

NOTEBOOK



Member
California
of Police

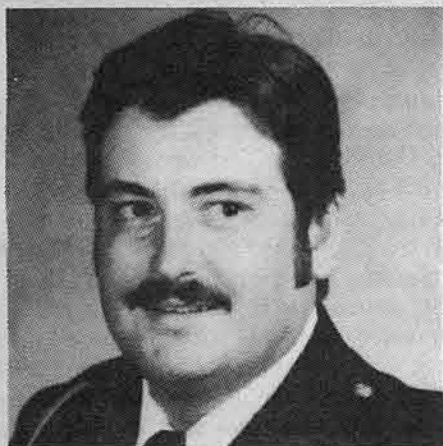
Official Publication of the San Francisco Police Officers' Association

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

VOLUME 20

SAN FRANCISCO, AUGUST 1988

IN MEMORIAM



James W. Bloesch #1985

On Tuesday, August 2, 1988 San Francisco lost an outstanding police officer in a tragic accident at the Police Stables. Officer Jim Bloesch was killed when a weapon accidentally discharged.

Jim, a native San Franciscan, came to the Police Department as a cadet in 1971. He worked in the Juvenile Bureau until he entered the 122nd Academy Class in September of 1972. Jim served at Southern, Potrero, Tactical, Richmond and the Street Crimes Unit before being assigned to the Mounted Unit in 1981. He held 1 Silver, 2 Bronze Medals of Valor, 2 Police Commission Commendations and 64 Captain's Complimentary Reports. Jim worked in uniform Mounted Patrol and as one of the unit's trainers. He developed the first ever SFPD Mounted Crowd Control Manual which is being adopted for state-wide use by P.O.S.T. He was also instrumental in holding the first ever state-wide Mounted Police Training Seminar in Sacramento last year.

Jim was a devoted husband and father of three children. It seems impossible to replace a man of Jim's caliber. He was the BEST.

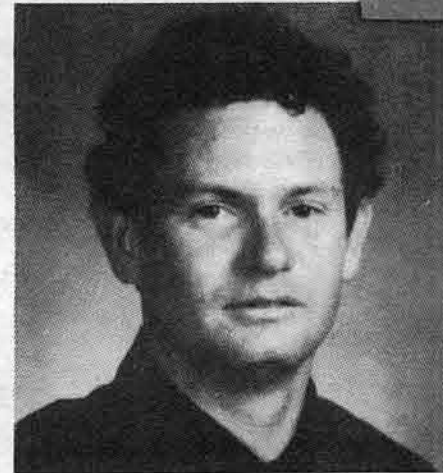


Lester B. Garnier #7

Lester Garnier, while off-duty, was found shot to death in Walnut Creek on July 11, 1988. At this time his murder is still unsolved.

Les, a San Francisco native, joined the SFPD in 1980 at age 22. After training he was assigned to Co. E and quickly showed his merit as a fine police officer. During his tour at Northern, Les received several commendations for his outstanding police work. In 1983 he transferred to Vice where he continued his fine record, receiving several more commendations.

Lester Garnier was only 30 years old when he was killed, but he left behind many friends and an outstanding record in his short time serving with the San Francisco Police Department. He will be missed.



David E. Donnelly #123

Dave Donnelly #123, native born January 26, 1951, graduated from Riordan High School, class of 1969. November of 1981 he joined the San Francisco Police Department, member of the 147th Recruit Class. He completed his F.T.O. training at Northern Station and was then assigned to the midnight shift at Potrero Station. Upon completing his probationary year, he requested a transfer to Central Station. He worked the 1900-0300 watch as a beat officer. In late 1985, Dave started his own business appropriately called "T-shirts Are My Life," which had expanded to include numerous Bay Area law enforcement agencies as well as the San Francisco Fire Department. Dave enjoyed snow skiing, water skiing, and was an avid sailor.

All of us who knew David, his humor and his laughter will always be a part of our memories.

David is survived by his father, Robert J. Donnelly, a retired San Francisco Police Inspector, his mother Dorree, his brothers Patrick and Timothy, his sisters Dorree, Cynthia, and Claudia.

"IT'S GETTIN' DARK AND NOW IT'S LIGHT"

To Whom It May Concern

I am a mere Police Officer with comparatively limited time in the business, and, it seems, very little voice in what is going on within this Department I so faithfully serve. Just recently, I was told some fairly startling news regarding the way "Police Work" was to be handled by the members of our Department...namely, **there won't be any**. Apparently, those people who form policy within the Department, have decided that the good people of San Francisco are not going to be protected as they deserve. Because of "manpower shortages" and "budgetary limitations" both on the patrol force and within the Inspectors Bureau, the San Francisco Police Department is going to become a "reactive" police department.

What this means for the average citizen on the street, is that this Department will no longer take a "fight crime" attitude. Instead, we will become glorified secretaries, running from radio call to radio call, taking report after report. Also, we patrol officers on the street will soon be responsible for every preliminary investigation of a crime on the street. This means that each officer is going to have to fully investigate each crime, taking up valuable time on the street, except those crimes deemed "major", e.g. homicides. As the officer responding is involved in this investigation, calls for service will mount up, and police response time will increase. This means that it will not become uncommon for citizens to wait more than an hour for a call for service. All this because there is a shortage of Inspectors at the Hall of Justice, and the Inspectors currently assigned to the Bureau "don't have the time to conduct investigations, when charges have to be filed (called rebookings) on a suspect." There are no foreseeable plans to get rid of the problem, since there will be no promotional exams, because the pool of candidates is from the patrol force and patrol force hiring has been frozen

for more than two years. No hirings in patrol means no promotions from patrol which means no one can replace those Inspectors who retire due to service or other considerations. By this time next year, our Department strength will be a projected 1600 officers, compared with a full strength of approximately 1900. With such a drastic reduction in the work force it's obvious something will have to give, and it appears to be public safety.

Beyond that, the administration has, in their infinite wisdom, reduced radio communication channels. They seem to think that they can place four or five district stations on one radio channel. Four stations, comprising 40 to 60 officers each (240 officers total), on one radio channel, and they expect an officer to have the same ability to communicate with headquarters and each other. The way it's supposed to work: we are supposed to communicate with the district stations on one channel and with headquarters on another in case of emergency. This puts the officer in a great deal of danger. If the officer is on a channel that the communications center is not monitoring and the officer gets in trouble, headquarters can not coordinate response and assistance, and if the officer in trouble is on a channel with multiple stations, the air is so tied up with traffic that the officer in trouble will never be able to ask for help. Communications is currently doing this more and more frequently, and it's been said that they are doing this under the pretense of lack of personnel, when in fact there are at least enough people to properly man the radio channels and man the phone positions that work.

Action will always win out over reaction. Try this — take a dollar bill and hold it by one end vertically. Ask

(See CONCERN, Back Page)

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 September issue:
August 29, 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, Wednesday July 13, 1988 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

All officers and Trustees present. In addition two P. Pres. M. Hurley & M. Kemmitt COMMUNICATIONS: Following donation received: TARAVAL STATION - in memory of Mrs. Ruth Bell, mother of Sgt. Theodore Bell: POLICE COMMISSIONER PIUS LEE - donating salary for the duration of his term as Commissioner; VETERAN POLICE - in memory of Manual Mitchell.

