

# NOTEBOOK



Member of California Organization of Police & Sheriffs

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 20

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NUMBER 4

## Layoffs and Reduced Work Week Inevitable

# Wage Freeze - Early Retirement On June Ballot

by Bob Barry, President SFPOA

The City that knows how somehow didn't. San Francisco is faced with a projected \$172 million deficit, and the biggest chunk of this projected shortfall is going to be placed squarely on the backs of all public employees.

The Board of Supervisors, at the request of Mayor Agnos, approved a charter amendment for the June ballot freezing all city employee wages for FY 1988-89 for a savings of \$47.5 million plus another \$11 million in retirement contributions.

In addition, as another potential cost saving measure, an early retirement credit charter amendment will appear on the ballot which will allow the Board of Supervisors to adopt ordinances authorizing a two year service credit as long as the measure is cost effective for the city. This amendment covers all city employees. There are no specifics on their proposal other than the two year credit and the credit shall only apply to members who retire with an effective date of service retirement subsequent to July 1, 1988 and prior to October 31, 1988. It takes 9 votes of the Board of Supervisors to implement the proposal.

Insofar as the freeze is concerned, the negotiating process which transpired during the past month was, in my opinion, a sham of the highest magnitude, and the Board of Supervisors and the Mayor had better recognize that the manner in which they and their negotiators handled these discussions has put labor relations in the deep freeze and it'll take some time for the thaw to occur.

Throughout the so-called "meaningful" meet and confer sessions which went well into the night quite often, the Board of Supervisors' and Mayor's representatives became more rigid in their position that a wage freeze was coming come hell or high water, and any meaningful proposals which labor presented as alternatives or in conjunction with a wage freeze were summarily rejected unless all labor representatives agreed not to initiate legal action and not to oppose the amendment. The demand was outrageous and one the city knew full well could not be achieved — thus the meaningfulness of any concessions the city was ostensibly ready to agree to was hollow.

The City was just going through the motions to conform with their meet and confer obligation under the law as a defense should a law suit come about. The likelihood of legal action is substantial, as a number of unions have submitted ballot arguments against the freeze.

In addition to any "freeze" lawsuit, a number of other contractual lawsuits may be brought, as a number of city unions have specific language in their contracts which guarantee their wage increase regardless of the passage of the freeze amendment, and the city will undoubtedly attempt to break these contracts. Should this occur, this kind of action will further alienate labor from what has truly been a labor oriented Board of Supervisors and a liberal mayor who has been labor's friend in Sacramento. Going from legislator to administrator is a difficult transition. So far the marks aren't too good for the Board or the mayor.

It's 1976 all over again; and it might be advisable for the Board and the Mayor to reflect upon the manner they are handling this situation and be more cognizant of the fact that labor can and should be a working partner in resolving our city's problems. If the past few weeks is indicative of what's in store for the future — then the problem will clearly be exacerbated, which is not in the interest of anyone.

During the course of the negotiating process, it became quite clear that a wage freeze amendment was going to be placed on the ballot, and, absent getting it removed by court order, it then became the Labor Committee's

function to offer as many alternatives as possible to make a wage freeze more acceptable to our members, so the labor proposals were made to make a bad piece of legislation a little less bad. (See back page for comparisons of union and city proposals).

In the final analysis, the City rejected 90% of labor's proposal. As I indicated earlier, the city was willing to accept some of our proposals like the deferral of retirement contributions with the condition of no suits. Being unable to agree to this, the city withdrew their acceptance of this

(See FREEZE, Back Page)

### SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN #88-15

TO: ASSOCIATION MEMBERS FROM: BOB BARRY, PRESIDENT

MOSCONE CONVENTION CENTER BUILDING TRADES RALLY OFFER TO CLEAN UNIFORMS

Any member who wishes to submit a request to have the Building Trades Council pay for the cleaning of a soiled uniform as a direct result of debris being thrown during the rally should attach the cleaning bill to a short memo (dates & times) and forward it to the POA.

\* \* \*

Deputy Chief John Jordan SFPD 850 Bryant Street San Francisco, California 94103

Dear Deputy Chief John Jordan:

This letter is to compliment you and the San Francisco Police Department on the professionalism you and your department showed during the Building Trades rally at the Moscone Center.

I am well aware this was an incendiary situation that could have turned ugly with less dedicated police officers. As you know, many trouble makers, as well as some of our members, did their best to turn the demonstration into a riot. It was only the restraint and coolness of the police officers and their willingness to work with us in the leadership capacity that prevented this from happening. I want to restate our offer to pay for the cleaning of uniforms of your officers, who were splattered with debris, at the Moscone Center on those two days.

Again, thanks. Hope our next meeting will be under a much calmer situation.

Sincerely,

Stanley H. Smith Secretary-Treasurer

## 'Here We Go Again' — A Different View Point

by Loyce Tucker, Police Garage

I read Bill Bush's article, in the March, 1988 Notebook, Page 1, titled "Here We Go Again." I was involved with the ordering of the Astro Vans, and offer the below observations.

The Police Department is but one agency of the City and County of San Francisco. As such, this Department must conform to the dictates of other departments with which we deal. This Department does not order anything. All ordering is done by the City Purchaser. This Department requests the City Purchaser to put out to competitive bid our requests for goods and services. It so happened that the 1987 Chevrolet Caprice Classics was the low bid for that year. Therefore, this Department received Chevrolet Caprice Classics.

Police vehicles are produced by the automobile manufacturers once each year, near the end of the production year. Orders for police type of vehicles must be placed no later than February. The vehicles are manufactured in April for a July delivery.

In order to implement the 4-10 plan, it was necessary to acquire additional marked vehicles. We requested of the Mayor and Board of Supervisors an supplemental appropriation to purchase additional marked vehicles. Our request was made in a timely manner, so that the additional vehicles could have been ordered in February, 1987. Unfortunately, final approval by the Mayor and Board did not occur until after the February cut off date.

If we had waited to place a "normal" marked vehicle

(See VANS, Page 15)

## The Notebook Needs You

We need your articles to make this the best possible newspaper

Articles should be sent to: Tom Flippin, Editor SFPOA Notebook 510 7th Street San Francisco, CA 94103

Deadline for May issue: April 25, 1988

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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. Fred Pardella at 2:03 P.M., Wednesday, March 16, 1988 in the Traffic Bureau Assembly Room, Hall of Justice.

Trustee James Sturken excused. All other Officers and Trustees present. Among others P. Pres. M. Duffy and P. Pres. M. Kemmitt.

**COMMUNICATIONS:** Following donations received and acknowledged by the Secretary:

**MATSON NAVIGATION COMPANY** — for excellent job done by members of the Department:

**MARGARET LANGE** — in memory of retired Officer George Korber.

Regular bills for benefits, salaries, expenses presented and approved for payment.

**TREASURER PARENTI** announced the following deaths: **LOUIS BRUNO** — Born in Pennsylvania in 1903, Lou worked as a clerk before joining the Department in 1930 at age 27. He was assigned to the Radio Cars, working out of the Deputy Chief's Office, rotating to the district stations every 3 months for a period of 10 years. In 1940 he was detailed to the 1940 Exposition at Treasure Island. At the end of the Exposition, Lou was assigned to Co. E, serving there for 7 years. When he was appointed a sergeant in 1947, he went to Ingleside for 3 years, then to Southern for 7 years, finally getting a day watch at Northern where he remained until his retirement on disability in 1966 at age 63. In 1946, Lou received a Captain's

Commendation for the arrest of an ex-con for assault and purse snatching. He was 84 at the time of his death.

**MARTIN M. LEE** — Born in San Francisco in 1910, Marty was still in college when he became a member of the Department. From the Academy he went to Fixed Post Traffic, staying there for a year before being transferred to the Inspectors Bureau. He was 15 years in the Bureau, earning the following promotions during that time: Assn't. Inspector in 1945, Sergeant in 1945, Inspector 1947, Captain in 1955. In 1957 he was appointed Captain of Motorcycles, remained there for a year, then Co. C, and after one year, back to the Motorcycles for a year. From Motorcycles to Co. C, this time for 3 years, then to Ingleside for two years before returning to Headquarters Co. as Supervising Captain. His next appointment was as Chief of Inspectors, where he served until his retirement for service in 1970 at age 59. Marty received the following awards: 1936, 1st Grade for assisting in the arrest of 2 ex-cons in a holdup; 1943, 1st Grade for arrest of an escaped convict who was armed; 1946, 2nd Grade for investigation of the murder of a Special Police Officer; 1949, 2nd Grade for arrest of 3 suspects fleeing a robbery; 1950, Captain's Commendation for assisting in arrest of armed suspects in a liquor store holdup. Marty was 77 at his death.

**JOHN V. LUCSYNSKI:** Born in Chicago in 1902, John worked his way west as a carpenter to become a member of the Department in 1928 at age 26. John also worked in the Radio Cars at the various district stations

10 years before being assigned to Central, staying there until detailed to Treasure Island for the 1940 Exposition. Returning from the Fair to Southern, he worked there for 5 years and was then detailed to the Property Clerk's Office. In spite of just being detailed, John managed to remain there until his retirement for service in 1960 at age 58. He was 86 when he passed away.

**DAVID QUANDT:** Born in Duluth, Minnesota in 1922, Dave remained in California after World War II, working as a machinist until becoming a policeman in 1947 at age 24.

After leaving the Academy he was assigned to Taraval, after 2 years was transferred to Southern for 4 years. Detailed to the old Flying Squad, forerunner of the Tac Unit, from there to Northern. Detailed back to the Flying Squad, this time attached to Robbery Detail in the Bureau, Dave remained there for 3 years. He was transferred to Central where he remained until his retirement on disability in 1964 at age 42. Dave moved to Nevada for his heart problem, which finally caused his death at age 65. In 1954 he received a C/C for arrest of an armed holdup man.

**JOHN M. SWEENEY,** John, born in Kansas City, Missouri, in 1908, joined the Department in 1936 at age 28, after working as a bridge attendant in the Bay Area. He was assigned to Radio Cars, serving there for 4 years. Transferred to Southern, John was there just a short while before being transferred to Headquarters Company. Some time was spent in I.D., but most of John's time at Headquarters was in Communications, where he retired for service at age 56. He was 79 at the time of his death. He received a 1st Grade Award in 1941 for the capture of an armed gunman who had fired shots at another police officer.

**JOHN V. SCHMIDT:** Born in South San Francisco in 1917, he worked as a blacksmith for S.P. Railroad before becoming a member of the Department in 1945 at age 28. From the Academy John went to Northern station remaining there for three years. He was transferred to Co. H, finding a home there, as he stayed until his retirement on service in 1972 at age 55. Unlike some of the above, born out of state but deciding to remain here after retirement, John saw fit to spend his later years near the East Coast. He was 70 at the time of his death. He received a C/C in 1956 for the arrest of an armed burglar.

**REPORT OF THE TRUSTEES:** Trustees approved the sale of stocks for a gain of \$11,000, plus the purchase of stocks and Gov't Treas. Notes increasing our income by \$4,900.

**GOOD OF THE ASSOCIATION:** Pres. Pardella set next regular meeting for 2:00 P.M., Wednesday, April 20, 1988 in Traffic Bureau Assembly Room, Hall of Justice.

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



## POLICE POST #456 NEWS

by Greg Corrales

# San Francisco Veteran Police Officers Assn.

March 1988

**MEETING:** Tuesday, April 12th is the date of our next meeting at the Miraloma Club, 350 O'Shaughnessy Blvd. Social hour begins at 11:30 a.m. so you can visit with your buddies. The business meeting begins at 12:30 p.m., and we always serve lunch right afterwards. **April 12** — Mark your calendar.

**PRESIDENT'S MESSAGE:** At the March meeting, the membership voted overwhelmingly to move to a NEW LOCATION, the Immaculate Conception Church Auditorium at 3355 Folsom Street. The move is expected to be completed for the May meeting, so plan to attend the April meeting at the Miraloma Club....Our Charter Amendment will probably be removed from the June ballot. The Committee feels the timing is bad due to the huge deficit in the City budget. They will meet with the Retired Firefighters Committee to resolve the solution. But if the Firefighters insist on doing it, we will have no choice but to go along.

**NEW MEMBERS:** Welcome to Vic Macia, Stan Damas, Henry Eidler, Dick Sanden and Philip Moore.

**SICK CALL:** Lee Nelder is home recovering from surgery, and Rocky Thompson slipped and fell and broke some bones.

**DEATHS:** John Luczynski and John M. Sweeney.

**RETIREMENT DINNER:** Ed Paasche will be the honored guest at the Irish Cultural Center at 44th Avenue & Sloat on April 6, 1988. Dinner choices are Cross Rib of Beef or Salmon Steak. No-host cocktail, start at 6:30 p.m. and dinner is at 7:30 p.m. The price is \$22.50 per person. Please call Al Weatherman or Mike Nevin at the Auto Detail, 553-1261 for tickets.

**COMMITTEE REPORT:** Both Tom Dempsey and Sol Weiner spoke about our Charter Amendment. While the Controller has (only) put a price tag on it of \$91,000, anything costing any money looks bad in light of the publicity City deficit of \$172 million. The active SFPOA has already pulled their amendment which would cost some to remove the two-tier retirement system. "We may have to withdraw our amendment for the time being," they said.

**1988 DUES:** Check your blue membership card for 1988. If there is no entry for 1988, please send in your check for 12. A stamped, self-addressed envelope sure helps a lot too.

**"NOTEBOOK" SUBSCRIPTION:** While several retired officers may have not continued their membership in the SFPOA (at \$9 per year), they and anyone else can subscribe to the SFPOA's newspaper, THE NOTEBOOK, for just \$10 per year. Just write to the Editor, Tom Flippin, at 510 - 7th St., SF 94103.

**NEWS:** Keep us informed. If you hear of a sickness or death, let us know by sending a note or article to the above address. Same for Change of Address — please notify us separate, so we don't lose contact. Anybody know the latest address for Phil Payton or Dan McKlem?

**WANTED:** Slo-pitch softball players — 55 years and older. Possibility of league forming. Contact: Tom Dempsey, (415) 731-4098.

Membership 783 Robert McKee, President Attendance in March 114 Gale W. Wright, Secretary

At the meeting of 8 March two members of the Alexander Hamilton Post requested our support in their lawsuit concerning the use of the Veterans' War Memorial Building. After much discussion a very carefully worded statement of support was voted on and accepted. It was passed with the provision that the Post legal counsel find no illegalities in the statement.

On 10 March the Save our School Sports luncheon was held at Pier 35. It was a very worthy cause attended by many sports and media celebrities to raise money for San Francisco school sports programs. A number of Post 456 members volunteered their time to provide security for the luncheon. The Post got a great deal of exposure and compliments due to the outstanding security provided for this event!

The next two meetings will be 12 April and 10 May. Meetings start at 2000 hours and are held at the POA Building, 510 Seventh Street. We would like very much to see some new faces at the meetings. I would especially urge you Vietnam vets to try to attend a meeting.

While preparing this month's article and thinking about the very minimal participation in veterans' organizations there has been over the years by Vietnam vets, I suddenly realized that it was twenty years ago this month that I arrived in the Republic of South Vietnam, compliments of the United States Marine Corp. Twenty years ago! Is it possible that it has already been twenty years? I will almost never write about "the Nam" in this column. Perhaps it is the realization of my twenty year "anniversary", perhaps it is due to an usually tough couple of days, probably a combination of both, but I am going to close this article with a portion of Rudyard Kipling's Tommy. I would like to dedicate it to my fellow Vietnam vets, who will appreciate the poignancy as much as I.

"Oh it's Tommy this, an' Tommy that, an' Tommy, go away;  
But it's 'Thank you, Mister Atkins,' when the band begins to play.  
It's Tommy this, an' Tommy that, an' 'Chuck him out, the brute!  
But it's 'Saviour of 'is country' when the guns begin to shoot.  
Then it's Tommy this, an' Tommy that, an' 'Tommy, 'ow's yer soul?'  
But it's "Thin red line of 'eroes' when the drums begin to roll.  
We aren't no thin red 'eroes, nor we aren't no blackguards too.  
But single men in barracks, most remarkable like you;  
An' if sometimes our conduct isn't all your fancy paints,  
Why, single men in barracks don't grow into plaster saints."

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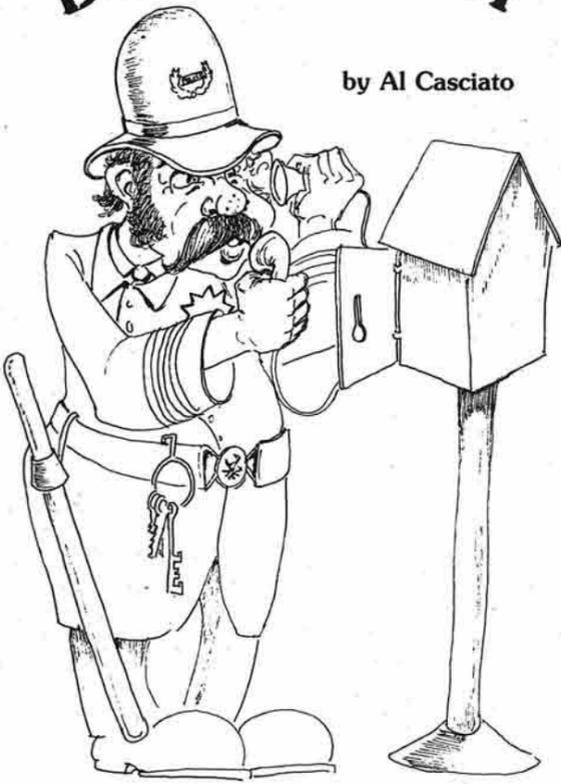
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# AROUND THE DEPARTMENT

by Al Casciato



**G**erry Schmidt and Mike Pearson of the Crime Lab have resigned and moved to Tacoma, Washington to join North American Morpho Systems, Inc. a company that makes, installs and services fingerprint computers. The company is also trying to recruit some others from the Crime Lab (a private industry raid). We'll miss Gerry and Mike and wish them the best of luck in their new careers. (Write care of this column for their new address).

Airport Police Raiding Party? Or have they come a long way? Airport personnel officer Sandy Dell-Agostino (876-2187) is currently conducting a recruitment drive for new airport officers and her target group is current Q-2 San Francisco police officers. Lateral transfers to the airport were unthinkable 5 years ago. Yet today, Sandy is getting warm receptions at the district stations as well as some serious interest in the jobs that are being offered. (P.S. Sandy's husband Rich works at Co. I, so she has a good grasp of the inner workings and stresses of our department.)

Last month a large celebration took place at the Bread of Life Missionary Baptist Church in the Potrero District, and among the celebrants was Co. D's Phillip Burton who earned the AKA Bam Bam that evening with stirring drum renditions with the band and even soloing to the delight of the crowd — another Gene Krupa in the making? Anyway you cut it, it was great community relations for Phil, us and the department.

Where is he now? Some have been asked of former Dave Bowman who vested his retirement in 1984, electing to early out and return to school. First to St. Mary's Moraga for a Bachelor of Arts in management — then a move to the East Coast where after some rigorous application procedures Dave has been accepted to become a member of the Fall 1988 MBA Program in the Harvard Graduate School of Business Administration. Dave's wife Cynthia has taken a job in Camden, Maine as the laboratory director of a medical center. So it is that city that the Bowman's have settled in and from which Dave will commute to Boston for school. They can be reached at P.O. Box 891, Camden, ME 04843.

The latest reorganization of the Department from divisions to bureaus changed the Special Operations Division — S.O.D. to Special Operations Bureau — S.O.B. — Oops! Call that a mistake and bring at least one division back.

