christmas Relays. Two teams entered the crowded public safety category. The record turnout that involved twelve teams, was primarily composed of fire department teams from San Rafael, Sunnyvale, Contra Costa and Livermore. The SFPD Runners were looking forward to renewing their friendly rivalry with the powerhouse San Francisco Fire Department team. Each runner was expected to take one 4.6 mile lap around the Lake at top speed, find their teammates in a crowd of expectant runners from other teams, and tag their buddy's hand to complete their relay leg. The wet weather had cleared for this event and the temperature was hovering in the race-perfect mid 50's.

John Payne (Co E), Sgt. Dennis Gustafson (Community Relations), Stan Buscovich (Mounted) and Lou Perez (Co D) banded together to form the White team. They were out to upset the SFPD A team for the first time in the history of this race. Newcomers Joe Zamagni (Co C) and Walt Scott (Youth Program) joined Mike Mahoney (Co C) and Dennis Bianchi (Legal) to represent the 40+ Master team. Bianchi and Mahoney were coming back from some injuries.

At the start of the race Lou Perez located Sal Vasquez, four time winner of the famous Marin Dipsea Race. Perez used Vasquez to pace himself to a minute and a half lead over the next SFPD runner. Stan Buscovich and Dennis Gustafson increased the lead to three minutes. John Payne added another minute and a half to seal the victory over the SFPD by a convincing four and a half minutes. Three members of the White team (Payne, Buscovich, Perez) produced personal best times to help

the Police Department secure the first place title.

The Master team came in an impressive fourth place and bested the younger relay teams. Zamagni and Scott looked strong and fluid in their debut at this race. Their support was sorely needed and appreciated. A Grand Master 50+ team led by Insp. Walt Garry (Juvenile) and Insp. Morgan Peterson (Stress Unit) also entered the race, but their results were not available at the time of this article. Walt Garry, with the support of ex-chief Cornelius Murphy, was largely responsible for forming the nucleus of the present running team. His efforts have finally brought success as the Beatmen continue to surprise their competitors and themselves.

LAKE MERCED CHRISTMAS RELAY RESULTS:

White Team/First Place
 Lou Perez 23:22*
 John Payne 26:08*
 Dennis Gustafson 26:12
 Stan Buscovich 27:38*

Master Team/Fourth Place
 Dennis Bianchi 28:07*
 Mike Mahoney 28:29*
 Joe Zamagni 30:35*
 Walt Scott 33:42*

* denotes personal best time



Definitely the "before" picture (L to R, Zamagni, Bianchi Mahoney, Peterson)

NOTICE: We need runners and athletes of various ages and abilities to come to our races and participate. We especially need runners for the 20-29 age division. The SFPD team is facing a crisis because they do not have the younger runners to fortify their team of elder, experienced racers. In order to avoid the same problem, we need to build up our depth. If you are interested, please drop this writer a note or call at Co. D. I'll put you on the list and notify you of upcoming events.



Payne glides across the finish for victory.



Gustafson awaits the tag from Buscovich.

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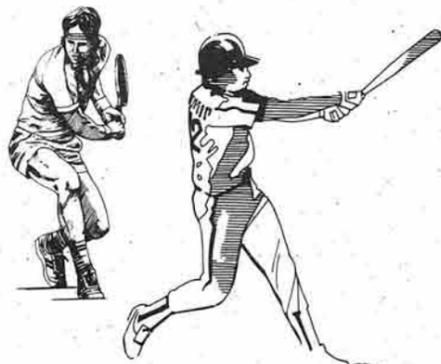
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SPORTS



Basketball League Heads Into Playoffs

by Dave Herman, Sports Editor

With 1st round play drawing to a close both divisions of the S.F.P.D. Basketball League are posting some interesting results.

In the "A" Division an experienced Central Station team completed a sweep of round one and had three players in the top five scoring. Anchored by Jerry Calgaro in the center, the club went unblemished as the Rodriguez brothers each averaged over 15 points a game. The FBI, as always, is near the top and has to be considered a potential winner when the playoffs roll around. The N.E.T. team is alive playing .500 ball, but it's obvious they're not the same club without Kurt Bruneman. Ingleside and CHP have played competitively, but don't appear to have the personnel to make any difference in the division outcome.

Then there's Northern I, as snake bit as a club could be, and at 0 and 7, their season is all but over. The only bright spot has been the offensive output of Jim Calonico who is 2nd in the league in scoring, but knowing what a battler Jim is I'm sure he'd trade all those points for a couple of wins and a shot at the playoffs. 2nd round play is currently underway with the playoffs set for the top four finishers.