Tres. Parenti reported the following deaths - MANUAL MITCHELL - Born in San Francisco in 1920, he became a member of the Department in 1945, age 25, after working as a machinist. After his tenure at the Academy, Manny worked at Ingleside for two years, Northern for a year and was the assigned to City Prison, working there for 12 years. Transferred back to Ingleside, he worked there for a year and was then sent to the Bureau of Identification. Manny remained there until his retirement for service in 1971 at age 51. He was 67 at the time of his death.

ROY PEYRE - Born in San Francisco in 1913, Roy worked as a clerk before he joined the Department permanently in 1940 at the age of 27, having worked temporarily at both World Fairs, 1939 and 1940 at Treasure Island. He was at Taraval for one year and was then transferred to Co. K, Accident Prevention Bureau, serving there until he was appointed Sergeant in 1954. After his appointment, Roy worked at Park two years, Central four years, Ingleside and Northern, then back to Co. K. A short time at Mission, then to Northern as day watch Sergeant remaining there until his retirement for service in 1970 at age 57. Roy received the following commendations during his time in the Department: 1946 - 2nd grade for apprehension of two holdup suspects, 1952 - 2nd grade for arrest of an armed suspect who held up a Safeway store, 1953 - C/C for arrest of a suspect in the process of holding up a bank. Roy was 75. Roy and his wife were the unfortunate victims of an automobile accident in Minnesota.

WALTER ROTHSCILD - Another San Franciscan, born in 1915, Walter worked as a machinist, before entering the Department in 1945 at age 30. Assigned to Ingleside, and then to Mission, Walt stayed at these stations for just a short time while before finding a home at Northern. He became a fixture at Northern, walking the many beats at that station, particularly in the Fillmore. Walt retired on service in 1970 at age 55. He received the following awards during his duty at Northern: 1947

- 2nd grade for arrest of an armed taxi-cab holdup suspect; 1950-C/C for helping in the rescue of persons trapped in a fume filled room. Walter was 73 at the time of his death.

LESTER GARNIER: Born in San Francisco, 1958, Lester was still attending City College, studying Police programs, when he joined the Department in 1980 at age 22, Assigned to Northern, Les immediately got involved in the action of that station. He recieved many C/C, some of which were: 1981 - while off duty assisted a Daly City Policeman in subduing a suspect in a window smash burglary; 1981 - assisted in the capture of an armed suspect in a restaurant holdup; 1982 - assisted in the arrest of two suspects in a burglary. In 1983 Lester was transferred to Vice Narco where he contined the type of police work that he had performed at Northern, earning many more C/C, some of which were: 1983 - arrest of a suspect in a stabbing; 1985 - arrest of two suspects holding a quantity of illegal drugs; 1986 - arrest of two suspects attempting to steal a statue from St. Joseph's Church; 1987 - investigation and closing of an illegal escort service; 1988 - arrest of three juveniles and recovery of a stolen auto. As can be seen, Lester was a busy officer. Unfortunatley his career was cut short by his untimely death in Walnut Creek. Lester was only 30 years old at the time of his death.

REPORT OF TRUSTEES: Due to the uncertainty at Hibernia, due to the purchase by Security Pacific, the Trustees have been exploring other avenues for the handling of our account. So far, they have had meetings with two different companies and now are awaiting a meeting with Security National. As the members know, Hibernia has been handling the Account for the past 18 years and doing a very nice job. The Trustees are looking hard for a Company or a Bank to continue the growth of our Trust Account.

UNFINISHED BUSINESS: Second reading to amend ART. VIII, SEC 3 & 5, to amend the monthly salaries of the Secretary and Treasurer. Approved.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 3:05 P.M. in memory of the above departed Brothers. NEXT REGULAR MEETING SET FOR WEDNESDAY AUGUST 24, 1988 at 2:00 P.M. IN THE TRAFFIC BUREAU ASSEMBLY ROOM, HALL OF JUSTICE

Fraternally,
Bob McKee, Secretary

San Francisco Veteran Police Officers Assn.

MEETING:

Tuesday, August 9, 1988 is the date of our next meeting at the Immaculate Conception Hall, 3255 Folsom St. Join your friends for a refreshment beginning at 11:30 A.M. The business meeting starts at 12:30 P.M. sharp, and lunch is served after the meeting. There is plenty of parking available.

ELECTION:

Former Supervisor Lee Dolson asked for our support in his bid to be elected Supervisor in the November race. He also supports the two terms only amendment to limit any elected supervisor to only two terms in that office. He supports the homeport berthing of the USS Missouri.

PRESIDENT'S MESSAGE

The 1938 Police List will have a 50 year reunion on Sept 15, 1988 at the Irish Cultural Center, 45th Avenue and Sloat, in the St. Francis room. Notices are being sent to all members of the 1938 List, and to members of the 1930 list or prior. Price of the lunch is \$15 which includes tax, tip and wine. Choice of turkey or Yankee pot roast. There will be a no-host bar open at 11:30 a.m. and lunch will be served at 1 pm. If you are on the 1938 List or any prior list and you have not received a notice, just send a check for \$15 to Bob McKee, 147 Moffitt St., S.F. 94131. Please send your check so it is received by August 31, 1988.

SICK CALL:

Jack Fortune is in Seaton Hospital with a broken leg and pneumonia. George Cathrell is still home, due to blood clots in his leg.

DEATHS:

Donald J. Murphy and Manuel Mitchell. Rest in Peace.

NEW MEMBERS:

Paul Largent and Jack McKay. Welcome!

COMMITTEE REPORTS:

Jim Cole reported: 1) We are to receive two payraises after August or September which are retro to 7-1-88; 2) After Sept. 21, the medical and/or dental deductions will be made before the earnings are taxed; 3) The collective bargaining initiated by the SFPOA will not be on the Nov. ballot; 4) The Jerry Crowley motion (see the SFPOA's NOTEBOOK) has been declared void.

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UNFINISHED BUSINESS:

Sol Weiner reported we will have to go through the same process as before to qualify our pay amendment for the Nov. ballot. Sol and Jim Stark will be at the Board of Supervisors today.

NEW BUSINESS:

Our honorary member, Bill Reed, told us that the Board of Supervisors so far has approved twenty-four (yes, 24) ballot measures of their own for Nov. 1988! One would combine the Health System with the Retirement System, "...to get their hands on the Retirement Systems' millions". Another one, "to amend the terms of the Retirement System from time to time to conform with the changing tax laws", and another, "to conform with the community property laws". There's dirty work at the crossroads.

DUES:

We have 24 members who have yet to pay the 1988 dues of \$12. If you are delinquent, send in your check today.

GOOD OF THE ORDER:

Frank Forencich told us the Veteran-Slo-Pitch softball team is doing well and having a lot of fun. Their record so far is 2 and 2, with a big game coming up on July 22, 1988 at the Crocker Amazon Park for the City Championship. Come on out and cheer us on. The game starts at 9:30 a.m.

Attendance 80

Membership 746

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POLICE POST #456 NEWS

by Greg Corrales

I'll start this column with an article written by Past Commander Joe Long. I totally concur with the sentiments expressed by Joe!

Quiet Hero

During the Fourth of July weekend when all Americans take time to celebrate our Country's greatest Holiday, we in law enforcement know that many tragedies happen. Mostly they involve traffic accidents or boating mishaps relating to alcohol. This particular Holiday will forever live in the memory of Mr. Dan Silva. Mr. Silva is the Chief Investigator for the Office of Citizens' complaints; he has held that position since 1984 and during the times that the position of Director has been vacant, he has held that position also.