If the budget deficit is so real (and I'm beginning to have some doubts) — then why has it been the department's policy to deny leave of absence to officers — wouldn't a liberal leave policy reduce the department's budget while maintaining a strong bond with the officer(s) who venture forth to try new careers — case in point — crime lab officers Schmidt and Pearson solicited leaves but were forced to resign; to be lost forever? Probably.

TAKE NOTE EMPLOYEE RELATIONS:

Night of the long knives or he who lives by the political sword dies by the political sword. I was go-

ing to put the unceremonious way Commander Richard Klapp was given his walking papers by Chief Jordan (after 29 years 4 months) another way, but the editor censored me. Anyone who has ever worked with or for Dick Klapp (agreed with him or not), knows that for every hour he was paid he worked another hour without compensation, because he was dedicated to the S.F.P.D. beyond belief — sacrificing family, friends and personal projects for the department. We also knew that his goal was to serve 30 years in the S.F.P.D., to which some of us joked that when that day came we would give him a 60 year plaque and certificate of service. His experience sends a strong message.

Some officers complained about the recent Contra Demonstrations, moaning that they were too much work — not me, I consider demos, parades, races, etc. the Full Employment Act of the police department, and if you think of them that way the details won't seem like such a pain.

Overheard this month around the department:

"If you're smiling you must be doing something wrong..."

"Nobody knows a jerk better than the people that work with him/her."

"Can talk it but can't do it"

"Don't screw up my career..."

"What can you do...?"

"On paper and in practice — two different things"

"...held a meeting and didn't tell anyone about it" (caused a 406)

Baby News

On 2/22/88, George Roscoe and wife Yvonne welcomed a baby boy, Matthew George, a.k.a. "the Manager".

Betty Johnson, a city resident bemoans that the worst thing that ever happened to the police department was the "automobile". The beat cop she says, knew everyone, was the social worker of the neighborhood, as well as a "known quantity". Betty wonders if a poll were taken in the neighborhoods how many people would say they know their beat or area officers. Interesting. (Are you up to conducting such a poll — Examiner, Chronicle or Progress?)

Did you know that the State of California Investigators have a B-1 type set up that pays \$60.00 per month for maintaining your weight? Well, I'm told it's true — let's start that now — great incentive.

Received a letter from a retired friend and thought I'd share his closing. "Learn to live each day to its fullest as no one promised us a tomorrow." Thanks, "Beans"

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## Veteran Police, Firemen Remove Proposition From Ballot

The Veteran Officers Association, the organization representing the retired officers of the San Francisco Police Department, and the Retired Firemen and Widows Association of the San Francisco Fire Department, have jointly decided to remove their proposition to adjust pensions equally with Police and Fire Department pay increases from the June ballot.

Even though the probable maximum cost of this proposition would only amount to approximately one half of one percent (.005) of the excess cost of the proposed city budget, the retired officers and firemen have taken this step to show their recognition of the need to bring our City back to a stabilized budget. After our new mayor has an opportunity to re-examine the costs of operating our City and bringing them in line with projected income, we will once again consider coming to the people of our City for equity.

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# Rap's Corner



by Reno Rapagnani

## A Salute To Leadership

The retirement of Commander Richard Klapp is certainly a big loss to the San Francisco Police Department. There was never any doubt as to who was in charge when Commander Klapp was on the scene. He personally got this department through many critical incidents and demonstrations with such a skill as to bring credit upon our department. Thanks for your leadership.

The Jordan administration has reorganized the department and at first blush, the reorganization looks pretty good. The elevation of Fred Lau to Commander is one example of how a career minded police officer can have both the respect of the chief for his administrative abilities as well as the respect of the officers for his demonstrated concern and compassion for the rank and file.

A few of his accomplishments...Commander Lau, working with others, has worked hard to improve the Post officer involved shooting program. As commanding officer of the Tactical Division, Lau was firm but fair. And unlike so many other commanding officers, he never played favorites.

### Political Contributions Freeze

Knowing that this city is truly in a fiscal crisis does not make it any easier to accept a pay freeze as a city worker. Especially insulting were the comments of several supervisors who characterized city workers as selfish or unreasonable. There is nothing unreasonable about city workers being upset about the prospects of having a pay freeze due in large part to the fiscal mismanagement of the last administration as well as the incompetence of the previous chairman of Finance Committee.

Only one supervisor, Wendy Nelder, voted against the pay freeze. Wendy knows only too well (being raised as a child on a police officer's salary) about how difficult it

will be for city workers to survive this next year on a salary that will be diminished by inflation.

I propose a one year political contribution freeze for the politicians responsible for this fiscal mess. Further more, I hope that the P.O.A. be very selective in endorsing candidates for the Board of Supervisors this November. It's time for the P.O.A. to sponsor candidates for supervisor who pay more than just lip service to labor.

### Let's Remember History

In the middle seventies, city workers found themselves in a similar fiscal situation with supervisors attempting to destroy pay formulas and other benefits. At that time the POA took a very militant stand and as result won the battle (a pay raise) but lost the war (Tier II wage formulas, sick pay — pay-off).

I think that all of the unions that represented city workers realize that the meet and confer sessions that took place with city officials over the pay freeze were surface bargaining at best and could be shown to be bad faith bargaining in court. That means the city's charter induced pay freeze for police and fire would not be successful. However, I believe this course of action would only open the door for certain supervisors to place fundamentally more dangerous charter amendments on the ballot that would destroy the remaining city worker benefits.

### Spin-Off On Shinoff

Mr. Shinoff, a so-called editorial writer for the Examiner, wrote a rather convoluted article on Tuesday, March 22nd, called "Labor Daze." Among some of Shinoff's brilliant deductions about why Paul Chignell was not qualified for the labor relations post, was Paul's lack of experience with personal service contracts.

As a councilman for the City of San Anselmo and a former state appointed Commissioner of the Bay Conservation and Development Commission, Paul has reviewed millions of dollars of personal service contracts. Furthermore, Shinoff suggests that Paul's POA position involved very little contract bargaining. As President, Vice President and Chairman of just about every action committee in the POA, Paul Chignell has been involved in thousands of hours of negotiations involving monetary and non-monetary issues.

Shinoff asks the rhetorical question at the end of this column, "Whose interests are being represented here?" Maybe the want-to-be editorial writer/politician, should first interview the subject of his article (he never questioned Paul before the article was written) before he writes half truths. That way he could represent the credibility of his newspaper and the readership it serves.

### Right On Rob Morse

Rob who wants the U.S. troupes out of Honduras also wants the psychotic protestors out of San Francisco. While the vast majority of demonstrations in San Francisco are peaceful and respectful of the property of others, there seems to be a group of unlawful types who are not satisfied unless they can deface property or cause violent confrontations with the police.

### The Best In The West

Now, who do you think won the Outstanding Law Enforcement Officer Award for all the California? Bill Langlois was the state winner for his excellent work in the "Rat Program" where Bill, dressed as a senior citizen, was robbed, beaten and almost stabbed in a sting program that put scores of "dirt balls" in state prison. Bill and his work are being evaluated by the National Veterans of Foreign Wars Gold Medal Award. This state award has never been won by a patrol officer in the S.F.P.D. "Bill, you're the greatest." Keep the Faith.



Gary Delanges & Bob Del Torre of Tactical present Chester Chin with the '87-88 Championship Trophy. (photo by Don Woolard)

# Chester Chin, Policeman's Friend

by Don Woolard, TAC

Chester Chin has been a friend to the SFPD for 35 years. This year the NIT Basketball Champs of Tactical-Southern were sponsored by Chester. Chester, who has owned his C & R Construction Company for 25 years is well-known in the San Francisco Community. He has been involved with several charities locally and a great supporter of the SFPD Fishing Program, the SFPD PAL, and the California Police Motorcycle Organization. Chester has recently served on the California Parole board for 3 years.

For winning the championship, Chester took the entire team for a beautiful 10 course dinner at the Harbor Village Restaurant. Chester was presented with a plaque and the 1987-88 Championship Trophy. Commander Fred Lau, who was also a great supporter of the team, was presented with the team's trophy. Each player received an oak-framed photo of the team. Coach Al Trigueiro was presented with a plaque for his coaching and Dave Zanardi a plaque for his inspirational play. Al Honniball was honored as the team's MVP.

# Dedication To Duty

by Tom Griffin, TAC

Picture if you will a frail, elderly looking black woman slowly making her way down Market Street. Barely able to put one foot in front of the other, she spots a wasted can of Coke and very carefully bends over to pick up what might be the last bit of money she will earn for the day. Her clothes are definitely not from Macy's and her only possessions are in a shopping bag from the Emporium. After this lonely woman reaches mid block she sets her wooden cart down and she leans back just to catch her breath. Instead she appears to fall asleep, and, at this point, the predators that sometimes roam Market Street spot their next intended victim.

Like a cat that stalks its prey, these modern day predators watch this supposedly helpless woman and, when they are assured that she poses no threat to them, pounce on her and steal what little she has to offer. This is not the only time this elderly woman has had to take the verbal and sometimes physical abuse that goes with being an intended victim. In some cases her assailants have threatened her, and in others she is kicked in order to see if she is really asleep. In fact, this woman has been the victim of 80 grand thefts in the past eight years and has assisted in this type of decoy operation in over one thousand cases.

We all assume that an officer must have a high degree of dedication in order to put up with the pressures of being a police officer in a large metropolitan area. This elderly looking woman that I have been describing to you has been an officer for the past twelve years. She served in patrol for the first four years of her career, and she was then selected to be a member of the Tactical Company's Street Crime Unit. If being a decoy victim was not enough, she is a wife and mother of three and resides in the city that she serves. This woman is known throughout this department for her uncanny ability to spot and then arrest auto theft suspects. In fact, she and her partner Officer David Fontana have recovered over 40 stolen vehicles and have made arrests in all of these cases during the past three years.

I know of no one, male or female, that is as dedicated to being a police officer as Officer Barbara Brewster. Her dedication to duty spans the past 12 years, and it is about time we say thanks for a job well done.

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## Compliments of a Friend

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# On Routine Patrol

by Joe Reilly



I was fortunate enough to have had at least one FTO who wasn't in it for the extra pay. I remember him telling me that the papers can't use a photo of smiling cop. So, I did a lot of smiling and waving at the photographers during the recent demonstrations. And most turned away to look elsewhere for the "just right" photo of a snarling cop.

It's curious how your mind will race through volumes of memory looking for something familiar about a stressful situation. It's a way in which you try to control your own fear and anxiety. My squad was one of several which faced the crowd covering the entire block in front of the Federal Building, and I was recalling an academy lecture about the role of the police in the community. One of the points made was that over the last several decades, the function of the police had shifted from one of maintaining order to a more specific task of crime fighting. Historically, police maintained order by reinforcing the control mechanisms and standards of behavior which the community set for itself.

Police as an institution faced serious challenges during the explosive years of social change and evolution we all experienced in the 60s and 70s. As a result, nostalgia is a hot commodity even now in our fast paced society of the 80s. The link between maintaining order and crime fighting seems to have been largely forgotten. Empty buildings with broken windows, graffiti, and abandoned autos are synonymous with urban decay and betray an absence of public order. More significantly, these things are a signal that nobody cares and that public order has lost its value.

As the police function shifted from maintaining order more toward enforcing laws, police and policing have come to be completely controlled by court decisions, legal restrictions, watchdog agencies, department rules and regulations, and of course, the influence of the media. The police cannot replace or be a substitute for standards of behavior that a community will not allow. To attempt to do so would be to put a cop on every corner and become (dare I say it?) a police state. Every cop I've ever met knows it can't be done.

A sudden 'pop' on the sidewalk behind me brought my full attention back to the situation at hand. A plastic bag filled with paint had missed its mark. I was upset with myself for having worn a clean uniform. As I looked around, I noticed I was in the company of several recent graduates of our college-prep academy. Maybe all those video tapes they were shown on the power of positive thinking would now pay off. We could just send out some positive vibes and channel all this negative energy into a spontaneous quilting-bee or something. When I saw the police barricades being picked up and twisted like pretzels, I had the insecure feeling that positive vibes weren't going to cut it. Soon, the American Flag was being spray painted and set afire upside down on the pole. The squads of police stood by, and a bystander asked if we were going to allow that. I replied that we had no orders to move. "What good are you then," he asked? As Mike Keys pointed out in an article he wrote last month, "It's time to take the streets back." First, we have to stop giving them away.

I shouldn't worry about such random thoughts. I'm just a cop. Another piece of early advice I got was that the only time to get excited was on payday. I tag red zones, go to bank alarms, break up husband-wife fights, drag in a few bad guys, stuff like that.

The crowd had receded somewhat, and my squad took up a position in the Federal Building lobby. My attention lapsed again as I detected the characteristic aroma of pizza with everything on it. It was a strange scene watching a squad of riot-equipped cops trying to scrape together enough money to pay an impatient looking pizza delivery man. This guy deserved a medal for bringing a pizza into a near riot zone. After being online for almost seven hours, I gratefully accepted an invitation to a quick dinner. The pizza man was beating a hasty retreat. Well, if you plan to survive, you must be ready to adapt. Next time, let's order Chinese.

# U.S. Ninth Circuit Reversal on Q-35/Q-50 Examination

by Bob Barry

On March 24, the United States Court of Appeals, 9th Circuit, issued its long awaited opinion on the reweighting of the 1983 Q-35 and Q-50 examinations.

The court, in a 2-1 decision, Judge Wiggins dissenting, reversed their earlier decision declaring the examinations as "invalid." The court also said that the "displaced" individuals were not "automatically entitled" to have an incumbent laid off...and that there is no entitlement to relief by those displaced.

POA Attorney Chris Burdick was directed, because of time constraints, to appeal this ruling to the full 9th Circuit. The POA Board of Directors will consider further action at its meeting on April 19.

The court's decision is as follows:

## SAN FRANCISCO POLICE OFFICERS' ASSN. BULLETIN

TO: ASSOCIATION MEMBERS  
FROM: BOB BARRY, PRESIDENT

The following is the final decision of the U.S. Ninth Circuit Court regarding the Q-35/Q-50 examinations.

The Court rejected the POA's contention that the displaced candidates are "victims", and further held that the appointees will remain in their positions.

The POA Board of Directors will discuss this issue at its Board meeting of April 19th.

Appeal from judgment. The court dismissed the case as moot because officers have been promoted on the basis of the revised test and it would be inequitable to divest them of their jobs.

Pursuant to a settlement, a Consent Decree required the appellee City to employ good faith efforts to achieve particular goals for the employment of women and minorities in the police department and prohibit the use of methods of selection that had an adverse impact on the same. The City also promised not to again set scoring standards and then change them after the test is given. Appellant Police Officers' Association objected to the use of the revised weights and made the contention that the reweighting was designed to discriminate. The district court, however, gave summary judgment for the City. This court now reconsiders its judgment on rehearing.

(1) This appeal is now moot. Officers have been promoted on the basis of the revised test. These beneficiaries of the revision did not cause the city to do

(See TEST, Page 15)

# Retain Judge Munson

by Paul Chignell

The San Francisco Police Officers' Association recently endorsed Municipal Court Judge Douglas Munson to be retained on the Municipal Court. The endorsement by the POA Board of Directors was unanimous.

San Francisco police officers have long been familiar with Doug Munson due to his tenure as a prosecutor with the San Francisco District Attorney's office. He served as a prosecutor from 1968 until his appointment to the Municipal Court by Governor Deukmejian in 1985. During his time in the district attorney's office, he tried more than one hundred fifty major jury trials including five for capital murder. In 1982 Munson was awarded the "outstanding trial lawyer of the year award" by the California District Attorney's Association.

During the past three years on the Municipal Court bench, Munson has presided over twenty-five criminal jury trials and over twenty-five civil cases. He has an excellent



Judge Douglas Munson

reputation on the bench of even judicial temperament and competence.

As Munson looks ahead to holding his seat, he has secured the endorsements of a wide spectrum of San Francisco leaders including elected officials like DA Arlo Smith, Public Defender Jeff Brown, Assembly Speaker Willie Brown, US Attorney Joe Russoniello, City Attorney Louise Renne, former Mayor Joe Alioto and numerous well-respected members of the San Francisco Bar Association.

It is important that San Francisco police officers contribute to Munson's campaign and work for his election to the Municipal Court. He was an ace prosecutor and he is a fine judge.

RETAIN JUDGE MUNSON.



# New Northern Police Station

In January, former mayor Dianne Feinstein, Police Commissioner Louis Girardo, and Police Chief Frank M. Jordan attended a ceremony marking the completion of Phase I of the new Northern Police Station, located at Turk and Fillmore Streets.

The event included a ribbon cutting ceremony, speeches by the dignitaries, and refreshments.

The new station was put into full operation on Monday, April 4, 1988.



**SAN FRANCISCO**

**Fellowship of Christian Peace Officers**

**The Holy Spirit - Part III**

by Jim Crowley - Homicide

**Holy Spirit Baptism**

Jesus Christ as our Saviour and Baptizer. The Holy Spirit is continually leading the believer to a deeper relationship with Jesus Christ. Before our conversion to Christ, it was the Holy spirit was convicted us of our sins and convinced us of our need of a Saviour. These are the elements of true repentance. It was the Holy Spirit who then brought us to the Cross where we beheld the saving grace of God in Jesus Christ. When we accepted Jesus as our personal Saviour it was the Holy Spirit that placed us into the body of Christ and indwelt us with the life that Christ is. In this sense we are all indwelt with the Holy Spirit. We abide in Him, He abides in us. We are new creatures in Jesus Christ.

In addition to knowing Jesus as our Saviour, however, we must also know Him as our Baptizer, if the "power" of God's spirit is to find full expression in our lives. John the Baptist proclaimed that he indeed baptized with water but that one mightier than he was to come, and He would baptize us with the Holy Spirit and with fire. (Luke 3:16). Jesus referred to this experience as the:

"promise of the Father, "without which our power for a full witness would be incomplete.

"And gathering them together, He commanded them not to leave Jerusalem, but to wait for what the

Father had promised "Which He said "You heard of from me; for John baptized with water, but you shall be baptized with the Holy Spirit not many days from now," "but you shall receive power when the Holy Spirit has come upon you; and you shall receive power when the Holy Spirit has come upon you; and you shall be my witnesses both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth." (Acts 1:4-5,8)

Most emphatically this baptism is for power! This is described in scripture in a variety of ways. Just as the experience of accepting Jesus is spoken throughout the Bible in a number of ways, so a number of descriptions are given of the next experience: "baptism in (or with) the Holy Spirit, "receiving the Holy Spirit", "Pentecost," "receiving power," the Holy Spirit to "come upon" or "fall upon" a person. All these are expressions of the same truth, viewed from different sides. There is some difference of opinion over what terminology to use. However, I feel we are on safe scriptural grounds using the term "baptism in the Holy Spirit", since quite an impressive list of biblical persons so used it: God the Father (John 1:33), God the Son (Acts 1:5), and God the Holy Spirit, who is of course the Inspirer of the Scriptures in which these expressions are found; there was also John the Baptist (Matt. 3:1), (Mark 1:8) (Lauek 3:16) (John 1:33) the four evangelists Matthew, Mark, Luke and John, in the places just cited, and the Apostle Peter (Act 11:16). If you will read these references carefully, and compare them, you will see in each case it is not salvation that is spoken of, but a second experience.