The "B" Division's top 3 contenders are only separated by 1 game, and all 3 have a common trait, they're very physical. Park Station in 1st place uses Bob Barnes for inside muscle & Joe Curtin for outside scoring, and is the only team in either division with a female player, in the person of Ann Corria.

Muni Company, in 2nd place, has its efforts built around Herman Jones, who is the leading scorer in both divisions with an average of just over 20 pts. per game. Tied for 2nd place is TAC/Southern. Playing against this club is like playing in the NFL, and they're probably the only team that includes pizza menus with their line up cards. The likes of Jerry Donovan, Ed Dullea, John Portoni, Corrado Petrazella and Al Hannibal, most assuredly let you know they've been in a ball game. After seeing this club play I would pick them to win the upcoming tourney.

In fourth place are the Northern Gnats at .500; enjoying their most exciting season, with two overtime wins (one in triple overtime against Potrero), and with two scorers in the top five: Steve "Bourbon" Roche and Tommy "Disheveled" Newland. Yes, its been quite a season for these mighty midgets who have been giving a lot of needling to the Northern I team (0 and 7) for station bragging rights. (A grudge match will be played, with point

spread at the end of the season if the Northern I team can win a regular season game first.)

Fifth and sixth place are held down by Potrero and Mission stations. Mission not only snapped their long running losing streak, they also upset TAC/Southern along the way. For Potrero it appears Bill Coggan needs a draft if they entertain any thoughts of winning this division in tournament play. Bringing up the rear at 1 and 5 are the Inspectors. What they need is a Q-35 test & fast!

Luckily for everyone in this division, commissioner Bob Puts has installed a post season tournament format so each club will get an even shot at winning the whole division.

But don't look for any real surprises. Come playoff time it's going to look pretty much the same at the finish line, with the extra muscle of TAC/Southern giving them a slight advantage.

BASKETBALL STANDINGS

Division A (NCAA)

	W	L
Central	7	0
FBI	5	1
N.E.T. (Metro)	3	3
Ingleside	3	4
CHP	2	5
Northern	0	7

Division B (NIT)

	W	L
Park	5	1
TAC/Southern	4	2
Muni	4	2
Northern II	3	3
Potrero	2	3
Mission	2	3
Inspectors	1	5

Scoring Leaders

"A" Division		"B" Division	
	PTS		PTS
T. Rodriguez	115	Jones	122
Calonico	109	Hannibal	98
Calgaro	104	Newland	88
E. Rodriguez	104	Roche	88
J. Halog (CHP)	83		

Sports Trivia Contest Winner

by Dave Herman, Sports Trivia Editor

Congratulations to Jack Minkel of the Solos for being the first entry to correctly guess the five department members in the sports photo; however, much to my own chagrin there was a sixth department member lurking in one of those basketball uniforms, that being Rich Atkins, and I want to apologize to Rich and his youthful stature in that photo.

In any event, here's how the pictures and members broke down, the top photo was Lincoln's 1966 team and seated in the middle of the front row is Jeff Barker and directly behind him is little Davey Herman. The bottom photo was Sacred Heart's 1966 team celebrating their championship upset of Wilson High School and pictured are Chuck Collins and Charlie Gretton (Lt. John Portoni pitched for the Irish team but wasn't in the photo) and as an extra piece of trivia: on the losing side for Wilson were officers Ben Vigil (Co. E) and Bob Knighton (CWB).

In the basketball photo we have Jerry Donovan and the before mentioned Rick Atkins suited up for the 1965 Westmoor Rams. I think the Ram uniforms might have thrown some people, as a lot of you mistook this crew for the City College Rams.

Again congratulations to Jack Minkel as he was the entry I received first with five correct answers. Jack will enjoy dinner for 2 at the Fior'd Italia compliments of the Notebook.

The response for this contest was excellent, and I think everyone enjoyed seeing the photos and trying their hand at recognizing their fellow officers. We would like to continue this format in the future months, but we need the help of everyone in digging up those classic photos that were all part of our youth. If you have any college, high school, CYO, or little league photos we would really appreciate their use in picture contests. (All photos will be returned after being reproduced.)

Contact Dave Herman, Co. E swings or leave a message at the P.O.A. office.

Herman D. Papa

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Deadline for February issue:
February 1, 1988

ON THE STREET/Tom Flippin



COMMENT

(Continued from Page 1)

never"...oh hell, I will say it: it's a little better to be this late than never to have done it at all.)