Dan was with his family at Folsom Lake over the long weekend and while standing on the shore Dan observed a young man floating on an innertube. The young man fell off the tube and tube started floating away. The young man appeared to be in trouble to the point of possibly drowning. Dan sprang into action and dove into the water, swam to the young man and aided him back to his tube. When Dan returned to the shore, he found that when he dove into the lake he had struck his leg on some rocks, opening a severe laceration that required 15 stitches. No names, no fanfare, no big deal.

Dan is now off work on his own time as his heroism did not fall in the line of duty. It should be noted that this is not the first time Dan Silva has put everything on the line. During the Vietnam War he served with great distinction with both the 101st and 82nd Airborne Divisions earning a Silver Star, Bronze Star and Purple Heart.

It has been my pleasure to know Dan Silva for the past 3 years both professionally and personally. Professionally his integrity is beyond reproach. Personally, his service to humanity speaks for itself.

Another article of interest to Legionaires can be found in The California Legionaire publication (August issue). I urge each of you to read the article on page two dealing with "Hanoi" Jane Fond's apology to the Vietnam Veterans. Outstanding article!

Remember, we meet on the second Tuesday of every month at 2000 hours in the POA Building, 510 Seventh Street. The next two meetings will be held on 9 August and 13 September. Make an effort to attend!

The San Francisco Police Officers' Association

NOTEBOOK

USPS #882-320

PUBLISHED MONTHLY \$10 PER YEAR

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

510 7TH STREET, SAN FRANCISCO, CA 94103

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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

• Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103

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

• Unsigned letters and/or articles will not be used.

• Writers are assured freedom of expression within necessary limits of space and good taste.

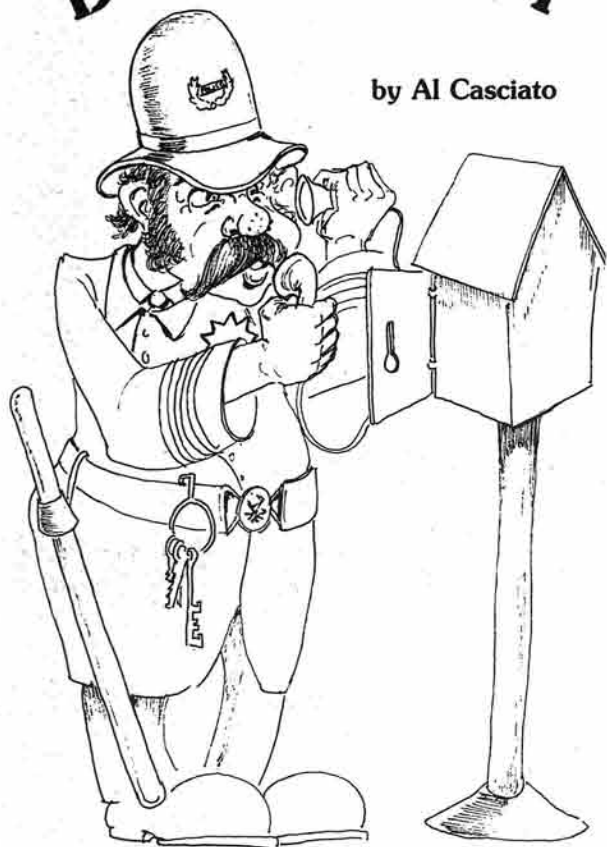
• The editor reserves the right to add editor's notes to any article submitted, if necessary.

• Articles should be typed, double-spaced.

POSTMASTER: Send address changes to SFPOA Notebook, 510 7th St., San Francisco 94103. 2nd Class Postage Paid at San Francisco, CA

AROUND THE DEPARTMENT

by Al Casciato



The premature and unexpected deaths of 5 officers during an eight week period has taken a severe toll on the mental health of the entire department.

We need to mourn

Officer James Bloesch — Mounted (TAC)
Officer David Donnelly — Central Station
Officer Lester Garnier — Vice Crimes
Officer Walter Kliegel — Mission Station
Sgt. John Toomey — Muni Transit

We need to support each other during our period of sorrow. Together we will be able to live through the pain of our loss.

At the recent Police Olympics held in Bakersfield, Lou Perez of Mission Station, became the first police officer from San Francisco and also Northern California to win the Individual Gold Medal in the Triathlon — running, biking and exercising daily for the last several years has certainly paid off for Lou as he also received a Gold Medal for the 18 mile road race and a Silver Medal in the cross-country event.

Look for Lou to do the SFPD and San Francisco proud in other upcoming competitions as he is now seeded (ranked) by several amateur organizations.

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Quote to ponder from anonymous: "Don't argue with a fool. Bystanders can't tell the difference." How true — how true.

Community Services Officer Ray Benson reports that the two most often asked questions of the officers on Koban Duty are: "Where is a good place to eat?" and — "Are there restrooms nearby?"

Sad but true — a disabled Vietnam Vet who lives on Valencia Street usually takes his "walk" on crutches in the area of 16th and Mission. He never asks for a hand-out and is always friendly to the merchants and others in the area. Recently a merchant slipped him a \$20 bill and said, "Here my friend. Get yourself a good meal." To which the Vet replied, "Thank you. I'll eat good a lot of days with this." How lucky we are.

Do we have a severe drug problem within the department? If the cases coming before the Police Commission are any indication the problem could range from 15 to 20% of our current work force. Look for the Commission to suggest some measures to cope with the problem since the preventative programs currently in place don't seem to be doing the job. Drug usage by police officers is a violation of the public trust and strong preventative measures will maintain the public's trust. Not severe after-the-fact punishments that will not correct the damage done.



Lt. Tony Novello in Traffic asks that you not tow vehicles unless absolutely necessary. Especially stolen/recovered and holds for investigation.

Seems that Section 10c of the San Francisco Administrative Code provides for some exemptions from payment of towing and storage fees. Meaning the City has to pay for the towing and storage fees of:

1. vehicles held as evidence in a crime;
2. negligent or illegal towing by department;
3. vehicles towed in violation of Section 10751 of the California Vehicle Code;
4. vehicles belonging to indigents;
5. vehicles belonging to victims of auto theft who are residents of San Francisco.

(5 pages of law condensed)

Last year the department paid out \$137,000 in fees — \$50,000 alone went to the stolen/recovered vehicles belonging to San Francisco residents with the bulk of the rest going to persons whose vehicles were towed with a hold for some type of crime/investigation and those who were able to claim indigency.

Tony estimates that at the current rate of claims on tows the City will probably pay double last year's fee.

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Employee Addresses to be Printed on Paychecks WRONG!

EFFECTIVE NEXT PAY DAY

Effective next pay day (August 2nd), employees' home addresses will be printed on their paychecks. These addresses will not be visible through the envelope window.

We are doing this to encourage employees to keep their departmental payroll offices up-to-date on address changes.

QUESTIONS: If you have any questions, please call Mike Keohane at 558-7818.

Office of the Mayor
SAN FRANCISCO



ART AGNOS

July 26, 1988

Ms. Sandra Rice
Director of Payrolls
Personnel & Payroll Services Department
City & County of San Francisco
160 South Van Ness Avenue
San Francisco, Ca. 94110

Dear Ms. Rice:

A concern has been raised by representatives of the San Francisco Police Officers' Association and the Operating Engineers Local 3 concerning the printing of their members' home addresses on City paychecks.