This is called in the Scripture, "the baptism in the Holy Spirit," because it is a baptism, meaning a drenching, an overflowing, a saturating of your soul and body with the Holy Spirit. When the Bible speaks of Jesus "baptizing" in the Holy Spirit we immediately visualize something external, somebody being put into something. However, the word baptize in Greek means to "completely suffuse" - it is used in classical Greek of a sunken, waterlogged ship - so it does not really make any difference whether Jesus

immerses us in the Holy Spirit in an external sense of the word; whether He inundates us from the outside; or whether Jesus causes the Spirit to rise and overflow from where He is living inside use, to suffuse our souls and bodies. Probably both pictures are true - He "comes upon us both from outside and inside, but it is important to remember that the Holy Spirit is living in you, and that therefore it is from within that He can flood your soul and body. Jesus says:

"He who believes in Me, as the Scripture said" "From his innermost being shall flow rivers of living water."

"But this He spoke of the Spirit, whom those who believed in Him were to receive; for the Spirit was not yet given, because Jesus was not yet glorified" (John 7:38-39)

This verse describes something more than receiving salvation. Here the believer becomes a source of living water to supply others. This beautiful passage of scripture teaches us much about the overflowing life of the Spirit filled Christian. First of all, his own needs are met. His own deep spiritual thirst is already being quenched through the regenerating work of the Spirit of God living in his spirit. Then when Jesus baptizes him in the Holy Spirit, the Lord causes the Spirit to rise and overflow from where He is dwelling inside the believer to inundate his soul and body as well. To use Dennis Bennett's illustration of an irrigation ditch, before the canal is filled, it is dry and so are the fields around. Then the gate of the reservoir is opened. First, the canal itself is washed clean of dust and debris, and grass and flowers being to spring up along its banks. But the water doesn't stop there; all along the way farmers open sluices, and the life giving water streams out into the fields to make "the desert rejoice and blossom as the rose" (Isa. 35:1) "So it is with you and me. The reservoir, the well, is in us when we become Christians. Then when we allow the indwelling living water of the Spirit to flow out into our souls and bodies, we are refreshed first. Our minds come alive in a new way to God's reality. We begin to think of Him, even dream of Him, with a new frequency and joy. Our emotions respond, and we begin to be happy in Him. Our will responds, and we begin to do what He wants. Our bodies respond, not only by feelings of well-being, but by actual renewed strength and health and youth. Then the living water begins to pour out to others and they see the power and love of Jesus in His people. He is now able to use us to refresh the world around us." (Dennis & Rita Bennett, The Holy Spirit and You, Plainfield: Logos, 1971 - page 21).

**Police Department Study Underway**

by Morgan Lynn  
Auditor/Monitor's Office

In the near future you will be asked to participate in a study of any existing race and sex discrimination within the San Francisco Police Department. In order to encourage participation and assuage any understandable reluctance that might surround such an undertaking, the scope and purpose of the study are described in this article.

The police department has a different racial, ethnic and gender make up that it did ten years ago and officers have different perceptions of how the changes have affected them. The Auditor/Monitor and the Federal Court want to know if there still exist any problems related to race and/or sex and what to do about them. This study is your chance to express your opinion!

A special consultant — who has no vested interest in the outcome — will conduct the study. Here's the way it is planned. Preliminary interviews have already taken place with representatives of the San Francisco Police Department administration, Police Officers Association, Officers For Justice, Chinese for Affirmative Action, and the National Organization for Women. From the advice and input from these individuals and others, a list of interview questions is being compiled.

Eighty officers have been selected at random by an independent third party in another city. This person has no knowledge of anyone in the San Francisco Police Department. These officers will be interviewed in person by the special consultant. Deputy Chief Willis Casey has agreed to allow officers time off from their watch in order to be interviewed.

The special consultant will be available to officers for some period of time during all three watches. Officers selected at random will be asked to report to a neutral location during their watch to be interviewed by the special consultant.

During the interviews, no names will be recorded, only ethnicity, sex, rank and length of service in the department. All responses to questions will be kept anonymous. The study is being conducted in this manner so that of-

ficers will feel free to give honest opinions without worrying that their opinions will be linked to their name. The way the study is designed only group opinions matter.

Officers are being selected randomly so that no one will feel that they have been singled out for any reason. Also, it is important to have an unbiased sample of officers so that no one special interest group can "stack the deck." That's why it's important for you to participate if your name is one of those selected at random! All viewpoints need to be voiced.

After all eighty interviews have been completed a written questionnaire will be developed based on the advice and information provided by the random eighty officers. Then, in July 1988, the questionnaire will be mailed to all officers at their home addresses. Responses will be returned directly to the Office of the Auditor/Monitor with no identification other than ethnicity, sex, rank, length of service and color coding to insure that each officer submits only one survey form. All responses will be kept anonymous.

The results of all officers' input will be analyzed statistically and a report with findings and recommendations will be available no later than September 30, 1988.

What purpose will the survey serve? Why should you fill out yet another survey form? There are good reasons! First, this survey has been approved by the Federal Court and sanctioned by the Police Officers Association, the Officers for Justice and all parties involved. The findings and recommendations will be taken seriously, so it's to your advantage to have input. Second, if there are any lingering sex or race discrimination problems, they need to be identified so that training to eradicate these can be offered. And finally, and most importantly — if there has been progress in the area of eradicating discrimination the positive aspects of this should be made known so that the department can build on its strengths!

When your opportunity for participation comes, make the effort! Your opinion matters!

**Justice For Murder Victims**

The victim of violent crime support group, Justice For Murder Victims, will be holding its annual memorial in the Temple Emanu-El, Arugello Blvd. and Lake Street, on Wednesday, April 20th at 7:00 p.m. This memorial will occur as a part of National Victim's Rights Week. Justice For Murder Victims offers support to victims of all violent crimes by offering personal contact, referral to social service agencies, and by providing awareness of the criminal justice system.

Questions regarding this group or the memorial can be answered by contacting Justice For Murder Victims at 564-7327.



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This is the 20th year this great family picnic will be held.

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# It's In Your Court

by Bill Fazio,  
Assistant District  
Attorney



## Arrest of Narcotic Suspect Inside Home Without a Warrant

Both State Law (*People v. Ramey* 1976 166 C.3d 263) and Federal Law (*Payton v. New York* 1980 with 445 U.S. 573) have ruled that absent exigent circumstances, a police officer may not enter a suspect's home to arrest him even if he has probable cause to do so. "Exigent circumstances" means "an emergency situation requiring swift action to prevent imminent danger to life or serious damage to property, or to forestall the imminent escape of a suspect or destruction of evidence." *People v. Ramey* p. 276.

In the recent case of *People v. Cespedes* (1987) 191 Cal.App.3d 768, the defendant argued that his arrest was unlawful because the police arrested him in his residence without a warrant, absent exigent circumstances. The facts of the case are: The defendant was arrested in his residence immediately after selling an undercover officer narcotics by officers who re-entered the house after the undercover officer left. The defendant argued that once the officer left he had no right to re-enter nor did covering officers have a right to enter and effect an arrest absent a warrant. The Court of Appeals disagreed and held that under all the circumstances the arrest was valid and evidence seized was admissible.

The court commented and concluded that it is the entry into the home that is the evil condemned by the Fourth Amendment. In the case here the initial entry by the undercover officer was by invitation of the defendant. The court went on to state: It must be pointed out that the court has allowed an arrest (1) where the officer or informant entered at the express invitation of the suspect and (2) at that point establishes cause for arrest, and (3) immediately summons help from other officers to effect an arrest.

"We emphasize that we have applied this doctrine of 'consent once removed' only where the agent (or informant) entered at the express invitation of someone with authority to consent, at that point established the existence of probable cause to effectuate an arrest or search, and immediately summoned help from other officers. We do not intend to suggest by our analysis that one consensual entry means that law enforcement agents may thereafter enter and exit a home at will. In this case, however, the second entry was clearly lawful."

Lest there be any misunderstanding, the court ruled an arrest unlawful when after the "buy" police drove to a parking lot one mile away, spent 10-15 minutes formulating a plan to arrest defendant and then re-entered the house to make the arrest.

An understanding of the reasons behind the ruling will result in more effective expeditious arrests and the rejection of motions to suppress evidence.

## Tier II Charter Amendment Removed

by Dan Linehan,  
Legislative Committee Chair

Last month I authored an article explaining the wonderful victory the P.O.A. had at the Board of Supervisors. The supervisors, by a vote of six to four had placed a charter amendment on this June's ballot that would have corrected the disability portion of the Tier II Retirement System. However, due to the unforeseen deficit, the Board of Supervisors withdrew all charter amendments that would have increased the cost of government one cent. That unfortunately included our charter amendment.

### Retirement Equity

The battle of retirement equity for all of our members is far from over. The Board of Supervisors and the Mayor are well aware of our desire to protect our new members in the same way as our veterans. There will be new elections and we will choose our timing carefully. I look forward to the time this deficit will become a bad memory and to the support of the Board of Supervisors and the Mayor for the concerns of our members.

It is important to remember the actions of our elected officials at the times of their re-election. This November, six members of the Board of Supervisors will be seeking the support of our Association. I have recorded the voting patterns of all the supervisors. Their records will speak louder to our Board of Directors than anything they could say to us in person. I would expect to see some new faces on the Board of Supervisors this time next year.

The battle continues!!

# Deferred Compensation Plan's 1987 Results

by Mike Hebel,  
Financial Commentator

On December 31, 1987 the City's deferred compensation plan had 6,100 city employee members. 28% of the police department employees were participants. Hartford has now received \$125 million for city employees.

The deferred compensation plan was established in 1978 by the Board of Supervisors. In that same year the Retirement Board selected the Hartford Insurance Company to serve as the Plan's Trustee. There are now over 200 city employees with plan account balances exceeding \$100,000 and the top account balance has just topped \$150,000.

Those participating in the plan now contribute an average of \$115 per pay period. These monies are placed in a tax sheltered account wherein earnings accumulate tax free, deferred that is, until paid out. The Internal Revenue Service agrees to postpone taxing that portion of the pay which the employee agrees to postpone receiving.

### City & County Plan

The Hartford Insurance Company now offers 9 plans for city employees who wish to take advantage of the deferred compensation scheme. The Hartford recently published its performance records for these 9 funds for the 12 months ending December 31, 1987.

Funds	4th Quarter	1987	Annualized Gain Since Inception
Stock	-21%	4.1%	26.8%
Fixed Income	5.6%	-1.39%	14.9%
Money Market	1.5%	5.2%	15%
Govt. Securities	1.2%	7.4%	10%
Advisers	-8.7%	4.7%	15.9%
Aggressive Growth	-23%	-5.6%	17.7%
GNMA	5%	1.4%	12.5%
General Fund	8.5%	—	—
Index	123%	—	-25.9%

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

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

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

The deferred compensation plan now provides for ongoing enrollment. A participant can request changes to their program at any time including increasing or decreasing bi-weekly payment into the plan and also changing the amounts being invested in each of the accounts. The plan now provides an 800 toll free line to make quick transfers of an existing account value or reallocating future contributions between funds.

Contributions may be stopped at any time by notify-

ing the Hartford Insurance Company; they may also be restarted at any time. City employees begin to receive payment from their deferred compensation plan at service retirement, termination of employment, death, disability or extreme financial hardship. Additionally, the Hartford has 7 options for withdrawals of accumulated funds. Within 60 days of retirement, the plan participant must designate a withdrawal option. It should also be noted that it is not necessary to withdraw one's accumulate funds on retirement; they can be left in the account to grow and be withdrawn at a later time.

### Long Term Performance

The Hartford Insurance Company has established an excellent long term record in its investment of plan monies. Its stock fund has grown 275% since its inception in August of 1977; this is a 26.8% average annual return. The fixed income fund has grown 152% or 14.9% per year. The GNMA fund has averaged 12.5%. The Government Securities fund has averaged 10% in its four year existence.

The plan's general fund now pays a fixed return of 9%; this is an increase from the 8.5% rate which it was paying in 1987. Each year this interest rate is set and does fluctuate. The general fund has, in the past, paid as high a fixed return as 12.5%.

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

For the more adventurous (looking for higher return and willing to accept downward movement-losses), there are: (1) stock fund; (2) index fund and (3) the aggressive growth fund.

For market timers, there is the opportunity to freely

(See PLAN, Page 15)

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# Board of Directors Meeting

## March 15, 1988

Members present: Bertsch, Davenport, Coggan, McDonagh, Garcia, Santana, Ramlin, Ehrlich, Conway, Doherty, McAlister, Taylor, Johnson, Hawthorne, Chignell, Fagan, Flippin, Rapagnani, Linehan, Parenti, Barry. Excused Cole.

### President's Report

Bob Barry discussed the wage freeze charter amendment's meet and confer sessions. The talks between city officers and the Labor Committee are still on-going with Labor's counter proposals still being considered at this time. (See Bulletin 88-14).

### Secretary's Report

A motion by Garcia seconded by Taylor to approve the minutes of the February Board of Directors meeting which appeared on Page 8 in the March edition of the NOTEBOOK was approved by voice vote.

### Treasurer's Report

A motion by Fagan seconded by McDonagh to approve

the monthly financial statement was approved by voice vote.

### Committee Reports

Legislative Chairman Dan Linehan instructed members of the Board that our two charter amendments (Tier II improvements and retirement salary formula) will have to be reintroduced for the November 1988 election.

### Special Items

Endorsement for the 16th Assembly District: An endorsement for the 16th Assembly District was made after both candidates were invited to speak before the Board of Directors. Only one candidate, John Burton, appeared before the Board of Directors for questions and answers. Candidate Burton discussed the role he played as a past legislator in banning the use of polygraphs on police officers, his support of the Police Officers' Bill of Rights, the medical presumptions that police officers are entitled to as well as his vote in Congress to bestow the \$50,000 death benefit for officers killed in the line of duty. A motion by Chignell seconded by Conway to endorse John Burton for the 16th Assembly District was passed by a vote of 16 yes and 0 no and 3 abstaining. Voting yes were: Bertsch, McDonagh, Garcia, Santana, Ramlan, Conway, Doherty, McAlister, Johnson, Hawthorne, Chignell, Fagan, Flippin, Rapagnani, Linehan, Parenti. Voting to abstain were: Davenport, Coggan and Ehrlich.

Endorsement for Municipal Court: A motion by McDonagh, seconded by Fagan to endorse Doug Munson for re-election to the Municipal Court was approved unanimously by the Board of Directors.

Endorsement for Municipal Court in Marin County: A motion by Fagan seconded by Garcia to endorse Steve Graham (former San Francisco Assistant District Attorney and head prosecutor for all drug cases for U.S. Attorney Russinello's office) for Municipal Court Judge in Marin County. Motion passes 17yes, 1 no, 1 abstaining. Voting yes were Bertsch, Davenport, Coggan, McDonagh, Garcia, Santana, Doherty, McAlister, Johnson, Hawthorne, Chignell, Fagan, Flippin, Rapagnani, Linehan, Parenti. Voting no was Ramlan. Voting to abstain: Conway.

Michael Goldstein of California Community Dispute

Services spoke before the directors requesting a POA endorsement that would request the Board of Supervisors to include the continued support, through state funding, for the California Community Dispute Services by amending a proposed ordinance. A motion by Ramlan seconded by Flippin to have the POA write a letter on the above matter to the Board of Supervisors approved by 11 yes, 6 no, 2 abstaining. Voting yes: Bertsch, Davenport, Coggan, Ramlin, Ehrlich, Johnson, Hawthorne, Chignell, Flippin, Rapagnani, Parenti. Voting no: Santana, Conway, Doherty, McAlister, Fagan, Linehan. Voting to abstain were McDonagh, Garcia.

### New Business

A motion by Conway seconded by Davenport to contribute \$1,000 each to Taraval and Northern Station to upgrade their respective gym facilities passed by voice vote.

Friends of the Police: A motion by Johnson seconded by Flippin to purchase one table for \$2,500 to a Friends of the Police Dinner honoring police officers was approved by 12 yes, 5 no, 1 abstaining. Voting yes: Davenport, Coggan, McDonagh, Santana, Ramlan, Conway, Johnson, Hawthorne, Fagan, Flippin, Rapagnani, Parenti. Voting no: Garcia, Ehrlich, Doherty, McAlister, Linehan. Voting to abstain: Bertsch.

SFPD Bike Safety Program: A motion by Hawthorne seconded by Flippin to endorse and participate in the San Francisco Police Department's Bike Safety Program passed by voice vote.

OFJ Installation Dinner: A motion by Fagan seconded by Rapagnani to attend the OFJ Dinner was approved by a vote of 11 yes, 3 no, 3 abstaining. Voting yes: Bertsch, McDonagh, Garcia, Ehrlich, Doherty, Johnson, Hawthorne, Fagan, Rapagnani, Linehan. Voting no: Davenport, Conway, McAlister. Abstaining: Coggan, Santana, Ramlan.

South of Market Boys: A motion by Linehan seconded by McDonagh to purchase one table for the annual Mothers' Day Breakfast was approved by voice vote.

Friends of Mike Nevin: A motion by Linehan seconded by Garcia to purchase tickets (\$250) to a fundraiser for Daly City Councilman Mike Nevin.

Willie Brown for Assembly: A motion by Linehan seconded by Rapagnani to purchase one ticket for \$1,000 to a fundraiser for Willie Brown was approved by 11 yes, 2 no, 4 abstaining. Voting yes: Bertsch, Garcia, Santana, Doherty, McAlister, Johnson, Hawthorne, Fagan, Rapagnani, Linehan, Parenti. Voting no: Ramlan, Conway. Abstaining: Davenport, Coggan, McDonagh, Ehrlich.

Doris Ward for Supervisor: A motion by Linehan seconded by Fagan to purchase 3 tickets (\$450.00) to a Doris Ward for Supervisor fundraiser was approved by voice vote.

John Kletts for Assembly: A motion by Linehan seconded by Garcia to purchase a ticket (\$100) to a fundraiser for the Assemblyman was approved by voice vote.

Reno Rapagnani  
Secretary

## Blood Bank Award

Albert L. Perry Jr., a retired San Francisco police officer, has been awarded the 15 Gallon Award by the Irwin Memorial Blood Bank. As a volunteer blood donor, he has made over 120 blood donations to benefit patients in the community.

Mr. Perry was one of only 15 Northern California residents to receive the 15 Gallon Award during ceremonies held by the blood bank in commemoration of National Volunteer Blood Donor Month. Irwin Memorial, the nation's first not-for-profit, medically sponsored blood bank, is the sole blood supplier for hospitals in eight counties, including San Francisco, Marin, Napa and Solano.

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## 60 Year Sentence For Rapist

Terry Lee Bryan, 42, of San Francisco was sentenced today by Superior Court Judge Timothy Reardon to 60 years in state prison after Bryan's jury conviction last month on charges of rape, sodomy and oral copulation, D.A. Arlo Smith announced in a phone call from the National District Attorney's Association conference in Florida.

"Assistant District Attorney Ken Cady handled the Bryan case and just last month Ken got another defendant sentenced to life imprisonment on top of a 15 year base sentence," D.A. Smith said, referring to the conviction of Bernard Jackmon who was known as the "Stonestown Rapist."

Bryan was convicted in December when a jury found him guilty of the charges stemming from two separate assaults last summer against a 51 year old woman and a 44 year old woman. He had lured both victims to his Geary Street apartment where the assaults took place.

D.A. Smith and Assistant D.A. Cady credited Inspector Robert Huegle of the Sex Crimes Detail for putting the evidence together which led to Bryan's conviction.

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## Special Board of Directors Meeting March 10, 1988

Members present: Bertsch, Davenport, Coggan, McDonagh, Garcia, Santana, Ramlin, Ehrlich, Conway, Doherty, McAlister, Johnson, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry, Chignell. Excused: Taylor, Hawthorne.