Another extremely important issue for us doesn't appear to be so bleak. Politically, this association has made some pretty good moves the past year. The new mayor of San Francisco received our support (and pledged his support to us) when it really counted — before his campaign took off and made bandwagon catching a bigger affair in the City than the Bay-to-Breakers race. Art Agnos' support will be vital to many of our so-called 'bread and butter issues'. Something as simple, but as sweeping, as collective bargaining with binding arbitration will radically change how the City deals with its police personnel (radical is used in the sense of going to the root of a problem, not a guy with a beard carrying a bomb).

The change in City administration also may signal some much needed changes in the department. Perhaps now we can get away from the management-by-crisis and policy-made-by-media style of the previous mayor. Long range planning for events, problems, etc. will allow us to do our jobs better and will allow the administration to accomplish the job without sacrificing members' well-being, health and safety.

Another political victory for the POA was overlooked by many, but it will be very important in the future. I'm speaking of the election of Jim Deignan to the Health Service System Board. Jim will bring a cop's viewpoint to a critically important agency. Good Luck, Jim, and go to it.

Speaking of politics, a fairly disturbing trend toward apathy has appeared within the POA. Last month I wrote an editorial that called for members to stand up if they wanted to be counted on by the POA. The next week, at the scheduled General Membership Meeting, lack of a quorum resulted in the postponement of nominations to the Board of Directors. God knows there are lots of you who don't particularly like everything the board does (and did...and will do). Many of you write, call, and generally raise hell with us about it. **Where were you?**

I believe this association does a great job of representing you, protecting your rights and benefits, and serving you in numerous ways. I was reminded of just how well represented we are when I talked to my brother recently.

A brief biography may be in order here. My brother was recently discharged from the army, where he served in the MP's. He very much wanted to continue in police work, but he didn't really want to work in the higher paying city department, (he has nothing against high pay...he just prefers the small town atmosphere). Accordingly, he went to work for a small town in the southern San Joaquin Valley.

When I talked to him a while back he expressed some concern about the working conditions in his department. They don't pay very well, so several cops have left recently. He came to work one day and was told that his days off had been changed that week...not just a one-time thing...permanently (until they decided to change them again)! Next, they told him days off had been changed again and his shift had been changed. Up here the grievances would cover the chief's desk like snow. Down there they just hope some more cops get hired so there won't be any more changes. Don't get me wrong, my brother still likes police work, but working conditions like that are making him look around at other departments. Are you unhappy with the pay and benefits here! If you've got a good grievance do you just have to hope for better days? If you really think you've got it bad, I would hope that you would get involved in the POA. If you ain't in there pitchin', why are you bitchin'?

On a more personal level (personal to me at least), this issue of the Notebook marks the tenth that I've put together as editor. I've tried to make the paper reflective of the many viewpoints of POA members, but primarily I've tried to make it interesting to read. On occasion interesting may have become controversial, but controversy for its own sake is not the aim. I'm encouraged to see that regular contributors are increasing, and I'm encouraged to see more people are writing letters to the editor. If no one reads or has strong feelings about the Notebook's articles, no one writes to the editor, and no one writes articles of opposition. I'm happy to see an increasing dialogue between readers (and writers) of opposing viewpoints. Keep 'em coming in '88!

Robbery Case Law

Editor's Note: This article was researched and written by members of this department. If involved in a similar situation, contact the Bureau and/or the D.A.

Members should be aware of the case of *People v. Estes*, (1983) 147 Cal. App. 3rd 23. The case involved a theft from a store. A department store guard was considered a robbery victim in that he was the agent of the owner and the person responsible for the security items taken: the guard was in constructive possession of the merchandise. When the theft occurred the security guard gave chase to the suspected thief at which time the thief brandished a knife to fend off the attempted apprehension. Due to the fact that now force was used to retain the property taken, the court stated that this would fall in line with the crime of a robbery.

By preventing the security guard from regaining control over the merchandise the suspect was held to have taken the property as if the guard had actual possession

of the goods and the defendant used force to prevent the guard from taking the property and to facilitate the escape. In other words the court showed the following three step analysis.

A robbery is not completed at the moment the robber obtains possession of the stolen property.

The crime of robbery includes the element of asportation: the robber's escape is considered as important as taking the possession of the property.

A robbery occurs when a person uses force or fear in resisting attempts to regain the property or attempting to remove the property from the owner's immediate presence regardless of the means by which a person originally acquired the property.

The crime of robbery is an offense that begins from the time of the original taking until the robber is in a place of relative safety. The events which can constitute the crime of robbery, although they may extend over a large area and take some time to complete, are linked by a single common purpose.

When faced with the situation you should first and foremost contact your supervising sergeant for approval of charges. You may wish to contact the Bureau with regard to their policy as well as the District Attorney's office with regards to their charging.