The question of security is a real one and I urge you to schedule a meet and confer session with these employee organizations prior to the implementation of any change on these paychecks.

If you have any questions about this matter, please contact my assistant Paul Chignell at 554-6120.

Thank you for your consideration.

Sincerely,

Art Agnos
ART AGNOS

Office of the Mayor
SAN FRANCISCO



ART AGNOS

August 4, 1988

Mr. Bob Barry, President
San Francisco Police Officers' Assn.
510 Seventh Street
San Francisco, Ca. 94103

Dear Bob:

I am pleased to inform you that after intervention by my office with the City Controller, addresses of city workers will not appear on the face of paychecks.

You were correct to exert your meet and confer rights under the Brown Act in this instance as this was a matter that should have been subject to negotiation.

I want to assure you that when matters involving working conditions arise and you need redress with City departments, my office will be responsive to assist. My administration is committed to the philosophy that these matters will be fairly negotiated prior to any change in working conditions.

Sincerely,

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A little rap on "RAP's Corner"

by Layne Amiot, Co. D.

After reading "Rap's Corner" I couldn't help but think that the author had dusted off one of the Mayor's old campaign speeches and submitted it to the Notebook for publication.

Rap's latest message left me with mixed emotions. On the one hand, I was happy to see that he so graciously acquiesced to support the homeporting of the Missouri in San Francisco. At the same time, however, he appears to have a real problem with this support if it is for patriotic reasons.

I, for one, and I am sure most other police officers...as well as most of the citizens of San Francisco, would be proud to welcome the "Big Mo", her crew, and families if for no other reason than being patriotic. In fact, that may be exactly what this city needs — a little patriotism and pride.

The author also raised the question as to whether or not "Navy Business" is good or safe for San Francisco. Why stop at the Missouri question. Close the Presidio! After all, those marching bands and Letterman Hospital pose a grave threat to San Francisco and invite nuclear attack! Perhaps, if all these "threats" are eliminated, San Francisco will become a true Garden of Eden; a sanctuary for the homeless and (more important) another campaign promise kept.

Well, the question will be answered, and resoundingly so, by the loudest and strongest voice of all — the voters. After all, that's exactly what those distasteful patriots fought and died for...THE RIGHT TO VOTE.

Rap is concerned that support for the Missouri will generate demonstrations and that support should be withheld for that reason. Truly absurd! If fear of demonstrations is a motivating force, then why not invite the Ayatollah to City Hall for tea? The Iranians generate demonstrations too.

If the homeporting of the Missouri is the will of the people, we as police officers are sworn and obligated to protect the ship and crew whatever the cost.

As I read the column, a cozy little scene came to mind. Rap picking up the Mayor one fine morning, handing him a copy of the Notebook (of course, turned to the appropriate page!) and saying "...what a good boy am I..." Job security at its best.

If the author is going to continue to indulge in political rhetoric then he might consider renaming his column... "VOICES FROM THE LIMO."

Presentation Of The Medal Of Valor Awards And Certificates

The following members of the Police Department were presented Medal of Valor Awards and Certificates at the Meritorious Conduct Awards Ceremony on Wednesday, July 20, 1988.

Bronze Medal Of Valor

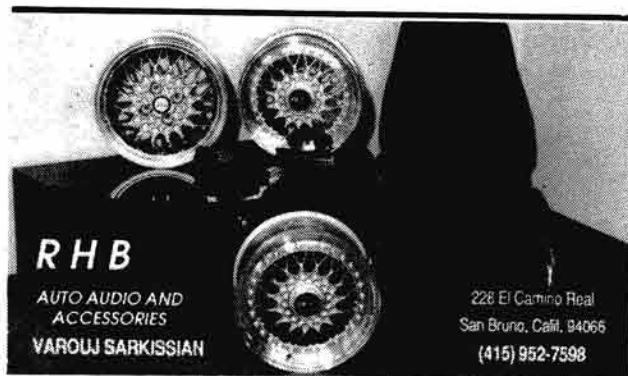
Police Lieutenant Roy C. Hicks
Police Sergeant Michael Lawson
Police Officer Siobhan Balmy
Police Officer Daniel Greely
Police Officer Garret Tom
Police Officer Heinz Hofmann
Police Officer William A. Tercero
Police Officer Alan F. Horn
Police Officer Steve Quon
Police Officer Reno Rapagnani

Police Sergeant Wayne Smith
Police Sergeant James B. Hall
Police Officer Edward Ellestad
Police Officer Kurt Schneider
Police Officer John Lewis
Police Officer Anthony H. Johnson
Police Officer John M. Kowal
Police Officer John Garrity
Police Officer Edward Dullea
Police Officer William Taylor

Meritorious Conduct Award

Police Sergeant David Roccaforte
Police Inspector Edmond Paasche
Police Inspector Clifford Tawney
Police Officer Patrick Sullivan
Police Officer Kevin Dempsey

Police Inspector Robert Rogers
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Police Inspector Thomas Vigo
Police Officer Thomas Buckley
Police Officer Louis Espinda
Police Officer Eric Quema



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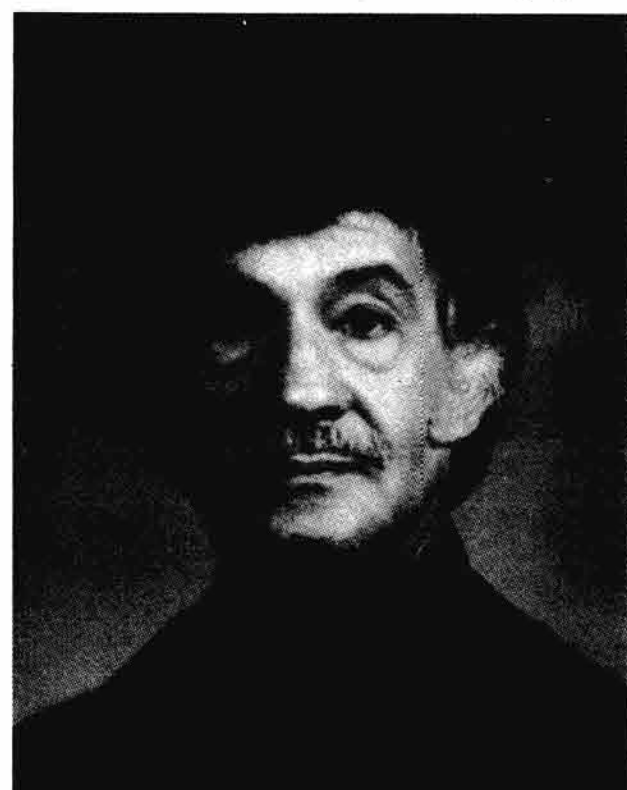
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Ron Haight: 30 Years Of Patrol, Retires

by Dan Linehan, Co. B

After a long and distinguished career Ron Haight has retired from active duty. Thirty years is a long time, but when you complete thirty years of patrol — well that's quite an accomplishment. Ron Haight — a name that will endure in time, was a classic study in law enforcement. While others seek positions out of patrol as quickly as possible, Ron spent his entire career on the street. Looking younger and more physically fit than his years. Ron has the aura of a man who will enjoy his retirement.