President Barry discussed the current status of the proposed wage freeze charter amendment before the Board of Supervisors. President Barry was selected by members of the San Francisco Labor Council to participate with a select committee of labor leaders that will attempt to meet and confer with city officials regarding the wage freeze proposed.

A motion by Santana seconded by Garcia to approve President Barry's selection by the Labor Council to participate in the wage freeze negotiations. The motion was approved by voice vote.

A motion by Santana seconded by Coggan to reject the proposed wage freeze charter amendment before the Board of Supervisors. The motion was approved by voice vote.

A motion by Linehan seconded by Davenport to postpone two P.O.A. charter amendments\* until the November General Election. The motion passed by voice vote.

- \*1. Tier II improvement
2. Pay formula for retired members

Reno Rapagnani,  
Secretary



# RETIRED MEMBERS COLUMN



by Gino Marionetti & Mike Sugrue

## Retired Cop Finds Lost Man's Body

by Vikki McLaughlin  
The Gazette Staff

A retired captain from the San Francisco Police Department who had been searching for three days for a missing Billings Heights man, found his body Thursday morning.

Capt. Charles F. Beene, who moved to Billings last June, found the body of Nelson Carter Cline, 74, partly hidden by sagebrush along Alkali Creek, near Alkali Creek School, about 9 a.m. Thursday. Lt. August Bentz of the Billings Police Department's Detective Division said the cause of death had not been determined late Thursday. An autopsy was planned.

Cline was reported missing after he walked away Sunday morning from the group home where he was living at 945 Moon Valley Road. Billings police, sheriff's deputies and family members had searched the area for three days with the help of horses, search dogs and St. Vincent's HELP helicopter but found no sign of the missing man.

Beene said he spends a lot of time walking in the Moon Valley area and started looking for Cline when he first heard of the disappearance. When search parties were organized, he offered to help and covered sections that

needed to be "tramped through," where underbrush was thick, Beene said.

After Wednesday's search still found nothing, Beene said he thought a lot of people believed that Cline had "gotten in a car and left." But, Beene thought differently.

"My old cop training told me to start over from the beginning — from the house (where Cline was staying) and the neighborhood around the house. I've seen so many cases in my career where people turn up in the basement or nearby."

Beene said there were a "couple of areas" that he wanted to check again Thursday. "It was just a hunch I had this morning," he said.

He first spotted Cline's hat, about 10 feet from where he was standing near the creek, then saw Cline's boots, Beene said. "The way he was lying, you would've had to walk right where I walked or you wouldn't have seen him. Anybody could've missed him — everyone was trying hard to find him."

Beene said he has an elderly mother who also likes to take walks. "When I saw it on TV, it gave me a little drive to take one more crack at it."

(Reprinted from The Billings (Montana) Gazette Friday, March 11, 1988)

## Never Pay Sticker Price Again!

No matter what you're shopping for don't buy these 10 come-ons

by Joseph A. Harb, Modern Maturity

When Richard Lee of Springfield, Virginia, accompanied his daughter Linda to the new-car dealership for her first auto purchase, they had three aims in mind: The total cost would not exceed \$9,000, the monthly payments would not exceed \$150, and the sales agreement would not be signed that day. At least those were their resolves before they encountered the Human Buzz Saw, a.k.a., the new-car salesman.

Four hours later, the Lees walked out the door with signed papers for a new car. "I think I got a good deal," Linda says today. "But I wish I hadn't bought so quickly. I really didn't know what was happening."

What was? Actually, the Lees did very well. Although Linda and her father encountered every classic tactic used in the New-Car Selling Game, they parried each maneuver deftly and expertly. But many car buyers are not as knowledgeable, skeptical or patient when they walk into that gleaming showroom. They fail to realize they are playing a game — one that car salespersons practice diligently every day. While they are more skillful than most consumers, even those who have been buying cars for 30 years or more, there are ways to stack the odds in your favor.

Most cars carry built-in profit margins of 10 to 20 percent. Profits on dealer-added options can be 100 to 1,000 percent or more. As a result, the less wary buyer can pay several thousand dollars more for a car than he or she has to.

Americans age 50 and over constitute 35.8 percent of new-car buyers, according to J.D. Power and Associates, a market research and consulting firm specializing in the auto industry. In 1985 persons age 55 and over bought more than 2.4 million new cars. Further, a larger percentage of older people than the national norm opt for air conditioning and power accessories — expensive extras yielding high profit margins.

All this doesn't mean the mature customer is ripe for gouging, however. The key to winning when buying a new car is knowing how the game is played and changing the rules so they favor you. Translation: Never let the salesman control the sale.

Following are 10 ploys you'll probably encounter next time you go to buy a new car. How the Lees handled them is worth noting.

**1. I Know Just What You Want.** As they greet you, car sellers begin smoking out you greatest concern — price range, trade-in, extras, monthly payments, etc. — and focusing on that concern to convince you to buy. ("I know you're paying \$2,500 more than you planned. But with a five-year loan and a large down, your monthly payments are what you wanted, right?")

Sales people also play to your personality. According to Sheila Kessler, Ph.D., a sales psychologist in Fountain Valley, California, consumers can be divided into analysts (just the facts, ma'am), promoters (more influenced by aesthetics), supporter (prefer salesmen who are nice) and controllers (want to run the show). "It's not hard, there for for a salesman to peg people and tell them precisely what they want to hear," Kessler says.

Defense. The Lees couldn't be sweet-talked. They did what they came to do and ignored the rest.

**2. What Will It Take for You to Buy?** Don't fall for this one, which is followed by: "If I can do that for you, will you buy a car today?" If you do, you'll identify what's most crucial to you and make you feel like you've made a verbal commitment to buy. Instead, don't commit yourself.

Defense. Unfortunately, this ploy worked on the Lees (in the matter of Linda's monthly payment). To escape it, remember you're the one holding the money. Tell the salesman you're ready to buy (if you really are), but only if you're given (1) the car you want, (2) the features you want, (3) the price you want, and (4) the terms you want. And don't be swayed from your position.

**3. You'll Save a Bundle on Gas, and Think of the Resale Value?** Gasoline was \$1.30 a gallon when the salesman punched some numbers into a computer. The printout showed the Lees how much Linda's new car would save on gas, assuming a four percent annual price increase, "which is a conservative estimate." Baloney! Figures can be made to say anything the salesman wanted them to say. He also touted the fact that her car, being red, would resell at a higher figure than a darker color.

Defense. Richard Lee, who had spent most of his career analysing the oil industry, calmly countered with "I know the industry, and oil prices are going down, not up." (He was right, of course.) As for color "Benefit," Linda said she understood a red car also attracts more police attention. Moral: Don't ever let a salesperson sway you with claims of "operating savings" or "incredibly high resale value."

**4. This Model Is So Popular We Have to Include a Surcharge.** The surcharge, also called "additional dealer markup," is a euphemism for price-gouging. The asking

(See CARS, Page 14)

## What Should I Do?

Produced by Annette Winter  
Modern Maturity

### Pension annuity tax changes

I understand the tax laws on pension annuities have changed. Since I will retire later this year I would like to know if the new rules affect me. Will income tax be automatically withheld from my pension?

The annuity rules were revised by the Tax Reform Act of 1986. However, the change affects only payments from contributory pension plans. Pension payments from employer-only-funded plans continue to be fully taxable.

Before TRA '86, annuity (pension) payments from contributory plans were taxed in one of two ways. If a worker's investment could be recovered in three years or less, the three-year recovery rule applied. Under that rule the first three years' payments were deemed a return of investment and were tax-free. After three years, all subsequent payments were fully taxable. If contributions could not be recovered in three years, the exclusion ratio method was used. That method exempted a portion of each payment from tax liability. A worker who outlived his or her life expectancy, per IRS tables, recovered more than his or her investment basis; unfortunately, a worker whose life-span fell short of the expectancy never fully recovered his or her basis in the pension plan.

TRA '86 eliminated the three-year recovery method for retirees whose pension payments commence after July 1, 1986, and revised the rules covering the exclusion ratio method to permit full recovery of the worker's investment spread over the period of the annuity. Like the old exclusion method, the new procedure treats a percentage of each payment as nontaxable and the balance as fully taxable. If any portion of a worker's investment remains

(See TAXES, Page 14)

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# 10851 Award Ceremony

The California State Automobile Association, in conjunction with the San Francisco Police Department will present 30 police officers with the "10851" award, for their superior efforts in the recovery of stolen vehicles.

The officers were honored at a ceremony held on Tuesday, March 1, 1988, at 11:00 a.m., in the Police Commission Hearing Room, Hall of Justice, 850 Bryant Street.

The award was given to uniformed officers who, during a twelve month period, meet any of the following criteria:

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

San Francisco Police Chief Frank Jordan will present the officers with a personal plaque, and a tie tack replica of a California License Plate bearing the number "10851." These numbers refer to Section 10851 of the California Vehicle Code that defines, and prohibits auto theft.

### Fourth Award

- |                            |       |
|----------------------------|-------|
| 1. Off. James Dudley #1946 | Co. E |
| 2. Off. Kenwade Lee #838   | Co. G |

### Third Award

- |                                  |       |
|----------------------------------|-------|
| 1. Off. Keith Sanford #1444      | Co. A |
| 2. Off. Donald Shockley #2085    | Co. A |
| 3. Off. Michael Burkley #1052    | Co. H |
| 4. Off. Rene Guerrero Jr. #301   | Co. H |
| 5. Off. David Wright #2247       | Co. H |
| 6. Off. Gregory Ovanessian #1444 | Co. G |

### Second Award

- |                               |       |
|-------------------------------|-------|
| 1. Sgt. Joseph Allegro #6     | Co. A |
| 2. Off. Albert Lum #1606      | Co. A |
| 3. Off. James Selby #1632     | Co. B |
| 4. Off. Keith Singer #1384    | Co. B |
| 5. Off. Glen Ghiselli #2142   | Co. C |
| 6. Off. Patrick Mullins #2174 | Co. C |
| 7. Off. Colleen Fatooh #1908  | Co. D |
| 8. Off. Howard Cheung #960    | Co. D |
| 9. Off. Bob Davis #549        | Co. E |

### First Award

- |                                   |       |
|-----------------------------------|-------|
| 1. Off. Gregory Dito #8           | Co. A |
| 2. Off. Victor Arrebollo #309     | Co. B |
| 3. Off. Barbara Brewster #177     | Co. B |
| 4. Off. David Fontana #1570       | Co. B |
| 5. Off. Ronald Dinslage #746      | Co. C |
| 6. Off. Robert Leung #2210        | Co. C |
| 7. Off. Brian Petiti #1841        | Co. C |
| 8. Off. Stephen Collins #295      | Co. E |
| 9. Off. Melvin Bautista #1863     | Co. F |
| 10. Off. Stephen Zimmerman #1355  | Co. G |
| 11. Off. William Brunicardi #1759 | Co. H |
| 12. Off. Louis Cassanego #146     | Co. H |
| 13. Off. Lindsey Suslow #1086     | Co. I |

# Driving Caution Needed During Return To Daylight Time

As the nation returns to Daylight-Saving Time on Sunday, April 3, the California State Automobile Association (AAA) advised motorists to use extra caution when driving.

For the second consecutive year, the clock is being moved forward one hour on the first Sunday in April, instead of the last Sunday, to conform with 1986 federal legislation.

CSAA officials suggest that the one-hour time change may contribute toward additional driving hazards.

The CSAA urges motorists to follow these driving suggestions:

- Be sure to turn on headlights if you are driving during the early hours of darkness. And remember to turn off the lights when you reach your destination.
- Watch out for children going to school in the early morning darkness.
- Be prepared for reduced visibility caused by fog, haze, drizzle or other pre-daylight factors.
- Watch out for joggers and other pedestrians, who may be difficult to see in the early daylight hours.
- Wear sunglasses and adjust sun visors properly to combat the glare caused by the sun's early morning reflection on windshield, hood or other metallic car parts.
- It's a good idea to reduce speed if there is sun glare. Drivers may not be able to see the brakelights of a car that is slowing down.
- In the late afternoon, watch out for bicyclists, children and others attracted by the longer daylight hours.

# RETIREMENT DINNER + DANCE

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## St. Gabriel School 40th Anniversary

All former students of St. Gabriel's parish grammar school are invited to attend the 40th Anniversary reunion/homecoming during the weekend of April 22nd, 23rd, and 24th. There will be a sock hop in the auditorium on Friday night. Games and a picnic at South Sunset playground are scheduled for Saturday in addition to the evening banquet. Plans for Sunday include reunions for the separate classes and an opportunity to visit with former teachers.

In its heyday, St. Gabriel's had twelve hundred, fifty students on campus in grades K through 8. There were triple rooms per grade with fifty children in each room. Operated continuously by the Sisters of Mercy-Burlingame since it opened in 1948, St. Gabriel's was, at one time, the largest Catholic elementary school west of the Mississippi River.

The Reunion Committee hopes to contact nearly four thousand graduates and former students for the homecoming event. If anyone is able to help or wants more information call Cathy at 566-5903 or Linda at 588-4799.

### Family Games and Picnic

Saturday, April 23, 11 am to 4 pm, South Sunset, 40th and Vicente St., S.F. Food Tickets (hot dogs, sodas & chips) will be held at the gate for those who have made reservations at \$5.00 per person. If you choose not to reserve, bring a picnic lunch. Deadline for reservations Monday, April 11th.

### Banquet Dinner

Saturday, April 23, No-Host Cocktails 7 pm, Dinner 8 pm Union Espanola Cultural Center, 2850 Alemany Blvd., S.F. See Map. Ample parking available. \$25.00 per Person - Advance reservations required. Includes: Dinner, Wine, and Program. Tickets will be held at the door. Deadline for reservations Monday, April 11th.

\*Note: Seating arrangements at bottom of page.

### Mass and Reception

Sunday, April 24  
 Mass, 1 pm, St. Gabriel's Church  
 Reception, 2 pm to 5 pm, Bedford Hall (Auditorium)  
 Class Reunions and School Tour, 2 pm to 5 pm, St. Gabriel's School

For further information contact St. Gabriel's Committee member - Jacklyn Jehl at Company M 553-9290 or Neil Stroth 564-0176.

### Sock Hop Dance

Friday, April 22, 8 pm to 1 am, Bedford Hall (Auditorium), 41st and Ulloa St., S.F. \$12.50 per Person. Includes: Music, Hors d'Oeuvres, and No-Host Bar. Tickets held at the door. Deadline for reservations Monday, April 11th.

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# Pathways

by Bob Rogers

## Balance

On the night of my 40th birthday I stayed up late working in my room trying to write significantly about what seemed like another of life's milestones. What I ended up doing, though, was staring out through a storm-blustered window full of rain streaks, thinking about what it meant to live life well.

On that night, and now a few years later, the answer comes — not in a cluster of philosophical or religious tenets, but through looking at how others quietly do a good job of living their lives — making life better for the rest of us as they go. This is a few moments about Tim Cadigan of Burglary.

I first met Tim during the flux of being one of the new people assigned to Burglary. As in most new jobs where you're coming in as an outsider, there was a bit of discomfort at having to go through the stages of getting accepted and learning the job. But at the very start of it, I remember Tim Cadigan extending himself to me and his making an effort to make me feel welcome.

What I initially noted about Tim was that here was a guy that didn't fit the typical Inspector's image. Many of us had joked about coming down with The Bureau Disease where one becomes a pudgy sour-puss in ill-fitting polyesters and mismatched plaids. That wasn't Cadigan.

There was confidence, friendliness, and class to this guy that made you glad to meet him. He seemed to be in terrific shape and carried himself well. He looked more like a successful real estate developer with a penchant for Ivy League tailoring than a guy who was still good at working the street. But, there would be more to Tim than good bearing.

During those initial weeks in the Bureau I would try to break away from the paper and phones and get to the 5th floor gym to pound away a bit of the frazzle. I would

There was an amazing intensity to his workout — and from his appearance I guessed it had probably always been that way. But unlike so many of the Body Nazis you find in Gyms, Tim would manage to take note of what you were doing, offer that smile or give you a pat on the back as he was leaving the Gym. He once laughingly said something like he was getting too old for this stuff. I watched the heavy bag still swinging from a pounding he had put on it. Too old...right.

But the external and physical stuff was only the beginning of getting to know Tim. While a lot of us can grind away in self absorption, it's another thing to be able to get along well with others. Not just with cops, but with the victims and the rest, Tim Cadigan put care into dealing with people.

In the Bureau we get a lot of folks whose perceived traumas have already been addressed well by the police on the street, but, because of the misconception that the Bureau might be able to do more, these often marginal poor souls wander in looking for help.

Most people understand, when you take a bit of time to explain, why we can't do more. But there are others who can drain and anger you with their bizarre complaints and excessive demands. I've never seen that happen to Tim.

The little gypsy woman, the semi-senile retired seaman who was haunted by imaginary burglars, the retired cop fleeced by the show-girl he thought was going to marry him. Some of these folks I've seen Tim deal with are almost caricatures of desperation.

So many of us have hardened a shell around ourselves because of how sad so much of this stuff is. We end up kissing off these folks at arm's length, trying not to let it all overwhelm us.

I've watched Tim Cadigan sit down and deal with their hurt. I've seen people walk away with a bit more peace than they had when they wandered in, because Tim never seemed to shy away from getting in there. And while some of their travail was truly impossible to address, Tim took time to figure out what he could do to make any part of

their lives a bit better. (I know Tim would never explain it that way — he'd never explain it at all.)

There seems to be a sense of balance with Tim. Here's a ham-fisted guy with a face full of back alley chases and battles who lets slip that he listens to classical music and opera. He'll shyly back off from talking about stuff that would put him into a different realm than a lot of us around him.

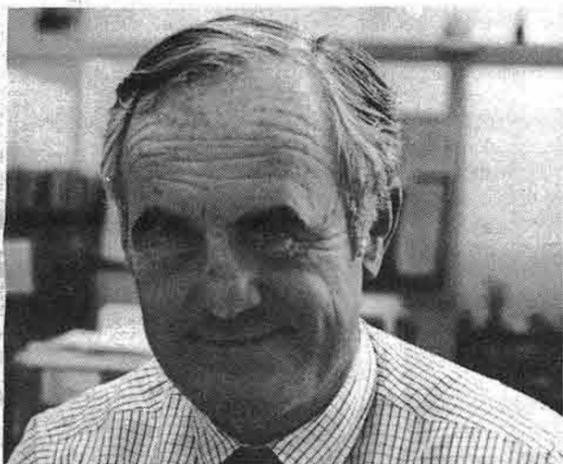
Here's an ex-marine who loves to garden. In asking Tim about his fitness program and expecting to get sets and reps stuff, he tells me about working in the garden and taking hikes with his wife, Sandy. (And he talks affectionately about her — not in the blase cliches we so-called tough guys sometimes use.)

Here's a guy who would still do a good job of dealing with thugs in the Tenderloin, but who has been a terrific and supportive father to his three daughters. I've overheard Tim talking about his daughters' swimming competition. His approach and perspective has been encouragement and happiness in their happiness. One of the only times I've seen him irked was when recounting some parent's condemnation of their child's performance in a race. He seems to have a sense of what really matters.