AGNOS

(Continued from Page 3)

companies have disappeared in a flurry of mergers and acquisitions. There has been a steady erosion of corporate headquarters to the East Bay due to a perception that San Francisco is anti-business. This has resulted in a loss of business taxes—the very item needed to maintain the current level of city services. In balancing the concerns of the neighborhoods with that of downtown developers, the mayor must welcome business while planning growth.

Affordable housing remains an engaging problem. Even though Mayor Feinstein, in her nine years, added more low/middle income and senior housing that any mayor since World War II, more is urgently needed. All eyes focus on the Southern Pacific's Mission Bay project to do the "near impossible"—create 8,000 housing units and keep their prices within the reach of San Francisco's families.

Perhaps the biggest challenge facing the Agnos administration is the growing AIDS catastrophe. This is both a human and financial disaster of unrelenting and increasing proportions. The cost of this epidemic to San Francisco was \$184,000 in 1981; in 1987 the cost had grown to \$17.5 million. Without help from the state and federal governments, the city will shortly not be able to help all who suffer from this deadly disease. A recent Berkeley study suggests that over 50% of the city's gay men (70,000 to 100,000) have been exposed to the virus. Unless a cure is found, the Agnos years will witness thousands of deaths in San Francisco due to AIDS.

Can the new mayor get people into public transit and out of their personal vehicles? Can BART, Muni, AC Transit and the Golden Gate Transit be made attractive enough to be fully utilized? If not, growing gridlock will haunt the streets of this city along with growing parking problems. This issue has challenged every mayor the past 20 years. It remains a major city concern.

The Agnos Priorities

The Agnos campaign had a theme: affordable housing, quality of life, children and youth, healthcare and AIDS, the homeless and less fortunate, small business and the fishing industry.

After his election, the mayor-elect gave a glimpse of his priorities. Budget deficit was first. He has plans for a CalTrain extension to the downtown financial district and wants to rev-up the city's film industry. He wants to pull the plug on San Francisco's plan to homeport the U.S.S. Missouri at Hunter's Point. He has urged civil service reforms. Jobs for San Franciscans are vitally important to him.

Agnos has indicated that he will move cautiously on his campaign promises of spousal benefits to domestic partners of city employees and on rent control on vacant apartments.

Agnos has said he hopes to fill his administrative appointments with people who have "peace corps hearts and line backer eyes." He wants a mixture of idealism with acumen and sharpness.

Art Agnos is concerned about the port and is looking forward to a regional solution with Oakland.

He supports civil service reforms to help control soaring costs of city government. He is not afraid of collective bargaining with the city's public employee unions but has put them on notice that they cannot have the best of both worlds. "Getting means giving." For city employees this means giving up charter protections and guarantees for the rough and tumble world of salary and fringe benefits negotiations.

Art Agnos has affirmed that his campaign book was not a "potholder to throw away"; it is his vision and goal for San Francisco. Regarding the police department, Agnos envisions: 1. Efficient removal and disposal of abandoned autos; 2. More officers on visible beat patrol in the neighborhoods; 3. Full funding of police department (currently the city budgets for 1,973 officers but now employs only 1,865; new academy classes have been cancelled by Mayor Feinstein with no new one scheduled); 4. Prosecution of domestic violence cases; 5. Expansion of the drug task force to crackdown on drug dealers; 6. Expanding the community Relations Unit to educationally assist in the drug battle; 7. Better funding for the Senior Escort Program; 8. Augmenting the Decoy Unit; 9. Increased use of the community boards program to resolve conflict that will free-up police time; 10. Rapid implementation of the successful Proposition A bond issue to build/renovate police facilities.

Art Agnos and the POA

On January 1, 1986 the POA would like to say, "The Agnos years were good to the city's police officers." That could be proclaimed if substantial progress had been made on most of the POA's "bread and butter" issues. 1. Improving the Tier II retirement system with benefits paralleling Tier I; 2. A career development program with a Police Officer II position; 3. Collective bargaining with protections for Tier I members and retired police officers; 4. An improved medical plan/employee dental plan; 5. A time bank for terminally ill officers who have exhausted their benefits; and 6. An educational incentive program.

To this writer it is boldly apparent that the city's budget deficit must be handled, business must be welcomed and prosper, tourism must continue to grow, and city government services must be efficient and effective. Without this environment, the "bread and butter" issues will not prevail. For the POA to succeed, the city must succeed.

As the mayor-elect has stated in his campaign book: "Workers need strong and viable trade unions in order for them to win the equity and fair treatment they have long aspired to in the work place." Police officers have their strong and viable POA which now has set forth its own priorities for equitable and fair wages, benefits and working conditions.