I met Ron ten years ago, when I was transferred to Southern Station. As a raw rookie, I had the pleasure of working with Ron several times. It was here I learned the secret of his longevity. Ron always had a strong but easy going approach to work and to life. This made him popular with both the public and his peers. His mannerisms will remain as he has "schooled" many of us who remain. I believe the best way to describe Ron Haight is as a man who could bring forth the best of the past and carry it forward to the present.

As Ron enjoys future retirement years with his wife Jan, we will remember Ron with great warmth, which he gave to us so willingly. We at Southern Station wish him continued health, happiness and a long, long retirement.

Racial/Gender Discrimination Political Patronage Affirmative Action

Is There A Difference??

by Lou Calabro, Co. G

NO. Simply examine each of the above animals, and you will find a common thread running throughout their process.

The common thread that comes to the surface and manifests itself as a behavior process is seen as Power vs Absence of Power. It's the old boy/girl game of "the haves screwing the have nots."

Racial/Sex Discrimination and Political Patronage are different than affirmative action in that they are considered illegal and are exercised as a sneaky underhanded process. Expose the beneficiaries of those actions to the public, and they run and hide in their hole. We need more exposure of these processes. Admittedly it takes courage to be willing to expose Racial/Sex Discrimination and Political Patronage. It's also a different kind of courage than the willingness to be a police officer and work the street. Different, yes, but courage nonetheless, and you run the risk of tasting the wrath of those in Power.

Affirmative Action (Quotas/Preferential Treatment) rears its ugly head as a legitimate process to redress the wrongs done to actual victims. But the real victims are not always identified, and the process seems to leave a new kind of victim alongside its path. For too often non-victims enjoy the fruits of Affirmative Action.

The sad part of this story is that all three processes divide police officers into "manageable groups" looking for a crumb or two for ourselves first and "our own kind" second. Government should not divide us as police officers. We should stand together fighting for police officers without regard to RACE OR GENDER. JOIN ME!



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On Routine Patrol

by Joe Reilly



Working in the HOJ definitely has its advantages. What about that great elevator music you get to listen to while you're on hold? Most of those moldy melodies just go in one ear and out the other, but at least one cop (who has something in between his ears) recognized one of those telephone tunes as coming from the Gilbert and Sullivan musical "The Pirates of Penzance." It's a little number entitled "A Policeman's Lot is Not a Happy One." Terrific. Well, let's not rub it in now, OK? Think of the subliminal conditioning affecting all those cops who find themselves on hold. Time to change the tape. How about a few selections from the recent "Monsters of Rock" concert held at Candlestick?...



A period piece of police pulchritude peers from the past. (Story next month)

A district station received a call from a woman who had been a burglary victim. She was very upset, and launched a stinging attack on the miserable excuse for a police officer who had taken the report. The station duty officer couldn't get a word in and was forced to listen to the verbal barrage. "What exactly is the problem?", the officer was finally able to ask. "That stupid cop gave me a phone number to call that's wrong. I've been dialing it for weeks and a voice comes on saying the call can't be completed. There's one number missing!" "What's the number you have?", the officer asked. "800-436-774," the woman said, "there should be one more number!" The officer very diplomatically explained that this was not a toll-free 800 number, but actually a police report number. To that long list of different lifestyles, origins and persuasions which officers are expected to treat with dignity and understanding, we must add a new category, the incredibly dense ...

The POA's July blood drive was, as usual, a success, with a large number of both on and off duty officers turning out for the event. A few anxious moments came when Headquarters broadcast a call for a bomb technician. Sgt. Jim Hall of the TAC division had chosen that moment to be donating a pint of blood. Hearing the Headquarters broadcast, he promptly sat up and left the table halfway through his donation. You should always use break-away blood donation equipment on TAC personnel because they are liable to swing into action instantly without warning. An Irwin Memorial nurse managed to get a bandage on the sergeant's arm as he headed out the door. The remaining officers in the room assured the blood bank workers that a half-pint of TAC blood is as good as a full pint of Patrol Bureau blood. The blood bank reported that they have had problems with TAC blood in the past because it simply won't thaw out

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Deferred Compensation Plan's Mid-Year Results



by Mike Hebel,
Financial Commentator

The Tax Reform Act of 1987 left very few tax shelters unscathed. For city employees, the deferred compensation plan remains a way to divert a portion of bi-weekly salary into a tax shelter savings account set up by the employer. The Internal Revenue Service agrees to postpone taxing that portion of pay which the employee agrees to postpone receiving.

City & County Plan

The Hartford Insurance Company now offers 9 plans in its fund family for city employees who wish to take advantage of deferred compensation. The Hartford recently published its performance records, calculated according to the new Security and Exchange Commission's standard methodology, for these 9 funds for the quarter ending June 30, 1988. The returns are calculated on a compound average annualized rate of return.

Funds	2nd Quarter	1 Year	Since Inception
Stock	7%	-3.3%	16.8%
Fixed Income	.5%	5.4%	10.2%
Money Market	1.3%	5.6%	7.4%
Govt. Securities	1.2%	4.9%	6.1%
Advisers	4.5%	2.9%	11.4%
Aggressive Growth	8.7%	2.3%	6.4%
GNMA	1%	6.8%	6.9%
Index	6.2%	8%	-13.6%
General Fund	9%		(Effective 8-1-88, 8.95%)

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 amount being invested in each of the accounts. The plan now provides an 800 toll free line to make quick transfers of an existing account value or reallocating future contributions between funds.

Contributions may be stopped at any time by notifying the Hartford Insurance Company; they may also be restarted at any time. City employees begin to receive pay-

(See MONEY, Page 14)

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Relatively Speaking

1938 List Celebrates 50 Years

The 1938 Police List is having a luncheon to celebrate the fiftieth year of this list. Luncheon will be September 15, 1988, 11:30 a.m., no host cocktails, 1:00 p.m. lunch. Location Irish Cultural Center, 45th & Sloat Blvd. Lots of free parking. Any member of 1934 or 1930 lists are also invited. More information call Mike Doherty 824-9333 or Bob McKee 587-4570.

Come and see some of the fellows with whom you worked some years past.

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Fellowship of Christian Peace Officers

by Jim Crowley, Homicide

San Francisco 49er to Speak at COPS For Christ Luncheon

On Tuesday, September 20, 1988 at 12:00 Noon, we will be hosting our regular monthly luncheon. The speaker will be San Francisco 49er Brent Jones. Jones was first team All-American from the University of Santa Clara. He played in East-West Shrine Game and is starting his second year as a tight-end for the 49ers. A hot lunch of corned beef and cabbage will be served by Donna.

Police Couples Retreat 1988

We will be hosting our third annual husband-wife retreat at Mission Springs Conference Center, Santa Cruz, California October 28-30th, 1988. Our speakers will be Police Chaplains Mike Ryan and Father John Heaney.

Police work generates several unique stresses in husband and wife and family relationships. In a day in which we have so many pressures on marriages, husbands and wives need to spend quality time together. The Cops for Christ Police Couples Retreat is designed to provide that weekend "get away" for you and your spouse. We invite you to strengthen your marriage with the time-tested Biblical principles that will be presented during this weekend. Don't miss this opportunity to be with fellow officers, meet new friends, enjoy great food and have a great time at Mission Springs Conference Center in Santa Cruz.

If you wish to attend either the Cops for Christ Luncheon or the Police Couples Retreat, please contact any of the following officers.