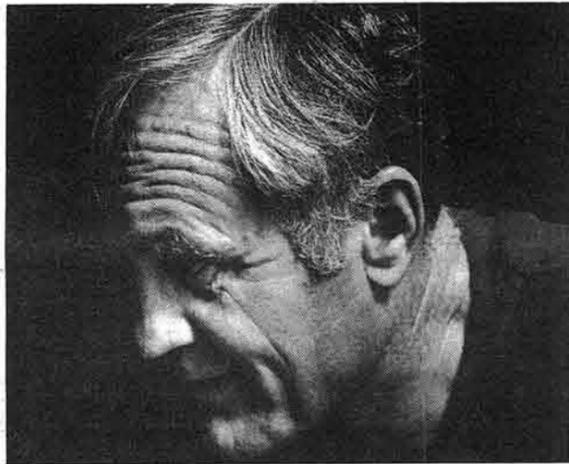
This is a cop who sits down and listens to the suspects he has had to go find and arrest. Somehow, I think Tim can see a bigger picture than many of us, simply because he takes the time to try to hear what people need to say. I think the concern he shows to suspects he has had to bring in probably goes further than so much of the phoney rehabilitation the system gives lip service to. They go to jail, but they know they were handled fairly.

I know there's a religious orientation to the man, but I felt like I didn't need to ask about it. He really is a case of action — not words. If you've ever felt the difference between talking to somebody who cares and talking to somebody who talks about caring, you have a sense about Tim.

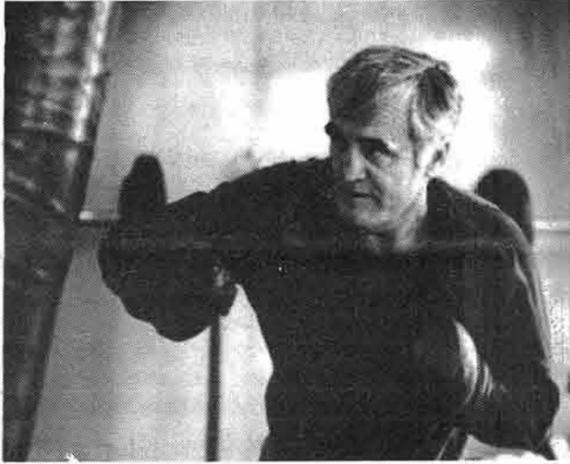
Maybe balance is at the heart of living life well. Balance between doing well for yourself and extending concern for others. Tim Cadigan travels easily along that Pathway.



Cadigan at work in the office.



...And in the gym



You won't find a nicer guy who can punch harder.

run into Tim up there. Here was a guy within a year of retiring who was working out as hard as any 20 year old.

I would watch Tim go through a routine of tough calisthenics. He might next hit the weights, or pound on a heavy bag. He would go to the stationary bike and begin grinding away — dripping pools of sweat. On days when I might be half-hearted about going through the paces, I'd see Tim in a typical routine and realize I was petering part of life away.

## T.A.C. TEAM - Travellers Accommodation Connection Inc.

"Your Place or Mine" is a phrase that aptly describes the business of T.A.C. Team-Travellers Accommodation Connection Inc., a home exchange program.

The President of T.A.C. Team-Travellers Accommodation Connection Inc., April Parker, is the wife of an ex-Ontario policeman. Her company will be distributing an International publication exclusively for active Law Enforcement Organization members. The magazine, entitled The T.A.C. Team Trader, will be published twice yearly and distributed throughout the North American Law Enforcement community. Included in The T.A.C. Team Trader will be a listing of colleagues' homes, cottages, boats, RV's, and trailers for the purpose of accommodation exchange, rental, or shared accommodation (maybe you have a room or spare bed within your own home you could rent or exchange with a colleague...).

T.A.C. Team-Travellers Accommodation Connection Inc., is unique in that it is the only company that introduces Law Enforcement Organization members to their colleagues' properties in a magazine format.

To utilize the opportunities and vacation savings offered through T.A.C. Team-Travellers Accommodation Connection Inc., all a member need do is:

- 1) subscribe and/or list with The T.A.C. Team Trader by filling out the application which can be obtained by writing to: 61 Madison Ave., ORANGEVILLE, Ontario, Canada L9W 1R9 or by calling (519) 942-0283;
- 2) written proof of employment or current membership in a Law Enforcement Organization (Association, Union etc...) is required before any correspondence is forwarded or any subscription accepted;
- 3) as a subscriber/listener, you will be issued a code number which must accompany each piece of correspondence sent to The T.A.C. Team Trader (T.A.C. Team-Travellers Accommodation Connection Inc. does not print any personal information in order to protect the confidentiality of its clientele).
- 4) if you are listing in the magazine, a 4" x 5" black & white photo of your property must be enclosed; (on the back of the photo must be your name, department, date and signature. This will certify that the photographed property is owned by you. Your listing will not be printed if these instructions are not followed).
- 5) to respond to an ad you send a letter; in a stamped envelope and addressed to the ads' code number to:

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Orangeville, Ont.  
Canada  
L9W 1R9

The T.A.C. Team Trader is available through subscription only. Subscriptions are being accepted now for the Spring/Summer 1988 issue!

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### Peter M. Bernstein

Ph.D., M.F.C.C.

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# Airport Police Questions/Answers

1. What do the Airport Police do?

The main function of the Airport Police is to protect life and property and enforce laws at one of the largest and busiest airports in the world. Over 200,000 passengers and visitors go through San Francisco International per day. There are over 30000 employees and tenants at the Airport, 900 of which are City and County Airports Commission employees. The Airport Police are responsible for both terminal activity and patrol of roadways (40,000 vehicles daily) and businesses on Airport property.

Special units within the Patrol Division include:

**SMART** — a tactical squad trained in anti-terrorism  
**Bomb detail** — includes bomb technicians, bomb dogs, bomb disposal truck

**Narcotics detail** — undercover operation with narcotics dog, resulting in large cash seizures

**Ground transportation detail** — enforcement and inspection of all regulations concerning passenger service operations

**Special Operations detail** — plainclothes officers work proactive decoy, investigating and apprehending professional baggage thieves, pickpockets, and suspects involved in a wide variety of criminal activity

Assignments are made on the basis of interest and experience.

2. What are statistics of the Airport Police Bureau?

The total authorized strength of the Airport Police Bureau is about 200, including 23 traffic control officers (direct traffic in front of terminals) and 30 airfield security guards (stationed in airfield perimeter fenced booths). Of sworn personnel, there are 1 Chief, 1 Deputy Chief, 3 Captains, 9 Lieutenants, 20 Sergeants, and a varying number of Airport Police Officers.

In 1986, there were over 843 arrests made, 3167 crime reports, 1079 miscellaneous reports, and over 491 vehicle accident reports.

3. What are the work hours?

Day and swing shifts are on a 4 day, 10 hour work week. Midnight shift is on a 5 day, 8 hour work week.

4. What is the July 1, 1987 to July 1, 1988 salary comparison for Airport Police Officers and Q2 Police Officers?

Airport Police Officers currently make \$1169-\$1414 biweekly, \$2552-\$3087 monthly, and \$30,628-\$37,047 annually. Q2 Police Officers make \$1249-\$1445 biweekly, \$2726-\$3155 monthly, and \$32,724-\$37,859.

At top step, the annual difference is that Q2s make \$812 more per year.

With a POST Intermediate Certificate, however, Airport Police make \$458 more per year at top step. With a POST Advanced Certificate, Airport Police make \$1,040 per year more than Q2 Police Officers at top step.

5. What step would you start at if you took a lateral transfer into the Airport Police?

You would start at the salary step closest to what you are currently making. If you are currently at top step of the Q2 range, you would start at the maximum Airport Police Officer salary.

6. How much is POST Incentive pay, travel pay, and night differential?

Basic POST Certificate: none. Intermediate Certificate: 3% of salary. Advanced Certificate: 5% of salary. For City residents, travel pay is approximately \$60 per month. Night differential is 8%.

7. What about seniority, vacation, social security, retirement?

You would maintain all vacation time accrued. You would start new seniority at the Airport. This would not necessarily mean working midnights however. This has been a preferred shift; this changes however from year to year. Social security is NOT taken out of check. The Airport Police have a 2% per year of service at age 55 retirement plan on the PERS system. If you require more detailed information, please call Clare Murphy, Retirement Office, at 558-4471.

8. What is the comparison between the Tier 1 and Tier 2 SFPD retirement plan and the Airport Police PERS?

SFPD Tier 1: (service prior to November 2, 1976)  
Age 50, 25 years service — 55%, retirement maximum = 75%

SFPD Tier 2: Age 50, 25 years service — 50%, retirement maximum = 70%

PERS: Age 55, 25 years service — 50%, retirement maximum = 75%

9. Can you rebuy time in the PERS plan?

A City proposition passed which mandated this. However, the formula has not yet been worked out. This is in process. Call the number in the PERS booklet for more information on this.

10. What are the benefits of coming to the Airport?

- a) nice location
- b) less crime, possibly less stress
- c) public relations oriented police work
- d) change in duties; opportunity for special assignments-under operations, dog unit, SMART Team, etc.
- e) promotional opportunities-Sergeant examination approximately in 2 years

# City and County of San Francisco Employment Opportunity

Lateral Entry - Continuous Testing  
Class 9210 Airport Police Officer

Apply To —  
S.F. International Airport  
Airport Commission Personnel  
P.O. Box 8097  
San Francisco, CA 94128

**Retirement System:** PERS

**Salary:** \$1,169-1,414 Bi-Weekly, \$2,552-3,087 Monthly, \$30,628-37,047 Annually

**Final Filing Date:** A series of examinations may be held under the provisions of this announcement. The receipt of applications may be cut off, suspended, or closed when there is a sufficient number of qualified applicants to warrant the holding of the examination. All such information will be posted at the Civil Service Commission, City Hall, Room 151 and 646 Van Ness Avenue in San Francisco.

**Date of Examination:** Qualified applicants will be notified by mail of the date, time and place for the examination.

**Duties:** The Airport Police Officer, under general supervision, performs patrol and crime prevention duties for the San Francisco International Airport; responds to calls for assistance and protection of life and property; enforces state and local laws and Airport rules and regulations; and performs related duties as required.

**Minimum Requirements:**

1. Current employment in California as a Sworn Peace Officer, as defined in Section 830 through 830.4 of the California Penal Code and 2 years of verifiable experience as a peace officer **AND**

2. Possession of a POST Basic Certificate **AND**

3. Possession of a high school diploma, or its equivalent, (G.E.D., or California High School Proficiency Examination) prior to appointment, (CA. Government Code 1031.E) **AND**

4. Possession of current, valid California driver's license, **AND**

5. **Conviction Record:** Candidate must not have been convicted of a felony in this state or any other state or in any federal jurisdiction, or any offense in any state or in any federal jurisdiction which would have been a felony if committed in this state. (Post Administrative Manual - 1002(a)(2)). Criminal records will be carefully reviewed; those candidates who do not report their complete criminal records on their applications will be disqualified, **AND**

6. **Driving Record:** Applicants must have a current history, of careful and responsible motor vehicle operation. Negligent operator probation, license suspension, drunk, reckless, or hit and run driving records, or reports of multiple moving violations may be the cause for rejection, **AND**

7. **Physical Requirements:** Upon appointment, candidates must be examined by the Civil Service Commission's physician. They must meet minimum standards for hearing, color vision, visual acuity, and other prescribed physical standards, and be free from any physical, emotional, or mental condition which might affect his/her ability to perform the duties of this position. Candidates may contact the Airports Commission Personnel Office (876-2187) for information on the standards used in the physical exam.

8. **Work Hours:** Persons employed in this class must be willing to work nights, weekends, holidays, and/or rotating shifts.

9. **U.S. Citizenship:** Required for appointment to this position.

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an Equal Opportunity Employer

**EXAMINATION:**

1. **Performance/Oral Examination:** Candidates will be tested by performance and/or oral interview or job related exercises in order to determine their knowledge, ability, and skill levels in job related areas. These areas may include, but not be limited to: oral communications, report writing, techniques of crime scene investigation, traffic control, arrest procedures, vehicle and penal codes, patrol procedures, the use of fire-arms, law enforcement principles and terminology, the techniques of search and seizure, and human relations . . . . . 1,000

2. **Psychological Examination:** A psychological examination is required prior to appointment. The examination will consist of written tests and a criminal interview to determine the candidate's fitness for police work . . . . . Qualifying

3. **Employment, Character and Background Investigation:** Prior to appointment each candidate's background will be reviewed to determine fitness for this employment. Reasons for rejection include use of controlled substances, felony convictions, repeated or serious violations of the law, inability to deal with co-workers, inability to accept supervision, or other relevant factors. Candidates may be required to undergo a polygraph examination to verify the veracity of accuracy of the information submitted regarding, but not necessarily limited to, use of controlled substances, driving, criminal, medical and employment history, and other job-related factors . . . **Qualifying**  
TOTAL POINTS . . . . . 1,000

**NOTES:**

1. The Medical Examination and Vision Testing, Psychological Screening, Polygraph Examination, and Employment, Character and Background Investigation sections of the test will be administered only to candidates reached for appointment.

2. Appointees must make a declaration that they will not engage in any strike-related activity (Charter Section 8.345)

3. Applicants failing to keep a scheduled appointment or failing the Oral/Performance Test may not re-apply for a period of 90 days.

Issued: February 5, 1988  
Announcement No: 016-88-A  
Team: Airport/SDA

John J. Walsh  
General Manager, Personnel  
Civil Service Commission

# Operation Lookout® National Center for Missing Youth

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1-800-782-SEEK (7335)  
(209) 362-7375



Case #1096  
Name: Luke Tredway  
Hair color: Blond  
Eye color: Brown  
Date of birth: 4/24/74  
Missing since: 5/23/84  
From: Portland, OR



Case #1051  
Name: Justin Matthew Short  
Hair color: Brown  
Eye color: Brown  
Date of Birth: 9/8/72  
Missing since: 3/19/79  
From: San Diego

# Charter Amendment

## Proposition B

### Wage Freeze Reduced Work Week

File No. 217-88

#### MOTION

Ordering submission to the voters for the June 7, 1988 election a proposed charter amendment relating to a pay freeze and reduced work weeks for city employees; making findings and directing employee relations division to continue meeting and conferring.

#### SECTION 1.

IT IS HEREBY MOVED, That this Board of Supervisors does hereby order submitted to the voters at the election to be held on June 7, 1988, the following proposed charter amendment which relates to a pay freeze and reduced work weeks for City employees.

#### Charter Amendment Proposition B Wage Freeze

Describing and setting forth a proposal to the qualified electors of the City and County of San Francisco to amend the Charter the Charter of said city and county by adding Section 8.408 thereto, prohibiting pay increases for all city employees and allowing appointing officers to effect reduced work weeks for fiscal year 1988-89.

The Board of Supervisors of the City and County of San Francisco hereby submits to their qualified electors of said city and county at an election to be held thereon on June 7, 1988, a proposal to amend the charter of said city and county by adding Section 8.408 to read as follows:

Note: This is an entirely new section.

#### 8.408 PAY FREEZE AND REDUCED WORK WEEK FOR FISCAL 1988-89.

Notwithstanding any other provision of the charter or ordinance of the City and County of San Francisco, except for compensation adjustments authorized by Charter section 8.407-1, no compensation increases shall be granted or authorized for any employee covered by sections 8.400, 8.401, 8.403, 8.404, 8.405, 8.407, 3.571, or 3.581 of the Charter for fiscal year 1988-89; nor shall any compensation increases for fiscal year 1988-89 granted or authorized prior to the adoption of the charter amendment be effective. This pay freeze shall not apply to employees of the San Francisco Unified School District in paraprofessional classes 3593, 3594, 3596, 8293, and 9976, and of the San Francisco Community College District in paraprofessional classes 3598 and 3 597 to the extent such exceptions are permissible under the California Education Code. For the purpose of this section, "compensation increase" shall include an increase in the amount transferred to any fund pursuant to Charter section 8.404(f). This section shall not affect step increases, or compensatin increase in the amount transferred to any fund pursuant to Charter section 8.404(f). This section shall not affect stop increases, or compensation increases due to promotion or longevity.

On or before July 31, 1988, the Mayor may authorize all or a percentage of compensation increases which otherwise would have been authorized or required at any time during fiscal 1988-89 based upon data submitted to the Board of Supervisors by the Civil Service Commission pursuant to Charter sections 8.400, 8.401, 8.403, 8.404, 8.405, and 8.407. The Mayor's determination to restore all or a percentage of such compensation increases shall not take effect unless approved by the Board of Supervisors. If the Mayor and Board of Supervisors authorize a percentage of such compensation increases, each employee shall receive a uniform percentage of the increase to which he or she would otherwise have been entitled. The determination to authorize all or a percentage of such compensation increases shall not be subject to the Employee Relations Ordinance. (San Francisco Administrative Code sections 16.200, et. seq.)

Death benefits and allowances, retirement allowances, adjustments to retirement allowances and adjustments to continuant allowances payable by the retirement system and based on fiscal year 1988-89 wages and salaries, shall be calculated based on the rates certified by the civil service commission to the Board of Supervisors as though there had not been a wage and salary freeze during 1988-1989. After June 30, 1989, adjustments to retirement allowances and continuant allowances shall not be greater than they would have been had there not been a wage and salary freeze during fiscal year 1988-1989.

Not withstanding any other provision of the charter or ordinance of the City and County of San Francisco, at any time during fiscal year 1988-89, appointing officers and an employee or employees under their jurisdiction may agree mutually and voluntarily to permit such an employee or employees to work reduced hours.

If any provision of this charter amendment or the application thereof to any person or circumstance is held invalid, the validity of the remainder of this section and the applicability or such provisions to other persons and circumstances shall not be affected thereby.

#### Section 2.

IT IS FURTHER MOVED That this Board of Supervisors does hereby make the following findings and issues the following orders to the Employee Relations Division:

That the City has unexpectedly been faced with a fiscal crisis of unprecedented dimension based upon an anticipated shortfall between revenues and expenditures of approximately \$170 million dollars;

That the revenue shortfall will require, among other things, the layoff of employees;

That employee wage increases mandated by the Charter would increase the number of employees whom the City will be required to lay off;

That Board of Supervisors has taken steps to ensure that organizations representing employees have been kept fully informed of the nature and extent of the crisis;

That prompt action is required to address the City's fiscal crisis in order that there can be a balanced budget an orderly administration of City affairs for the fiscal year which begins July 1, 1988;

That the Charter does not allow the City to expend monies in excess of its revenues, and in the absence of severe budget cuts and revenue augmentation decisions, the Board of Supervisors will be unable to adopt a budget that is balanced;

That among the methods of addressing this crisis, among many being considered, are a wage freeze and reduced workweeks;

That a wage freeze applicable to all City employees equally requires a charter amendment;

That the Board of Supervisors, upon learning of the magnitude of the crisis, directed its Employee Relations Division immediately to inform organizations representing employees of the possible need for a Charter amendment imposing a wage freeze;

That the Employee Relations Division, working on behalf of the Mayor and the Board of Supervisors, has been meeting and conferring over various proposals for Charter amendments that would effect a wage freeze for fiscal year 1988-89, and during that year, would allow reduced work weeks by mutual consent;

That the Registrar of Voters has informed the Board of Supervisors that the last date for the Board to order any Charter amendments submitted to the voters for the election to be held on June 7, 1988 is Monday, March 21, 1988;

That the City Attorney has advised the Board of Supervisors that its decision to order Charter amendments submitted can be rescinded by the Board after March 21, 1988 and prior to May 9, 1988;

That the decision at this time to place the matter on the ballot simply preserves the opportunity for a pay freeze and reduced workweeks that might otherwise be lost, and this decision may be rescinded prior to May 9, 1988;

That in order to keep open lines of communication and to preserve options for both the City and employees in the event the City finds it has more money than current projections indicate, the Charter amendment contains language authorizing the Mayor to restore part or all of pay increases that will be eliminated by the pay freeze Charter amendment;

That the failure to preserve the option of a Charter amendment imposing a wage freeze will have the effect of reducing the parties; bargaining opportunities in the future and require more drastic City action that could include even more severe layoffs;

Accordingly, the Board of Supervisors issues the following orders:

The Employee Relations Division is directed to inform representatives of employee organizations that the decision of the Board to place the Charter amendment on the ballot can be reversed if subsequent events demonstrate that the Charter amendment is not necessary;

The Employee Relations Division is further directed to inform representatives of employee organizations that the Board of Supervisors through its Employee Relations Division stands ready and willing to meet and confer at any time or place prior to May 9, regarding whether the Board should order withdrawn from the ballot the Charter amendment submitted by this motion.

In submitting this charter amendment, the Board of Supervisors is aware that the pay freeze and reduced work week provisions will also apply to classified employees of the San Francisco Unified School District and San Francisco Community District ("the Districts"). The Board recognizes that this conclusion is compelled for two reasons. First, Education Code sections 45318 and 88137 provide that classified employees of the Districts shall in all respects be subject to the City's civil service merit system which includes the process by which employees' pay is established. Second, pursuant to longstanding practice, employees of the Districts have been afforded the same rights as miscellaneous City employees under the Salary Standardization Ordinance. In addition the Districts have informed Board of Supervisors that they, too, are laboring under servered budgetary shortfalls. for all these reasons, this Charter amendment pay freeze, if adopted, will also apply to the Districts.

However, the Districts' paraprofessional classes enumerated in this Charter amendment are unique to the District. The Board of Supervisors finds that the absence of such paraprofessionals in the City's work force makes the Civil Service Commission's assessment of their duties and survey of their compensation less reliable than it is for other City employees. The Board of Supervisors finds that the salary standardization process has consistently undervalued the essential role they play in our educational process. Accordingly the Board of Supervisors has determined that this Charter amendment shall not apply to the previously mentioned Districts' paraprofessionals.

Approved As To Form:  
Louise H. Renne, City Attorney

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# Charter Amendment

## Proposition D

### Early Retirement

File No. 217-88-2

#### MOTION

Ordering submission to the voters for the June 7, 1988 election of a proposed Charter Amendment relating to cost effective early retirement as authorized by Board of Supervisors.

#### Section 1

IT IS HEREBY MOVED, That this Board of Supervisors does here order submitted to the voters at the election to be held on June 7, 1988, the following proposed charter amendment which relates to cost effective early retirement as authorized by Board of Supervisors.

#### Charter Amendment Proposition D Early Retirement

Describing and setting forth a proposal to the qualified electors of the City and County of San Francisco to amend the Charter of said city and county by adding Section 8.517-1 thereto, allowing the Board of Supervisors to adopt ordinances providing for early service retirement.

The Board of Supervisors of the City and County of San Francisco hereby submits to the qualified electors of said city and county at an election to be held there on June 7, 1988, a proposal to amend the charter of said city and county by adding Section 8.517-1 to read as follows:

Note: This is an entirely new section:

#### SECTION 8.517-1. EARLY SERVICE RETIREMENT.

Notwithstanding the provisions of subsection (b) of Section 8.509, Section 8.584-2, 8.559-2, 8.585-2, 8.586-2, the board of supervisors is hereby empowered to enact, by a vote of three-fourths its members, ordinances to provide an incentive for members under Sections 8.509, 8.584, 8.559, 8.585 and 8.588 to retire early by providing that a member's qualification for service retirement and a member's service retirement allowance shall be determined by increasing the member's credited service by two (2) years.

For vesting purposes, a minimum of five years of actual earned credited service is required. The early retirement options provided herein shall not be interpreted to apply to the provisions of Charter section 8.509 (f), 8.584-6, 8.586-15 and 8.588-15.

Before enacting any such early retirement ordinances, the board of supervisors shall secure, through the retirement system, an actuarial report of the cost and effect of the proposed change in the benefits under the retirement system. The board of supervisors shall further obtain through the controller a cost report which certifies that such ordinances will effect a cost savings to the city and country over the next two years.

Any such really retirement ordinances shall only apply to members who retire with an effective date of service retirement subsequent to July 1, 1988.

Any such early retirement ordinances may be limited to members who waive or defer their right to cash payment for unused accumulated sick leave.

If any provision of this charter amendment or the application thereof to any person or circumstance is held invalid, the validity of the remainder of this section and the applicability of such provisions to other persons and circumstances shall not be affected thereby.

Approved As To Form:  
Louise H. Renne, City Attorney



## TAXES

(Continued From Page 9)

unrecovered at death, it is deductible on his or her final income tax return.

Your employer will provide you with the exclusion ratio to use in figuring your income tax liability. Or you can do it yourself. Divide the sum of your contributions by your annual pension payments times your life expectancy (from IRS tables). For example: Assume your pension contributions total \$15,000 and your pension is \$12,000 a year. If you are 65, multiply the \$12,000 by 20 (life expectancy) to get your expected pension return: \$240,000. Dividing \$15,000 by \$240,000 gives you an exclusion ratio of 6.3 percent — or \$756 tax-free out of your annual \$12,000 pension.

At retirement, your employer will give you a withholding form to complete. Tax withholding is not mandatory; you may request an exemption. But if you choose not to have taxes withheld and then fail to file a quarterly estimated tax, you may incur a penalty for tax underpayments.

For more information see IRS Publication 575, Pension and Annuity income.

### CAFFERATA RAVIOLI FACTORY

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## Thinking of paying off your mortgage?

*I will retire in 10 years and want to be financially secure. Would it be a good idea to pay off my home mortgage?*

That depends on a number of factors, including how much longer your mortgage has to run and the interest rate on the loan.

Let's say you bought your home 10 years ago for \$40,000, taking out a 30-year fixed mortgage at 9½ percent. Your monthly payments are \$336 (all figures are approximate). If you carry the loan to maturity, in 20 more years you will have paid the bank \$121,086 (\$40,000 principal and \$81,086 interest).

You can, however, pay off the mortgage 10 years from now if you increase your monthly payments to \$467. At that time you will have paid the bank \$96,389 (\$40,000 principal and \$56,389 interest) and saved over \$24,697 in interest charges.

But you need to consider several factors before opting for an early payoff:

First, make sure your loan does not specify a prepayment penalty. Second, understand you will lose the tax deduction from the interest on the loan. Third, early payoff may not be to your advantage if you have a low interest loan — you may be able to get a higher return on your money from other investments.

The bank or other institution where you have your mortgage should be able to give you an amortization schedule showing savings based on early payoff.

## CARS

(Continued From Page 9)

price for the car Linda wanted, which included "additional dealer markup" of about \$2,000 topped \$12,000 — more than \$3,000 above what she wanted to pay. "I don't expect people to agree to it," one saleswoman admitted, "But we have to ask. Sometimes a real eager buyer will go for it."

Defense. Father and daughter flatly rebuffed to maneuver.

**5. Gosh, I'll Have to Ask the Boss.** When the Lees reject come-on No. 4, the salesman was faced with selling car for \$10,500, which put into motion the all-too-familiar good guy/bad guy routine where you're left on your own while he goes to talk to his "boss."

Red lights should flashing in your head now. The sales person is trying to make you believe the two of you are on one side, with the boss on the other. "The good guy/bad guy tactic is so widespread, it's almost an insitution," says Kessler.

Defense. Remembering who signs the sales person's checks, the Lees planted their tongues firmly in the cheeks on this one.

**6. You'll Have to Talk to the Sales Manager.** Also known as the Wear-Them-Down strategy. After more than two hours of tussling, the salesman's "final" offer was stuck at \$9,800. Still too much, declare the Lees, Result: Exit the salesman, enter the sales manager.

Did this mean a deal was imminent? On the contrary, the sales manager's appearance usually means the bargaining has just begun. (In fact, the Lees eventually dealt with four more salesmen before they were through.)

Defense. Title notwithstanding, both Lees knew the sales manager was just another salesperson; they refused to be awed. So remember, stick to the price you want to pay. The dealer needs to sell more than you need to buy.

**7. For Just a Few Payments More...** One of the parade of saesmen "reluctantly" agreed to let Linda have her car for the payments she wanted. Catch: Her loan would be for five years, not four.

Defense. Linda can count. She told the salesman so.

**8. Don't Let a Few Dollars Keep Your From Having This Car.** Another salesman offered a total cost of just over \$9,000. Close, but still not what Linda wanted to spend. That's when the Lees heard come-on No. 8: "Hey, why let a few dollars come between you and the car you want?"

Cute. The salesman knew he was closing in on the sales and tried to squeeze Linda for those last few hundred dollars. "The closer you get, the more your pulse pounds and the greater your anticipation of the purchase," says Joseph Smith, Ph.D., a consumer psychologist and president of Oxtoby-Smith, Inc., a New York-based consumer research firm. "A good salesman knows that."

Psychologist Kessler agrees. "It's a tactic of value adjustment, trying to make the buyer feel that the money — or whatever — isn't important relative to other things."

Defense. Richard Lee's parry here was perfect: He looked the salesman in the eye and replied, "Hey, why let a few dollars come between you and the sale you want?"

**9. And, of Course, You Won't Want to Be Without Our Protection Package.** Dealerships often try to sell customers rustproofing, wax and upholstery treatments at costs ranging from \$200 to more than \$1,000. "It's unquestionably the biggest ripoff in the industry," claims Jack Gillis, author of *The Car Book* (Harper & Row, 1987).

"The materials for fabric protection, for example, cost about \$5 and are not better than a can of Scotchgard." (One of the Lees' salesmen wanted \$135 for the treatment.) "And if you compare the dealer's rustproofing program with and coar's corrosion warranty, you'll find you're not getting much more protection," Gillis adds. "New cars today come with very good sealants, and dealer-applied sealant may simply seal in corrosives acquired in shipping."

Defense. Linda said, courteously but firmly, "No, thank you."

**10. How About an Extended Warranty?** These "warranties" are not extensions of the manufacturer's warranty, as another salesman intimated. They are simply insurance policies against repairs, usually with restrictions and deductibles. Are they worth it? Says Gillis: "They're the second biggest ripoff."

Defense. As above, a simple "No, thank you," is sufficient.

Postscript: Linda Lee bought her new car for \$8,834, more than \$3,000 less than the original asking price but roughly equal to the manufacturer's suggested list price — which left the dealer with a healthy profit and Linda with a car she wanted and could afford (although she and her dad still think she could have done better).

Reprinted from *Modern Maturity*  
August-September 1987

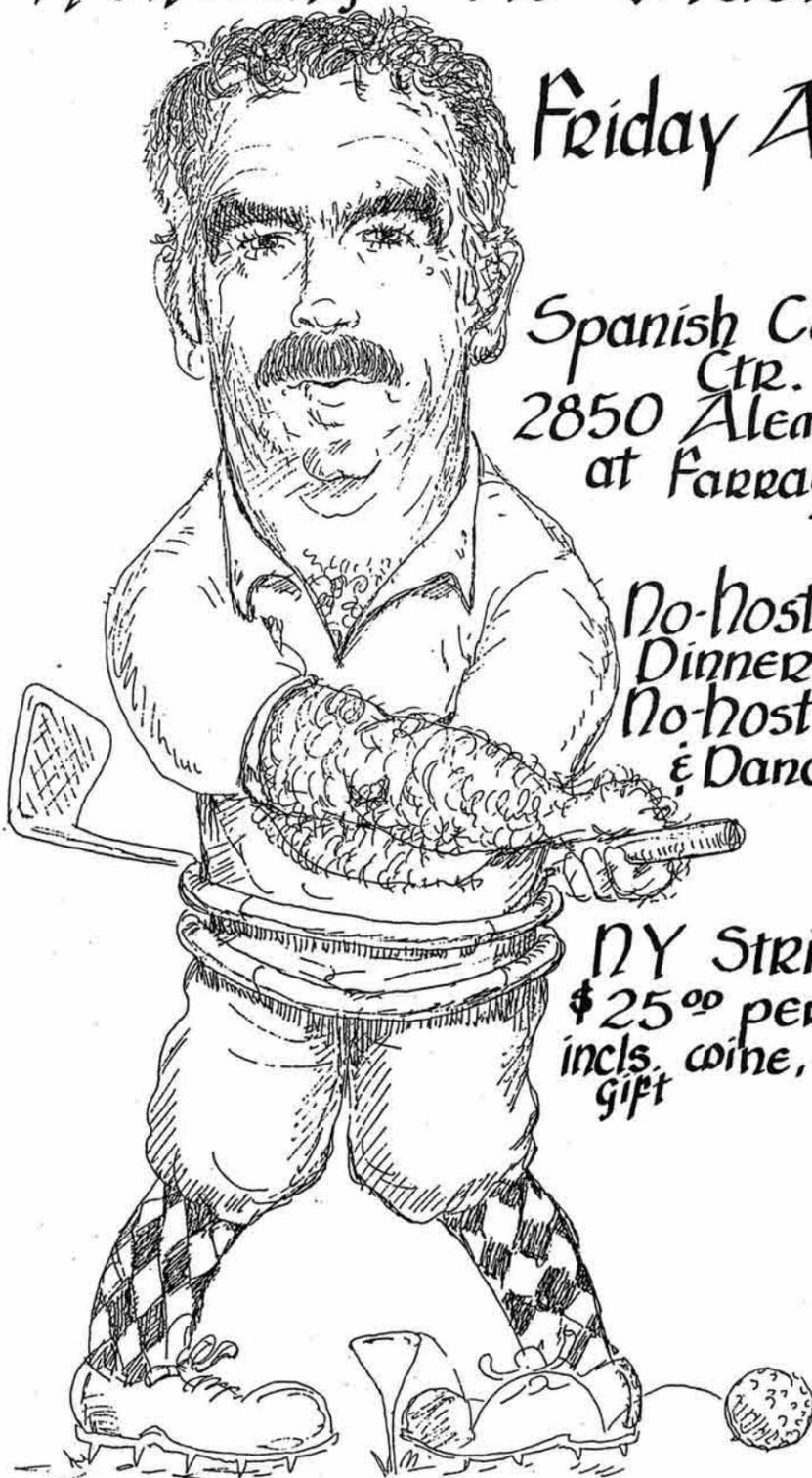
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# PLANS

(Continued From Page 7)

move between all of these funds as financial/economic/monetary factors change. By use of the toll free line, requested changes are usually effective the date of the call.

## RECENT PERFORMANCE

The fourth quarter of 1987 witnessed the October 19 meltdown. Higher interest rates, combined with uncertainties about inflation, the dollar, trade and budget deficits, and the explosive Persian Gulf situation, triggered a dive that wiped out \$500 billion of market value. On that black Monday the Dow Jones Industrial average plunged to close down an incredible 508 points, the largest one day decline ever.

The stock market reached its high on August 25 at 2,722.42. On October 19 it fell to 1,738.74. This 36% decline in less than two months was a roller coaster ride that few care to repeat. But the larger stock indexes did register a gain for 1987.

Market Indicators	4th Quarter	1987
S & P 500 Index	-23.2%	2%
Dow Jones Industrials	-25.3%	2.3%
NASDAQ-OTC Composite	-28.7%	-3%
NYSE Composite	-23.5%	-0.3%
Value Line Composite	-27.8%	-10.6%

Hartford Results	4th Quarter	1987
Stock Fund	-21%	4.1%
Advisers Fund	-8.7%	4.7%
Aggressive Growth Fund	-23%	-5.6%

The Hartford money managers did attain investment results which beat the popular averages. Especially impressive is the Advisers Fund which declined 8.7% while the DJI and S & P 500 fell 25.3% and 23.2% respectively in the 4th quarter of 1987. The advisers 1987 gain along with the Stock Fund also exceeded the popular averages. While it is not realistic to expect Hartford's money managers to beat the popular averages every year, it is certainly comforting to know they did it during 1987's wild ride on Wall Street.

## SOME PERSPECTIVE

From 8-12-82 to 8-25-87 the Dow Jones Industrial average rose 250%. From 1-1-87 to 8-25-87 it was up 44% (too bad the year didn't end then). From 8-25-87 to 10-19-87 it declined 36%. Then from 10-19-87 to 1-5-88 it rose 17%.

The long overdue 10 to 20% correction was accelerated into a disaster by programed trading, portfolio insurance, stock options and index trading. By August of 1987 stock, in retrospect, had simply climbed too high relative to their underlying earnings and dividends especially in competition with sharply higher earnings available on fixed income securities.

In the 20th century, bear market declines (of which there have been 14) have averaged 39%. There have also been 14 bull market advances which have averaged 154%. Let's hear it for the bulls.

The crash of 1987 reteaches the old maximum that financial assets carry risks. The psychology of the market is very fragile. As a consolation, bulls do follow the bears and within the next three years another bull market will ensue that will take shares higher than 2700.

For 1988 I see a likely trading range of 1700 to 2200 with a Down Jones Industrial possible low of 1375 and a high of 2315.

## WHAT TO DO NOW

This is a time for caution, restraint and evaluation of your deferred compensation plans. The General Fund is now paying 9% which is extremely attractive.

One of the most important questions in investing is: "How much risk are you willing to accept?" If you can answer that question objectively and honestly, the Hartford has plans suitable for your investment temperament. Hartford's deferred compensation plans do exist for the conservative, moderate and aggressive investor.

Remember the six basic rules for financial independence include: (1) be knowledgeable; (2) be consistent; (3) be balanced; (4) be diversified; (5) be cost conscious; (6) be skeptical.

To be a successful investor: (1) have a specific and clearly defined plan, (2) have the self-discipline to always stick with the plan, (3) have actual experience of participating in the market, (4) have the mental fortitude to accept that losses will occur and (5) be psychologically prepared to handle large gains.

Now is a good time to evaluate your risk tolerance, time spans until retirement, and the Hartford plan results.

# TEST

(Continued From Page 5)

what it did. It would be inequitable to penalize them by ousting them from their positions.

The dissent argues that the officers who had previously scored in the top group and then were displaced by the reweighting still suffer the effects of the City's discriminatory practice and that the court should simply order the test to be regiven fairly and accept its results.

## COUNSEL

Christopher D. Burdick, San Francisco, California, for the plaintiffs-appellants.

Michael C. Killelea, San Francisco, California, for the defendants-appellees.

Robert Links, San Francisco, California, for the amicus. James Wheaton, San Francisco, California, for the intervenor-appellee.

## OPINION

NOONAN, Circuit Judge:

This case began in 1973 when Officers for Justice brought suit alleging discrimination based on race and sex in the San Francisco Police Department. The suit was settled with a Consent Decree approved on March 30, 1979. Officers for Justice v. Civil Serv. Comm'n. 473 f. Supp. 801 (N.D. Cal. 1979), aff'd, 688 F.2d 6 15 (9th Cir. 1982), cert. denied, 459 U.S. 1217 (1983). The parties to the decree were the City of San Francisco, the Civil Service Commission, the Officers for Justice, the San Francisco Police Officers Association, and the United States.

The decree required that the City employ good faith efforts to achieve particular goals for the employment of women and minorities in the police department and prohibited the use of methods of selection that had an adverse impact on women and minorities unless the City proved they were valid under the Uniform guidelines on Employee Selection Procedures, 28 C.F.R. 1607.

The City also promised to:

Refrain from discriminating at any time on the basis of race, sex, or national origin in hiring, promotion, upgrading, training, assignment, or discharge or otherwise discriminating against an individual employee or applicant for employment with respect to compensation, terms and conditions or privileges of employment because of such individual's race, sex, or national origin.