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Politics, Politicians, and P.O.A.

by Ed Collins, Co. H

A recent column by P.O.A. Treasurer, Dan Linehan, has really angered me. The column abounds in errors, slanderous innuendos, pie-in-the-sky nonsense, and lots of dirty linen. What's that old story about people who live in glass houses?

Dan states that the goals of the P.O.A. are to, "create better working conditions, to embellish and establish working benefits, and to begin pension justice." Come on! Better working conditions, for whom? Better working benefits, for whom? Begin pension justice? Show me pal, give me concrete ground work, and tell me in which century you intend to produce it. The P.O.A. can't even get our filthy stations cleaned.

Dan, you claim that if the P.O.A. doesn't back winners to political office, the P.O.A. will be put into limbo. Since when have you given a damn about politicians? Aren't you the same Dan Linehan who just prior to the Democratic Convention, threatened Mayor Feinstein with a police strike?

Didn't Paul Chignell write a negative article about Supervisor Louise Renne, while at the same time seek her support? And, if I remember correctly wasn't she simply the President of the Finance Committee?

Didn't the P.O.A. make promises to support Bill Maher and Carol Silver during their re-election in return for their support of a P.O.A. ballot measure? Then upon receiving their endorsement fail to provide the promised support?

If I were a San Francisco politician, I'd laugh at the P.O.A. I might even laugh all the way to the bank. Why not? What other honest labor organization would donate tens of thousands of dollars to a successful candidate, only to be rewarded with a wage freeze? Does the term "laughing stock" come to mind? I mean there's some real big city humor here. Really, I almost busted a gut. Oh, and that part about layoffs was real funny too. Lord, please save my splitting sides.

The leadership of the P.O.A. would have the membership believe that the P.O.A. single-handedly got Mayor Agnos elected. Nonsense. Furthermore, the mayor has to know such talk is nonsense. He got himself elected and he did it by appealing to a clear majority of San Francisco voters. The fact of the matter is that Mayor Agnos owes the P.O.A. very little and it seems very naive of the P.O.A. to expect much more.

It's high time that the P.O.A. broke away from politicians. On the whole, they've done very poorly by us. If the P.O.A. must be involved in politics, get into politics and not politicians. Any improved working conditions or benefits must ultimately come from the voters anyway, so why not court the citizens who vote. Aren't they really the bottom line?

The present P.O.A. leadership has dropped the ball and when it comes to wages and layoffs, failure is unforgivable. I don't know if I'd go so far as to recommend a complete housecleaning, but I would certainly caution against re-electing the entire crew, 'cause if we do, we'll get the same pie-in-the-sky crap next year.

It's In Your Court

by Bill Fazio,
Assistant District
Attorney



D.N.A. Printing

Deoxyribonucleic acid (DNA) is the most fundamental building block of every nucleated cell in the body. DNA carries genetic information which establishes the fact that each individual's genetic background is separate and distinct from anyone else's.

A relatively new testing procedure has been developed which provides forensic scientists with the opportunity of going directly to this genetic code and learning the identity of an individual.

DNA typing and identification has the promise of becoming one of the most important developments in the history of forensic science. Its accuracy in identifications based on genetic codes rivals that of fingerprinting.

DNA is packed into 46 chromosomes, 23 contributed by the mother's egg and 23 contributed by the father's sperm. Every cell derived from that fertilized egg will have the same DNA. Testing and "printing" of the DNA molecule can be done on nearly any type of cell; hair samples, skin scrapings, blood samples, and semen samples. Because certain areas of the DNA molecule are highly variable, the DNA from one person will be different than another, (except in the case of an identical twin, which comes from the splitting of one fertilized egg.)

Prior to the introduction of DNA printing the identity of an individual based on biological material had been limited to excluding those suspects who did not have the same protein markers present as the biological sample; e.g., an individual with type "A" blood is eliminated as the suspect who left a trail of type "B" blood. Likewise, even if the blood trail was "B" and the suspect had type "B" blood, all we can conclude is that both the suspect and the party who bled at the scene had the same blood type, but so do millions of others.

Research in DNA has revealed that the likelihood of any two individuals, other than identical twins, having exactly the same naturally occurring variations in the DNA molecule (Polymorphisms) is extremely remote. It has been estimated that no one person had, has, or will have the same polymorphisms as anyone else.

The procedure for DNA identification testing is essentially the same as that used in other gene-probing techniques.

Isolating and cutting the DNA

Once the DNA has been chemically extracted from a biological specimen, it is purified and cut into fragments. The number and length of the DNA fragments generated are dependent on where and how often the enzyme's base sequence occurs in the DNA specimen. Because the test examines highly variable areas of the DNA molecule, it is extremely unlikely that the sites for any one restriction enzyme will occur with the same frequency and in the same locations in DNA samples from different people. Thus, the fragments in the DNA specimen from one individual can be expected to differ in number and length from those in the DNA specimen from another individual.

Comparing DNA fragments

Before the fragments in two DNA specimens can be compared, they must be arranged according to length.

Using a technique known as *electrophoresis*, investigators apply the fragments to an electrically charged surface. Because DNA carries a negative charge, and because opposites attract, the DNA fragments will travel from the negatively charged post toward the positively charged post. The distance the fragments travel depends on their length. The longer fragments will not travel as far, remaining closer to the negative pole, while the shorter fragments will arrange themselves closer to the positive pole.

Comparing Results

When comparing two DNA patterns, such as one from a semen specimen retrieved from a rape victim and one from the blood specimen of a suspected rapist, forensic experts, simply look to see where the probe "landed" on the two patterns. If the semen and blood specimens are from the same person, forensic experts can expect to find the probe on fragments of identical length and, consequently, in identical positions on the two patterns. Thus making a match and an identification.

The forensic use of DNA printing has obvious benefits in identifying the guilty and excluding the innocent.

The admissibility of DNA printing has not yet been accepted in California courts. However, proponents of the procedure have been successful in other jurisdictions. With the proper case work, investigation, and careful forensic presentation it is likely that we soon will be able to make use of this important scientific development.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Turning Out The Light

Part Two

Particularly disturbing is the question of whether to withhold from a patient such life-sustaining substances as food and water. There are social, psychological and traditional aspects of these elements that make their withdrawal especially difficult.

Doctors do not relish having to play God at a bedside, surrounded by a patient's usually distraught loved ones. Nor are those loved ones always united in their approach. "I saw a long-absent son come in from Cincinnati," says one doctor who practiced all his life in the South, "full of guilt for having not been a devoted son, and letting everyone know how much he really cared for his ailing mother by declaring, 'We will spare no expense to keep my mother alive.' This even though other family members who had been close to the patient knew she really did not want her life prolonged."

When dealing with such situations, doctors or hospital administrators can never be sure from whom a legal action might come: from the daughter suing the doctor for prolonging her mother's agony and bankrupting the family? from the son charging negligence or malpractice for letting his mother die when her life might have been prolonged?

There is, of course, substantial organized resistance to anything approaching a willful decision — by patient, doctor or family — to end a life. The Roman Catholic Church has been critical of right-to-die groups, seeing their agenda as too sweeping because it fails to distinguish between ordinary and extraordinary means for sustaining a dying patient.

The pro-life groups have also been opposed to natural-death or right-to-die legislation. "So long as we hold all human life inviolate," says John C. Wilke, M.D., president of the pro-life National Right to Life Committee, "then everybody is safe. When we begin to put relative values on some lives and delegate to someone the right to take a life, no one is safe."

While the sentiments concerning euthanasia or intentionally ending life are well defined, the issues of withholding or withdrawing life-prolonging treatment are less clear.

But with cries of anguish coming from the heart and pocketbooks of the country, public opinion is beginning to solidify. The real issue: Do individuals have the right to make their own health-care decisions? And the consensus: Yes, it's a matter of choice.

Numerous court cases, TV documentaries, talk shows, movies, and endless stories in the press have echoed what Mark Rosen, M.D., of Mount Sinai Medical Center in New York said at an end-of-life seminar sponsored by the National Health Council late last year: "People who work in intensive care know there are worse things than death."

After a national three-hour teleconference on "Who Lives, Who Dies, Who Decides?" moderated by Nightline's Ted Koppel in 1986, questionnaires from approximately 2,000 people were analyzed: Ninety percent believed adults who are competent to make decisions should have the right to refuse life-support measures even over the objections of family and physicians. Seventy percent felt that immediate family, not the courts, should make the decisions on behalf of incompetent patients.

Many organizations have joined the cause, endeavoring to convince the medical profession, the courts and lawmakers that people have the right to make their own decision about when it is time to remove life supports. The Society for the Right to Die and Concern for the Dying provide counseling and guidance to individuals seeking help. The Society, for example, often helps relatives of a terminal patient see that their loved one's rights are protected and his or her wishes carried out. The Hemlock Society, based in Los Angeles, goes further: Although its literature insists that it "does not encourage suicide," it seeks to persuade society that terminally ill patients should be free "to end their lives in a planned manner."

A monumental study — A Matter of Coice — done for the Special Senate Committee on Aging, and the apparently overwhelming public consensus on a subject no one wanted to think about 10 years ago, seems to be having an impact. Early this year, the Roman Catholic Diocese in Providence, Rhode Island, said it was morally permissible to remove the feeding tube from a comatose

woman who had suffered a cerebral hemorrhage two years earlier. And the statement by the Reverend Robert J. McManus — apparently the first of its kind endorsed by a diocesan Church official — revealed the changing attitude toward what constitutes living and death: "Based on what the doctors have given as a prognosis, I believe this woman is dying, that the dying process began the moment she suffered the massive cerebral hemorrhage [two years ago], and all the medical treatments have only served to prolong that."

Most important, the medical profession has acknowledged the ethical problems created by the tremendous improvement in life-sustaining techniques. "Until recently," says a Georgetown University law professor, "doctors thought they were competent to cover everything. Now they are aware that things they once thought medical are no longer solely medical." Some hospitals have appointed ethical advisers to help their physicians arrive at life decisions with peace of mind and some degree of certainty.

Charles M. Culver, M.D., Ph.D., plays such a role at Mary Hitchcock Memorial Hospital in Hanover, New Hampshire. One colleague calls him "Captain Ethics" and at times it might appear he's playing God, but Culver doesn't see it that way: "I see myself as reporting what is relevant in moral philosophy and health law and then talking things through so the doctor sees his choices more clearly." He does not watchdog the staff, and he never intervenes; sometimes it is just a matter of a doctor stopping him in the corridor and saying, "I have an interesting case." This generally leads to conversation, with Culver giving his suggestions.

Guidelines have also been issued by such institutions as the American Medical Association's Council on Ethical and Judicial Affairs and the Hastings Center in Briarcliff Manor, New York, which specializes in medical ethics. The AMA council said that "it is not unethical to discontinue all means of life-prolonging medical treatment" for terminally ill or irreversibly comatose patients, providing the patient's family or other surrogates concur. The Hastings Center's guidelines reached similar conclusions, although there were dissenting opinions on some of the points and recommendations.

Perhaps the most important point in all the recent efforts to guide doctors through this difficult territory was summed up in one of the Hastings guidelines: "When the patient has the capacity to decide about treatment, it is the patient who is the key decisionmaker.... When the patient lacks the capacity, the key decisionmaker is someone else...."

In many guidelines there are references to "advance directives," and here is the real means of avoiding the kind of nightmares cited in this article. Doctors agree that every case is different; but when that difficult decision must be made, advance directives often provide critical information about the patient's wishes concerning the use of life-prolonging technology and who the patient delegates to make those decisions.

As Robert Pilpel, project coordinator for the National Health Council's bioethics program, has said, "Death is a four-letter word in our society." None of us want to think about death or even physical or mental incapacity, and this is understandable. Yet each of us, at whatever age, should give it some thought — and talk about it with our families. There are two legal tools you — and your spouse, your children, your parents, your siblings — should consider assembling now to help ensure that what you want to happen at such a critical time will happen: the living will and the durable power of attorney.

We agree with the poet Dylan Thomas that you should not go gently into that good night. But these two documents will help you, your family and your doctors at a time when what is needed most is everyone's understanding of how you feel about a critical decision that someone, sometime, may have to make for you.

Reprinted from
Modern Maturity, June/July 1988

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Service Retirements

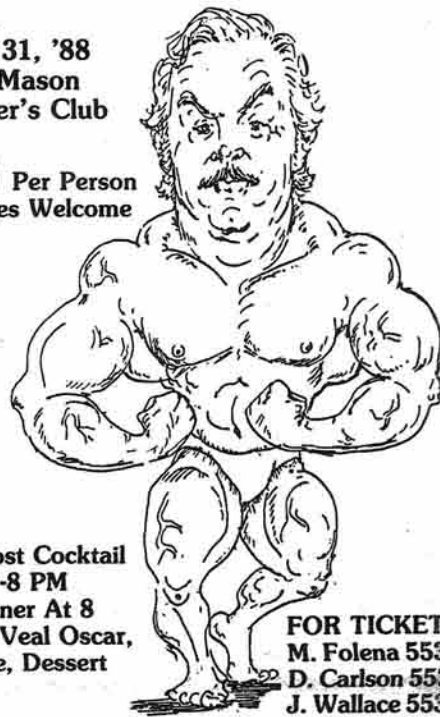
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Board of Directors Meeting

July 19, 1988

Members Present: Coggan, McDonagh, Garcia, Gannon, Ramlan, Ehrlich, Doherty, McAlister, Johnson, Chignell, Flippin, Cole, Rapagnani, Linehan, Parenti, and Barry.

Members Excused: Bertsch, Davenport, Taylor, and Fagan.

Member Absent: Conway.

President's Report

President Barry introduced Brother Ed Edney of the Mounted Unit who requested that the POA donate \$10,000 for the signature drive to qualify a charter resolution to keep the Mounted Patrol of the SFPD.

A motion by Parenti, seconded by Ramlan to donate \$10,000 for the petition drive to qualify and place before the November electorate a resolution to keep the Mounted Patrol. Motion was passed unanimously.

Secretary's Report

A motion by Flippin, seconded by Ehrlich to accept Secretary Rapagnani's minutes of two Special Board

meetings and the June Board of Directors' meeting. Motion was approved by voice vote.

Treasurer's Report

A motion by Rapagnani, seconded by McDonagh to accept Treasurer Linehan's monthly balance sheet and report. Motion was approved by voice vote.

Screening Committee

A motion by Rapagnani, seconded by Linehan to accept the settlement offer of \$10,000 from the Law Firm of Solomon & Saltsman. Motion was approved by voice vote.

NOTE: Malpractice claim against the above law firm is still outstanding.