In 1983 the City gave examinations for promotion to Q-35 Assistant Inspector and Q-50 Sergeant. The examinations were in three parts: a multiple choice test measuring technical knowledge and problem solving; a writing skills test; and an oral test measuring ability to communicate, interpersonal qualities, and supervisory abilities. The Civil Service Commission set weights for the examination components as follows:

	Q-35	Q-50
Multiple choice:	45%	41%
Written communications	29%	29%
Oral examination	26%	30%

When the examinations were graded and weighed according to this formula there was a slight adverse impact on women in the Q-35 examination and a substantial adverse impact on minorities in both examinations. The city did not validate the results under the Uniform Guidelines, so that under the consent decree no promotion could be based on these examinations.

In June 1984, on the recommendation of the City Attorney, the Commission revised the weights and made the contention that the reweighting was designed to discriminate against individuals on the basis of race. The district court, however, gave summary judgment for the City, and the Police Officers Association appealed. We initially decided in its favor. We reconsider our judgment on rehearing.

(1) This appeal is now moot. Officers have been promoted on the basis of the revised test. These beneficiaries of the revision did not cause the City to do what it did. It would be inequitable to penalize them by ousting them from their positions. *United States v. Navajo Freight Lines*, 525 F.2d 1318, 1326 (9th Cir. 1975)(per Sneed, J.). No individual has a right to any particular position because the original test was not validated under the consent decree. Even an individual who has been the subject of discriminatory practice is not "automatically entitled" to have an incumbent laid off to provide a place. *Firefighters v. Stotts*, 467 U.S. 561, 579 (1984). Much less is there such entitlement when no particular individual can show injury from the discrimination practised.

There is no need to tell the City that it should not engage in discriminatory weighting of parts of an examination it has already given and weighted. The City now concedes a Supplemental Order of the district court dated October 27, 1986, "protects against scoring standards being set before examination and then changed after examination." The City's position is a concession that binds it. It is unnecessary to express the City's obligation in another injunction. Our opinion of March 12, 1987, 812 F.2d 1125, is accordingly withdrawn.

DISMISSED AS MOOT.

WIGGINS, J., dissenting:

The opinion holds that the appeal is now moot because the City promises to not again set scoring standards for an examination and then change them after the test is given. In effect, the City recognizes that the rescoring of the examination was wrongful as to those officers who were displaced from the promotional lists by the

reweighting. The majority, nevertheless, states that individuals who have suffered from such a discriminatory practice are not "automatically entitled" to relief.

Under Article III, section 2, of the Constitution, the federal courts lack power to decide questions that cannot affect the rights of litigants in the case before them. *De Funis v. Odegaard*, 416 U.S. 312, 316 (1974)(per curiam). An appeal becomes moot when: (1) it can be said with assurance that there is no reasonable expectation that the alleged violation will recur; and (2) interim relief or events have completely and irrevocably eradicated the effects of the alleged violation. *County of Los Angeles v. Davis*, 440 U.S. 625, 631 (1979). Both conditions must be satisfied before it can be said that neither party has a legally cognizable interest in the final determination of the underlying questions of fact and law. *Id.* The burden of demonstrating mootness is heavy. *U.S. v. W.T. Grant Co.*, 345 U.S. 629,632-33 (1953).

The City has "voluntarily" promised to not again rescure examinations in the way that it did. As a general rule, "voluntary cessation of allegedly illegal conduct does not deprive the tribunal of power to hear and determine the case." *Id.* at 632. Whether the City's concession provides sufficient "assurance" that it will not again violate the Title 7 rights of its police officers is open to question. Certainly, however, the effects of the City's violation have not been eradicated. The officers who had previously scored in the top group and then were displaced by the reweighting still suffer the effects of the City's discriminatory practice. Their seniority, pay and rank in the Department are still adversely affected by the rescoring. It cannot be said that interim relief or events have completely and irrevocably eradicated the effects of the City's violation. These officers still possess legally cognizable claims for the effects of the City's discriminatory practice as it affected their careers in the Department.

It is unacceptable to me that this court finds a test to be improperly administered to the detriment of specific plaintiffs, but refuses to grant relief. To permit those who have been improperly rewarded to retain their position is simply renouncing our duty to correct legal errors. Specific plaintiffs have experienced specific wrongs.

Nor is the avoidance of the asserted inequitable result of ousting the incumbent officers from their positions an adequate justification for the majority's action. The majority agrees that the incumbent officers were improperly selected. These improperly selected officers gain no equity by reason of their occupancy of unearned positions. That they were personally uninvolved in wrongfully reweighing the test is irrelevant. The plaintiffs are just as innocent. We should not choose between innocent classes. We should simply order the test to be regiven fairly and accept its results.

# VANS

(Continued From Front Page)

order, we would have had to wait until February, 1988. The 4-10 plan would then have been delayed until July, 1988. The Department wished to implement the 4-10 plan as soon as possible. A retro fitted Astro Van, which was more expensive than the Chevrolet Caprice Classic, was decided upon.

The retro fitted Astro Van was available for immediate ordering. The City Purchaser agreed to order the Astro Van, rather than wait for less costly low bid models, in order that this Department could implement the 4-10 plan.

Before the first van was placed into service the vehicle was extensively tested by the Emergency Vehicle Operations Course's (E.V.O.C.) O-I-C Officer Edgar Springer. Off. Springer passed the vehicle with high marks. A copy of his report was presented to the Uniform and Safety Committee for its review. Officer Bush, or any officer wishing a copy of that report may obtain it at the Garage Office.



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**SFGH**

Editor  
SFPOA Notebook

Dear Sir:

I am writing in response to an editorial entitled "Return to SFGH" by Mike Hebel which appeared in the February 1988 issue of the Police Officers Association Newsletter. Mr. Hebel's perception of San Francisco General Hospital (SFGH) appears to be based on conditions that may have existed 18 years ago. During the nearly two decades since 1970, SFGH has undergone tremendous growth and change. The new hospital which houses all inpatient services, was completed in 1976. It is a state of art, modern and safe facility comparable to other hospitals in the com-

munity. SFGH has received a three-year accreditation status from the Joint Commission on the Accreditation of Hospitals and is fully licensed as a general acute care facility by the State of California.

SFGH is affiliated with one of the premier medical schools in the country, the University of California, San Francisco. All physicians working at SFGH hold faculty appointments with UCSF. The quality of medical care provided is recognized not only as among the best in SF, but in the country. Our nationally renowned Regional Trauma Center saves countless lives each year and is the first place police officers or anyone else are taken when they are seriously injured while on the job.

In this period of serious

financial crisis now confronting the City, it is important to consider all means possible for reducing the deficit. One alternative is to have SFGH assume part or all responsibility for the activities currently provided at the Franciscan Room. I know that we have the capability to perform these services in a fashion that would be acceptable to all employees of the City and County government.

Sincerely,

Phillip E. Sowa  
Executive Director  
Dept. SFGH of  
Public Health

**Thanks**

Bob Barry, President  
SFPOA

Dear Bob:

I just wanted to thank you and the Police Officers' Association Community Service Members for its donation to the Asian American Residential Recovery Services. This much needed donation will assist this organization in the many on-going projects for the community. A note of special thanks to Captain Fred Lau, Tactical Division, Officer Tony Santana, Station Representative, Officer Lindsey Suslow, Community Service Board, and Park Station, for their super efforts in this community organization.

Sincerely,  
Al Wong  
Park Station

Michael S. Hebel,  
Welfare Officer  
SFPOA

Dear Mike,

Mike, I don't know if I can ever thank you enough for all you have done for us. Tom always spoke highly of you, and his faith in you has been proven right. You have my life long gratitude for all your work done on our behalf.

Bless you always  
Pat Mazzucco  
and Family

Members,  
SFPOA

Dear Members,

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

Thank you,  
Mrs. John M. Sweeney  
and Family

Bob Barry, President  
SFPOA

Dear Bob:

On behalf of the San Francisco Suicide Prevention, may I say thank you for the donation to the Annual volunteer Appreciation Dinner.

This year Officer William Langlois received the "Life Preservation Award" presented by the Board of Directors, for his dedication to the safety of the elderly citizens of San Francisco.

As you know, along with providing a 24 hour crisis line, San Francisco Suicide Prevention also has a geriatric outreach program, an elder abuse program, a drug line, an information and referral line, and also a newly established youth line. This agency handles approx. 50,000 calls a year.

Through your gracious donation 10 volunteers enjoyed a wonderful evening.

Again thanks,  
Judie Pursell

Tom Flippin, Editor  
SFPOA Notebook

Dear Tom,

Thanks for the great work that you are doing with the Notebook. Our newspaper is getting better and better.

Neill Hannon

**Blood Bank**

Inspector Tom Vigo  
Blood Bank Committee

Dear Tom,

Thank you for arranging the replacement blood units needed by my aunt, Agnes Hursh, during her recent cancer therapy. To hear her talk about the San Francisco she knew as a young woman, police officers enjoyed a status not far behind that of the parish priest. When I told her that her transfusion needs were going to be covered by members of the Police Officers' Association, the boost to her morale was as great as anything modern medicine has done for her.

Thanks again,  
Joe Reilly  
Co. H

Inspector Tom Vigo  
Blood Bank Committee

Dear Tom:

I would like to take this opportunity, on behalf of my entire family, to thank you and the Police Officers Association in helping us obtain the release of O negative blood through Irwin Memorial Blood Bank for my uncle, Carlo Crivello.

It is a relief to know that the blood is available to him if the need arises since Saint Mary's Hospital informed him that they are low on their supply of this rare type of blood.

Again, I would like to thank you for your efforts.

Sincerely yours,  
Mario Busalacchi

**Letters**

SFPOA

Dear P.O.A. Members,  
Thanks so much for your thoughtfulness and generosity. Your check helped make Brendan's Christmas brighter. It's nice to know you all care so much.

Love,  
John & Elaine O'Rourke  
P.S. Brendan is doing fine.

**Mind Set**

Editor,  
SFPOA Notebook

Dear Editor:

When a Woman Police Officer joins the National Organization for Women and/or The California Womans Police Officers Association it is not looked upon with alarm. After all, and rightly so, these organizations' purpose is to look out for the interest of women. That's reasonable.

Some Black, Asian, Latino and Gay Officers belong to organizations designed to protect their interests also. No one becomes alarmed if any of the above mentioned groups or individuals belonging to their group files a complaint of sexual or racial discrimination. We have come to accept that as a basic right.

Now, if a "straight white male" files a complaint of sex or racial discrimination he is not viewed as exercising a basic right to make such complaint. However, the "MIND SET" of SOME women and minorities seem to cause them to forget that "all persons" have a basic right to file sexual and racial discrimination complaints. Their "MIND SET" seems to make them believe that the "straight white male" is against them.

What's interesting is that "straight white males" do not have an organization looking out for their interests. Possibly if they had, they would be able to file complaints of sexual or racial discrimination in similar fashion to the above groups.

Thanks to the many women and minority Police Officers who accept that "all persons" have a basic right to file complaints when they feel it is appropriate.

Lou Calabro

Exams

Mr. Bob Barry, President  
SFPOA

Dear Bob,

There is posted, on the 5th floor bulletin board between Rooms 500 and 505, a letter and related material regarding promotional examinations. The letter is Re: "SFPOA Board of Directors Resolution on Promotional Examinations," dated February 16, 1988, from Carroll, Burdick & McDonough. The related material is titled "Sergeant/Assistant Inspector Promotional System Project Work Plan."

The following passage appears in the related material in Phase I: Questionnaire analysis "...a representative sample of approximately 150 incumbents serving in the Sergeant and Assistant Inspector/Inspector positions."

I request that the following questions be asked of Carroll, Burdick & McDonough regarding that passage:

1/ Will the "representative sample" be a random sample in which no incumbent will have a greater or lesser chance of being chosen in the sample?

2/ Does the sample of approximately 150 individuals refer to:

A/ 150 Sergeants and 150 Assistant Inspector/Inspectors, for a total of 300, or;

B/ 150 dual ranked Sergeant and Assistant Inspector/Inspectors, or;

C/ 150 Sergeants or Assistant Inspector/Inspectors or dual ranked Sergeant and Assistant Inspector/Inspector?

D/ If C, how many in each position.

I believe that the above questions must be answered, for the following reasons:

1/ If the individuals chosen are not randomly picked, the results may not be truly representative, and;

2/ The results may not be truly representative, if the mix of positions is not representative of positions being tested for. For example, if only dual ranked individuals were picked for the sample, the results may be skewed toward one examination for both positions.

Thank you for your time.

Fraternally,  
Tom Strong  
Budget Section

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# Letters

## Protests

Frank Jordan,  
Chief of Police,  
SFPD

Dear Chief:

The men and women of the San Francisco Police Department exemplified extraordinary professionalism in dealing with Saturday's large protest parade against U.S. involvement in Central America. I want each of them to know how much I appreciate this discipline and restraint they maintained in the face of sometimes deliberate provocation.

While the march in itself was for the most part peaceful, there were those in the large crowd who threw bottles, hit police with sticks and, in general, tried to force a confrontation. But none occurred because of the cool constraint of police officers during the more than three hours the march proceeded from the Mission to the Federal Building, U.N. Plaza and back to 24th and Mission streets.

I certainly believe in the right to protest, and the police clearly did all within their power to assure the constitutional rights of free speech and assembly. I have no tolerance, however, for setting trash on fire, spray painting, obscenities on buildings and other acts of maliciousness and vandalism that, in my mind, detracted from the central purpose of the march, which was to decry the dispatch of U.S. troops to Honduras.

Like many San Franciscans, I oppose the Administration policy in Central America. At the same time, I firmly believe a lawless foreign policy is no excuse for lawlessness in our City. The San Francisco Police Department, by its measured response and controlled behavior, minimized the possibility of pro-

vocation and needless confrontation. It was police professionalism at its very best, and I commend and want to thank the entire department for an outstanding job.

Thank You,  
Art Agnos

Editor,  
SFPOA Notebook

Dear Editor,

As a ten year veteran of this police department, and a 33 year native of San Francisco I feel the need to get a couple of things off of my chest. There was a time when I was so very proud to proclaim that I was from San Francisco. I always felt that I was from one of the most beautiful cities in the world, both from afar, and within. I was also very proud that day in June of 1978 when I raised my right hand, and became a police officer in the city that I loved and respected.

I am now sorry to say that I have watched the city that I loved, and the police department that I took so much pride in representing, deteriorate into an embarrassment. In ten years I have been forced to watch police cars burn to the ground, while we stood by and watched. I have been to demonstration after demonstration where those in charge have been scared to death to make a decision for fear that the mayor would not approve. I have seen Chief's of Police who were no more than puppets on the end of a string for the mayor they served. I have also been witness to a recruiting drive that has produced some of the most embarrassing police officers in the country. I have watched many of my fellow officers, and friends, study for promotion for over a year only to fall victim to the "Consent Decree" fiasco, which has destroyed middle-manage-

ment credibility in our department.

Finally I was able to observe the latest "fiasco" on March 19 as we once again turned our city over to "demonstrators". We all stood by as we watched demonstrators burn the American flag at the Federal building. We stood by as "Honda" units called for a 406, only to have it cancelled by a Captain over a block away. It was "White Night" all over again. We stood by as 2500 demonstrators were given Market St. We stood by as those in command told the Solos and the Hondas, "Let them go where they want, let them do what they want, let them have any street that they want". It's funny, but I used to think we were the ones in charge.

I decided to write this letter on my way home that night after hearing our new mayor proclaiming how proud he was of the demonstrators in our great city. I couldn't get out of my mind the graffiti painted walls and the thought of that American flag burning to the ground as we watched. I couldn't help thinking that there is something terribly wrong. No, I can't say that I am proud to be a San Franciscan any longer. I also can't say that I take great pride in being a San Francisco Police Officer anymore.

Gary Delagnes  
Tactical Division

## More Protests

Mr. Bob Barry  
President SFPOA

Dear Mr. Barry:

The members of the International Brotherhood of Electrical Workers, Local No. 6 have asked me to convey our appreciation for the cooperation shown by the police officers who were involved in the Building Trades demonstration during the ABC convention held at the Moscone Center in San Francisco. Those of-

ficers showed that they are real professionals and remained calm during what could have been a bad situation.

Please express our thanks and appreciation to all of the members of the Police Officers Association.

Fraternally,  
Franz E. Glen  
Business Manager  
Financial Secretary

The Honorable Art Agnos  
Mayor of San Francisco

Dear Mayor Agnos:

I am writing to express the San Francisco Building and Construction Trades Council's admiration for the professionalism shown by the San Francisco Police Department at our rally on March 7, 8 and 9, 1988. The police, under extremely difficult situations, maintained their decorum and coolness.

The ABC convention was a highly emotional situation for union construction workers. A less professional department could have let the demonstration get out of control. It was a pleasure working with Deputy Chief John Jordan whose constant communications with us, in leadership capacity, kept the rally in check. He was totally in command at all times.

Mayor Agnos, you have a department that you can be proud of.

Sincerely,  
Stanley M. Smith  
Secretary-Treasurer

## Range

Tom Flippin, Editor  
SFPOA Notebook

Dear Editor:

I was recently detailed, with other members of my unit, to the police range for automatic handgun qualification and combat training.

I would like to compliment the administration for implementing this long overdue course. A pat on the back should also go to Sgt. Don Blaine and his entire support staff at the range for a job well done. The course was well thought out, well organized, and, most of all, very practical.

After seeing the weaponry that has recently been turning up on the street, it is nice to know that our department is allowing us to train and equip ourselves accordingly.

Sincerely,  
Ron Roth  
Intelligence  
Gang Task Force

## Streets

Tom Flippin, Editor  
SFPOA Notebook

Dear Sir:

This is in response to the article by Officer Keys wanting to take the streets. That day will never come, because the citizens of this City only know one side of the story from the media — police brutality. I would probably feel the same way too if I hadn't been going to Community Relations

Meetings for many years and hearing the police side.

Having worked in hospitals many years, I saw the dope side too.

The Tenderloin was cleaned up for six months, but now the drug dealers are back again in force.

The whole thing boils down to the liberal groups getting away with murder. Not until the liberals and their lawyers are put in their place, by the citizens going to the C.R. Meetings and sounding off about these people, will the cops get the streets back again.

Sincerely  
Mary T. Kelly

## Donation

Mrs. Cindy Casey

Dear Mrs. Casey

Please accept the enclosed donation of \$500 from the San Francisco fire fighters in remembrance of your late husband, Martin.

Knowing full well the inequalities of the retirement system in your situation, our membership voted unanimously to help you in this small way.

Sincerely,  
San Francisco  
Fire Fighters #798  
Anthony J. Sacco,  
Vice-Pres., Charitable  
Contributions Chairman

(Editor's Note: On behalf of the SFPOA I would like to thank the fire fighters for their generous donation to Marty Casey's family.)

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Excellent location, perfect for your executives. Large livingroom, 20 x 16; diningroom, 16 x 36. Enclosed patio and BBQ. Two bedrooms, one bath. Must see to appreciate. **\$280,000**

### 90 Westwood, San Francisco

This home shows pride of ownership and is in an area of well-kept homes, full five with two bathrooms. The woodwork throughout has been brought back to its original condition! The gourmet kitchen has tiled counters, a commercial style stove, built-in microwave and nook. The main bathroom has been remodeled and has an electrically opening skylight. Master bedroom has a separate bathroom, with sliding glass doors which lead to a private deck and spa. **\$269,950**



### 181 Corbett, San Francisco

Prime upper Market location! 3 units, live in one — rent the others. Must see to appreciate. **\$479,000**

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# SPORTS



## 'Fun For Life' Diet

by Jim Bosch, Co. G.

There are certain things are inherently wrong with "diets," as we know them. Topping the list is the certainty that none of them, despite what their authors pretend, are any fun. Deprivation, or antihedonism, is the very crux of any diet worth its salt (pun-intended). You know yourself, that you look with a great deal of skepticism, at anyone that tells you that "you can eat and eat all you want" — but are guaranteed massive weight loss **IF** you adhere to "one simple principal." And then you flee, as if from some plaid-clad used car dealer. We've heard them all: the grapefruit diet, the Scarsdale diet, the water diet, the cheesecake diet. Everybody seems to be on their own diet these days; especially thin people — which really irks me.

Well, I too have been dieting lately and let me tell you — it ain't fun. I've digested volumes of nutritional information, poured over in-depth meal plans, feasted on recipes for low-cal everything. In the end, I was left stewing over a four pound gain. I finally settled on a self modified variation of a concept, authored by Harvey Diamond, called Fit For Life. I'm sure a lot of you have heard of Fit For Life by now; some may have read it — others may have even tried it — but probably not for long.

It's a program that sounds ideal — and actually seems to work — but it is practically impossible to follow. In short, it just isn't fun!

I was, however, able to separate some basic concepts from the program, plug them into my lifestyle, add some regular aerobic exercise and experience a modest measure of success. One of Diamond's principal contentions is that the body requires a certain amount of water, natural water for healthy, efficient body functions, among them digestion. This natural water is to be found in fruits and vegetables, says Diamond. You see fruit and vegetables are 70% water. The rest is a modest amount of carbohydrates and natural sugars and most of the vitamins and minerals you need, in ample doses. Now, I'm a suburban kid, born and raised in the Garden State, which is renowned for some of the tastiest produce anywhere. Several years ago I was uprooted and transported here in California soil, where whatever produce lacks in first flavor, it makes up for in proliferation and, for all her attempts, my mother could never convince me that fruit was

fun to eat — especially not more fun than ice cream.

Well, at the ripe old age of 30, with a nudge from Harvey Diamond (and a little imagination), I've come to change my mind and my diet — enter the fun.

As one look at me would tell you, I'm no stranger to the kitchen. But don't despair, you don't have to be Alice Waters, Wolfgang Puck or even Peg Bracken to join in the fun. You will, however, need some modern kitchen equipment...put away your checkbook, you probably won't need it. Think back on the last time you went into your kitchen for longer than it takes to grab a beer. Did you see a blender? If you've recently wed, you probably have four of them. Ice cube trays? Check! You probably even have some extra ice cube trays deep in a cupboard somewhere — dig 'em out, they'll come in handy. Sharp knife? Check! Let's see...blender, ice cube trays, knife. Oh

more do you want?! Fast...and cheap? Well, they are!

Start by making sure you are well stocked with ice cubes. That done, let's go shopping. Head for your favorite fruit store, stand or section. Now go crazy.

First, make sure to get some bananas, they give "body" to your shakes. Get some nectarines, pears, apples, plums (Mmm!) some berries (you can even use frozen ones, out of season) cantaloupe, peaches (also good for giving body to shakes) pineapple, seedless grapes and anything else you like. This is a great opportunity to try something exotic like kiwi or guava.

Done? We're off to buy juice. Keep in mind we're striving for fresh...unprocessed, with vitamins and minerals and all that good stuff intact. Personally, I stock up at the Price Club, but buying by the case can come later — though it never hurts to have a stock of juice around the house. I'm sure you have favorite juices, but I'll just tell you which have worked best for me and are best, naturally. **Hansens** natural fruit juices win my vote, hands down, for quality, flavor & variety (try their pink-colada!) Also, pick up some of your favorite Kerns nectars and some Ocean Spray Juice Cocktails. That should be plenty of stuff for a couple of weeks. Now go home and take most of your money with you.

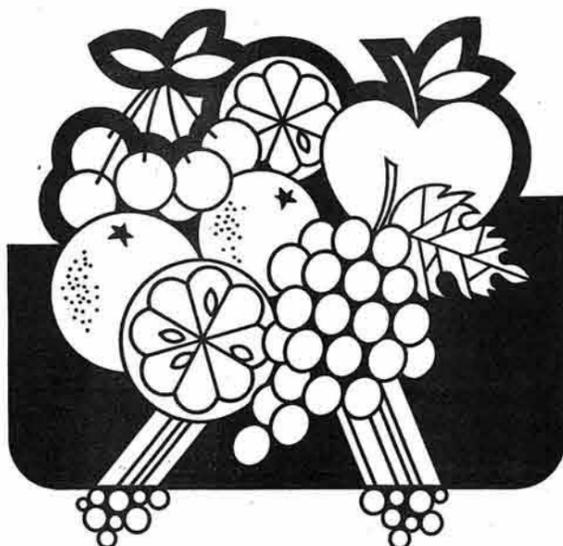
Home yet? It's Funtime! Hold on though. Don't wash any fruit until you are ready to use it or freeze it, or it will spoil faster. From here on it's up to you. Use your knife, your ice cube trays, your blender and your imagination. Start by freezing some juice or nectar, or some pureed (in the blender) fruit mixed with juice or water. Now, for making the shakes, I generally start with the bananas, or peaches (for body), then mix in some more fruit (with the peels, whenever edible), some frozen fruit cubes, and/or some ice cubes. You may want to add some cold fruit juice to keep these blades from getting bogged down. By the time you're done, you'll have nearly a quart of frosty fresh fruit juice shake that you'll need a spoon to eat. Unless you're home alone, it'll be gone in no time. What do you do in the unlikely event of leftovers?! You guessed it...pour leftovers into an ice cube tray and freeze 'em up. When I'm not busy or when fruit starts getting dated, I just puree and freeze fruit and store the cubes in the freezer for later.

These shakes make a great breakfast, or to get you through 'til lunch, or for an afternoon cooler, not to mention a nighttime snack (all in keeping with "Fit For Life."). In fact, let's count calories, for a full quart. For example: Two bananas 140 calories, One peach 25, One nectarine 25, Two plums 50, a squeeze of lemon 2, and 8 oz. of Hanson's Natural Apple/Boysenberry Juice 120, ice cubes 0. That's 362 useful calories that taste great. Healthy, too...over 70% natural water. That means you can stop forcing quarts of chemically treated tap water through your system (who's only health benefit is that all those endless trips to the bathroom make for good exercise) and get all the natural water you need. You'll find that it may be on your diet, but heck — it's fun anyway — and you thought all the fun had gone out of dieting years ago (except maybe in the case of the cheesecake diet — but more on that later.)

P.S. when party time rolls around splash in some rum or vodka (or even some Grand Marnier, if you're feeling rich).

Start with these:  
Banana Colada  
Pina Colada  
Banana-Strawberry  
Cranberry-Lime  
Apple with Mint Leaves  
Banana-Walnut

Peach-Lemon-Honey  
Orange-Grapefruit  
Cantaloupe-Banana  
Blueberry-Banana  
Peach-Strawberry



yeah — you'll need a medium or large Tupperware type container to store your homemade fruit cubes in.

Well, I'm not gonna keep you in suspense any longer. We are gonna make some of the best darn frozen fruit shakes you'll ever have. They're fresh, they're cold, they're thick, they're very low calorie, they're actually good for you and they taste great — just like you like 'em. What

## COPS Announces 1988 Convention in Los Cabos

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

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

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

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

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

LAW ENFORCEMENT AFFILIATION: \_\_\_\_\_



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- Welcome Full American Breakfast with Orientation Briefing
- Air transportation to the Island of Hawaii
- 5 Nights accommodations at the KONA SEASIDE Hotel
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- \$6.00 Departure Tax

**TOTAL PACKAGE PRICES:**

- \$644.00 per person/Double occupancy
- \$614.00 per person/Triple occupancy
- \$879.00 per person/Single occupancy

Space is limited/Sign up TODAY

For tour information call, Vanda La Grave at Empire Travel: (415) 543-8111

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# SPORTS



## Mammoth Lakes Police Officers Association 2nd Annual Trout Derby

In the pristine beauty of the great High Sierra's.

June 23, 24, 25, 1988  
Thurs., Fri., Sat.

Location: Town of Mammoth Lakes  
35 Miles North of Bishop,  
Hwy. 203

Numerous prizes will be given away in several different categories. Prizes include: a premium rod and reel; tackle; dinners for two; fishing equipment; case of beer; free boat rentals; etc. All prizes and awards will be given away at the picnic and raffle on Saturday at Shady Rest Park in Mammoth.

Registration of \$30 per person includes 2nd Annual Trout Derby T-shirt and a map of the Lakes Basin area.

Free food and drinks will be available for all participants at the picnic and raffle.

Lodging is available in town at motels and condos. Also available are numerous fully-equipped campgrounds near the lakes and a private RV park.

Kids under 16 years old are free; however no T-shirts are provided. Kids' shirts will be available at cost.

For information on lodging call (619) 934-2712; for info on registration, call (619) 934-8507.

Attached registration forms must be returned with entry fee no later than May 2, 1988.

MAMMOTH LAKES  
POLICE OFFICERS ASSOCIATION  
P.O. BOX 9408  
MAMMOTH LAKES, CALIFORNIA 93546

### 2nd Annual Trout Derby Registration Form

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Number in party: \_\_\_\_\_

Number of T-shirts and indicate sizes: \_\_\_\_\_

Small \_\_\_\_\_ Medium \_\_\_\_\_ Large \_\_\_\_\_ X-Large \_\_\_\_\_

Registration fee \$30.00 per person over 16 years of age. Please indicate how many children will accompany your party. Make checks payable to MLPOA.

Upon receipt of entry fee, you will be mailed rules and regulations and information packet.

## ★ TWENTY SECOND ★ California Police Olympics

The Twenty-Second Annual  
California Police Olympics  
will be held in Bakersfield  
June 19-27, 1988.

Entry forms can be obtained either  
from the POA Office 510-7th St.,  
**861-5060**

or Frank McKee at the  
Police Academy, 350 Amber Dr.,  
**641-8827.**

All entries  
must be  
postmarked by  
April 22, 1988.

## The Billy Hutton's Summer Track Club

### '88 SUMMER SCHEDULE

Sat. 4-2	San Jose Relays
Sun. 4-3	Open
Sat. 4-9	Relay
Sun. 4-10	Open
Sat. 4-16	Millbrae Relays
Sun. 4-17	Open
Sat. 4-23	East Shore-Richmond
Sun. 4-24	East Shore-Richmond
Sat. 4-30	Norcal Invitation Qualification - San Jose
Sun. 5-1	Norcal Invitation Qualification - San Jose
Sat. 5-7	Yearling - Los Gatos
Sun. 5-8	Yearling - Los Gatos
Sat. 5-14	Diablo Valley
Sun. 5-15	Diablo Valley
Sat. 5-21	Napa
Sun. 5-22	Open
Sat. 5-28	Santa Rosa - PAC Assoc. Championship
Sun. 5-29	Santa Rosa - PAC Assoc. Championship
Sat. 6-4	Reno - Qualification
Sun. 6-5	Reno - Qualification
Sat. 6-11	Eastbay - Berkeley PAC Assoc. Championship
Sun. 6-12	Eastbay - Berkeley PAC Assoc. Championship
Fri. 6-17	Modesto - West Coast State Meet

Sat. 6-18	Modesto - West Coast State Meet
Sun. 6-19	Modesto - West Coast State Meet
Sat. 6-25	TBA Qualification For AAU Championship in Kan.
Sun. 6-26	TBA Qualification For AAU Championship in Kan.
Wed. 6-29	LA Area TAC National Meet
Thurs. 6-30	LA Area TAC National Meet
Fri. 7-1	LA Area TAC National Meet
Sat. 7-2	LA Area TAC National Meet
Sat. 7-9	East Bay Berkeley
Sun. 7-10	East Bay Berkeley
Sat. 7-16	Regional 14 TAC Qualification for TAC National Chmps. in FD.
Sun. 7-17	Regional 14 TAC Qualification for TAC National Chmps. in FD.
	Los Gatos, CA.
Fri. 7-22	Eugene Oregon Tri City Meet
Sat. 7-23	Eugene Oregon Tri City Meet
Sun. 7-24	Eugene Oregon Tri City Meet
Thurs. 7-28	Gainville, Fla The TAC National Championship
Fri. 7-29	Gainville, Fla The TAC National Championship
Sat. 7-30	Gainville, Fla The TAC National Championship
Sun. 7-31	Gainville, Fla The TAC National Championship
Thurs. 8-4	Kan. The AAU National Championships
Fri. 8-5	Kan. The AAU National Championships
Sat. 8-6	Kan. The AAU National Championships

## MAIL APPLICATION TO ONE OF THE BELOW ADDRESSES

**BOYS COACH**  
Officer Billy Ray Smith  
Mission Station - Co D  
553-1544

**GIRLS COACH**  
John Casimir  
Post Office Box 6083  
S.F., CA. 94101  
586-7235

Membership fee in club is \$75.00 per child, covering insurance and uniforms. The Track Club pays all travel and lodging costs to meets and championships. For further information contact Billy Smith, Co D 553-1544. 2100-0700 hrs.

Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

City: \_\_\_\_\_, California Zip \_\_\_\_\_

School: \_\_\_\_\_ Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Grade: \_\_\_\_\_ Age: \_\_\_\_\_

Name of Parent(s) of Guardian: \_\_\_\_\_

Address: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Work Address: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Parent(s) or Guardian Signature: \_\_\_\_\_

## The Notebook Needs You

We need your articles to make this the best possible newspaper

Articles should be sent to:  
Tom Flippin, Editor  
SFPOA Notebook  
510 7th Street  
San Francisco, CA 94103

Deadline for May issue:  
April 25, 1988

## ON THE STREET/Tom Flippin



### Editorial Comment

by Tom Flippin

## From Bad To Worse To Awful

This issue of the Notebook contains several articles and letters that are related, either directly or indirectly. These contributions from concerned members mirror many of my own thoughts during the past few weeks. Members of the association have reason to be greatly concerned in light of the following chain of events.

The budget deficit (obvious to anyone who was paying attention for the past 16 months) surprised all the politicians in the City. They decided a huge problem **must** be the fault of the City's employees, simply because they make up such a large part of the budget. The solution: layoffs and wage freezes for employees (The Board of Stupes also quietly dropped plans for a tremendous increase in their own salaries. They must have realized just how ridiculous **that** would have been). As a postscript: in a recent Examiner column, Nancy Walker (President of the Board of Stupes...and one of those directly responsible for the deficit) had the audacity to lay all the blame for SF's woes on U.S. foreign policy. Not only that, but she called on San Franciscans to turn out for a demonstration/march on April 30th to protest the **Federal budget!** Just think...the overtime for policing that little event will probably add several more tens of thousands of dollars to the deficit.

Speaking of demonstrations...how about that "Support the Friendly, Peaceful Sandinistas Or I'll Kill You Rally." Talk about peaceful...most of us saw more action in a week than the entire 87th Airborne saw while they were in Honduras.

While taking a break from the local version of Apocalypse Now, I read about how three men, "tried and true," decided that the last Q35/50 exam (I was going to say recent...but that wouldn't be exactly accurate) was OK after all, and nobody **really** got hurt, did they? To be fair, one of the judges did refuse to go along with the logic (oops...wrong word again) of the other two nincom...ninc...the other two justices (wrong again),

It reminds me of the famous double play team: Tinker to Evers to Chance; make this one: Freezers to Demos to Pure Chance. That first combo retired a lot of players, and the second one is gonna retire a lot more before they're through.

## Tragic ...But Justified

"San Francisco Police Officers Michael Huddleston and Janet Campbell saw that Silvelio Grohse pointed a gun in a life-threatening manner at them and were in actual well-founded fear for their lives when the tragic incident involving the shooting of the youth occurred," San Francisco District Attorney Arlo Smith announced this afternoon.

"After a thorough review of all the evidence presented and after interviewing all witnesses except one who refused to speak to our office, we have concluded that the officers' actions in the Feb. 17th incident were justified in light of the evidence," D.A. Arlo Smith stated.

The District Attorney's investigation was conducted by Assistant District Attorney John Oppenheim, District Attorney Investigators Malcolm Vaughn and Audrey Moy and Chief of Investigations John Majka.

"John Oppenheim, Malcolm Vaughn and Audrey Moy were at the scene shortly after the shooting occurred," D.A. Smith explained. "As a standard procedure, we have a team on call at all times day and night to investigate every police involved shooting."

### FREEZE

(Continued From Front Page)

and other proposals.

#### What Does the Freeze Amendment Do?

1. Freezes all city employee salaries for FY 88-89 except that comparable worth pay will continue and para professionals in the school district and Community Col-

lege District are exempt. Their salary does not come from the General Fund.

2. The Mayor, with the concurrence of the Board, may lift the freeze prior to July 31, 1988. **Unlikely.**

3. Retirement benefit increases will be paid as if there was no salary freeze.

4. Although not mentioned in the Amendment, layoff procedures are now being formulated to be implemented City-wide.

(Full texts of the proposed amendments are on Page 13.)

## Final Positions of City-Unions on Pay Freeze Charter Amendment

UNIONS	CITY	DIFFERENCES
1. One charter amendment	Two charter amendments (one for freeze, another for early retirement)	One or two amendments
2. 12 month freeze, exceptions for step increases, compensation increases due to promotion or longevity, and premium payments at 87/88 levels.	Board adopted freeze charter amendment, but without conditions proposed by unions	Board took unilateral action
3. Window for Mayor to make freeze modifications until 6/30-89	Window from 6/7/88 to 6/30/88	Changed by Supes to continue to July 31, 1988
4. Reduced workweek by mutual consent of union, dept: voluntary by employee, tie-in with state worksharing program	Voluntary reduced workweek between dept & employee only	Without union consent, can't use worksharing program, employee not eligible for unemployment compensation
5. Early retirement option — 3 years service credit, 3 years age credit	Early retirement — 2 years service credit	2 year's service credit in charter amendment, no change possibility?
6. Deferral of retirement contrib for one year at individual option, repayment prior to retirement @ 6% interest, or reduced retire. benefit	OK at table with union position	Not in charter amendment, any possible action without?
7. Early vesting, police & fire	OK, with details to be worked out	Not in charter amendment, any possible action without?
8. Exclude SFUSD & SFCCD from freeze	Exclude paras from freeze	Board excluded paras from freeze, 5-6 vote on the others
9. Monthly budget review by labor com.	Qtrly budget review by labor com.	Monthly or quarterly review
10. Labor committee on layoffs on on-going basis	Committee to review until 4/15/88	Short-term or continuing review
11. Dental — remove language from charter prohibiting ability to bargain	Reject	Would require charter amendment
12. Health premium increases — Freeze any benefit premium increases for 88/89, with cost assumed by carriers agreeing to price freeze, or Health Services Bd paying cost out of reserves	Reject	Could have health service board act to implement
13. Labor-Management committee to review contractors performing B.U. work	Reject	Mayor's office could agree
14. No jurisdiction crossover in the crafts classes	Reject	Crafts unions would have to work out
15. SSO adopted in accordance with practice and charter	Feel sure it would be passed if agreement made on charter amendment	?
16. Any layoff to be by inverse order of seniority in the following order of absolute priority — A. Non-civil service (including staff assts); B. Limited tenure; C. Temporaries; D. Probationary; E. Permanent	Reject	Revert to current civil service rules if no agreement to change