A motion by Chignell, seconded by Ramlan to reimburse member Michael Walsh \$4,500 in legal fees arising out of a defense for violation of General Order D-18 before the Commission was denied, 5-yes/11-no. Voting yes: Coggan, Ramlan, Johnson, Chignell, and Rapagnani. Voting no: McDonagh, Garcia, Gannon, Ehrlich, Doherty, McAlister, Flippin, Cole, Linehan, Parenti and Barry.

NOTE: The member had requested to use the legal services of Terrance Hallinan instead of a POA attorney. The Screening Committee denied the use of an outside attorney. All departmental charges against the member were subsequently dropped at the Police Commission hearing.

New Business

A motion by Johnson, seconded by Ehrlich to award \$100 honorarium for services rendered to the POA Board of Directors for past Directors Mark Hawthorne and Tony Santana. Motion was approved by voice vote.

A request by Lou Calabro from Co. G to award Officer Donald Calderon of the Richmond Police Department \$250 for his outstanding police work in the arrest of the suspect who had stabbed a San Francisco police officer. Officer Calderon's immediate action probably saved the officer's life.

A motion by Ramlan, seconded by Rapagnani to approve the above request was approved by voice vote.

Submitted by,
Reno Rapagnani
Secretary

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912

by John Ehrlich

A week from tomorrow, I leave for 11 months of travel in Africa. For those of you who don't know me, I love to travel. Since coming into the SFPD eight years ago, I've managed to accumulate enough time to travel for three months in Southeast Asia, six months in South America, and six weeks in Central America. I guess you could say travel is in my blood. My great grandmother Choynski traveled all over the world. I can vividly remember a picture of her sitting on a camel in front of the Pyramids of Egypt. My grandparents and parents continued the tradition.

Why all these Third World countries? I have traveled through most of Western Europe, but not all of it. I will travel all my life, money and health notwithstanding. Travel to Third World countries is more difficult and harder on you physically. I want to see these places while I'm relatively young and healthy. They are also a lot cheaper than Europe or North America. The Dollar's slide has only been against the Yen, Pound, Franc, and Mark for the most part. The Dollar is now stronger against the peso and sucre (Ecuador) and has held even against many others. I can travel for a month or more for what it would cost to travel for a week in Europe.

Why Africa? I feel that Africa will change the most in the next ten years. There are severe problems with the climate, population and economic decay. All this will put an increasing strain on the resources of Africa. There is also large scale poaching of wild animals. The big game animals are being killed off so that people can wear exotic coats or have an ivory knife handle or feel more sexually potent. There is also increasing pressure on the forests and farmlands. I want to see Africa now, while there is something to see and I have enough time to see it well.

How can I afford it? I have no wife or kids to support. I will be able to rent out my house for enough money to cover my mortgage, property taxes and home insurance. I have no other expenses to pay. I'm going to take \$10,000 with me. I don't expect to spend that, but parts of Africa are expensive.

Isn't it dangerous? A funny question to be asked in our line of work. Like our job, there are things you can do to influence the danger factor. No matter where you are you have to be careful. This involves taking precautions, keeping your eyes open and talking to people about possible dangers. Many times local people have warned me about areas where I'm about to go. I can usually tell bad areas right away. Criminal types have a similar aura the world over. I'm especially careful on public transit and around bus or train stations...I don't go to war-torn areas. I never talk politics with local people. If they want to talk, I listen. I'm there to learn about them not to preach. You also can't be sure who you're talking to and what side they're on. For the same reason I don't carry any police ID or identify myself as a police officer. I don't want to be anyone's target. If you hear some rumor that I travel for Drugs or the CIA, it's false. I wouldn't work for the CIA, even if for some obscure reason they wanted to hire me. I travel to have fun and learn about new places. I don't need drugs or the CIA for that. I would have to be stupid to get involved in either one in a foreign country where I don't know the rules or the players.

I travel with a pack on my back. Actually it's a fairly big pack. I carry all I need though not all I want. All I think I need is more than I like to carry. I take a light sleeping bag, a pad, a couple changes of clothes, including one nice set for border crossings and special events, a pair of shower clogs (because no matter how scuzzy the floor it's not so bad if you don't make contact), layers of clothes for warmth and various other stuff. I bring an outrageous number of books.

While I try and travel cheaply, I don't save money at any cost. I like to stay in clean places and don't mind sharing a bathroom. To me, as long as it's clean, has light for reading (if possible) no avoidable insects, a nice bed and quiet, it's fine. I don't need American hygiene and a fancy lobby to be happy. I draw the line at hotels like the one Art Borges and I stayed in on the East Coast of Costa Rica. Sometimes you have no choice. I just try to make the best of it, which is where one of the aforementioned books comes in handy.

Travel is an adventure. It's a little like police work in that there are always stories to tell. Some like the above hotel aren't happy ones, but that's life. I'll write back each month and tell of the latest places I've visited. Whether it makes the deadline or it even arrives, time will tell. I also enjoy letters in far away places. As soon as I have addresses to write I'll let you know. Until next month this is the POA foreign correspondent saying, "Ciao".



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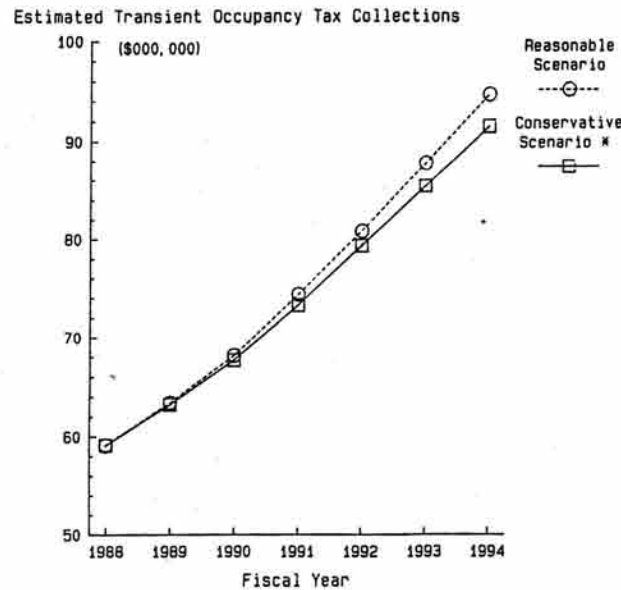
Membership Victory in Hotel Tax Referendum

Clear message to leadership
Hotel tax to reach 100 million in 1994

by Sgt. Jerry Crowley, S.F.P.D.

1. The mayor has publicly stated that the city of San Francisco is faced with a budget crisis of epic proportion.
2. The mayor has also publicly stated that the budget should reflect the priorities of the citizens of San Francisco and that the citizens want more not less police officers to protect them.
3. The mayor has also stated that all members of the San Francisco family must share in the sacrifices that must be made.
4. The hotel tax fund contains approximately sixty five million dollars (\$65,000,000) and does not share in that sacrifice.
4a. The hotel tax fund of sixty-five million dollars (\$65,000,000) annually is a separate fund that does not go into the general fund and does not support any city services or city departments.
5. Approximately 30% or \$20,000,000 of that hotel tax fund is earmarked for non-essential subsidies and services such as the arts, symphony, ballet, publicity, parades, street fairs, convention bureau contracts, etc. which enhance only a select group of San Francisco Society.
6. This does not include this 1% hotel tax increase of \$7 million dollars tha tis now before the board of supervisors.
7. This hotel tax money could provide a guarantee that all future layoffs, pay, court overtime, stanby time would

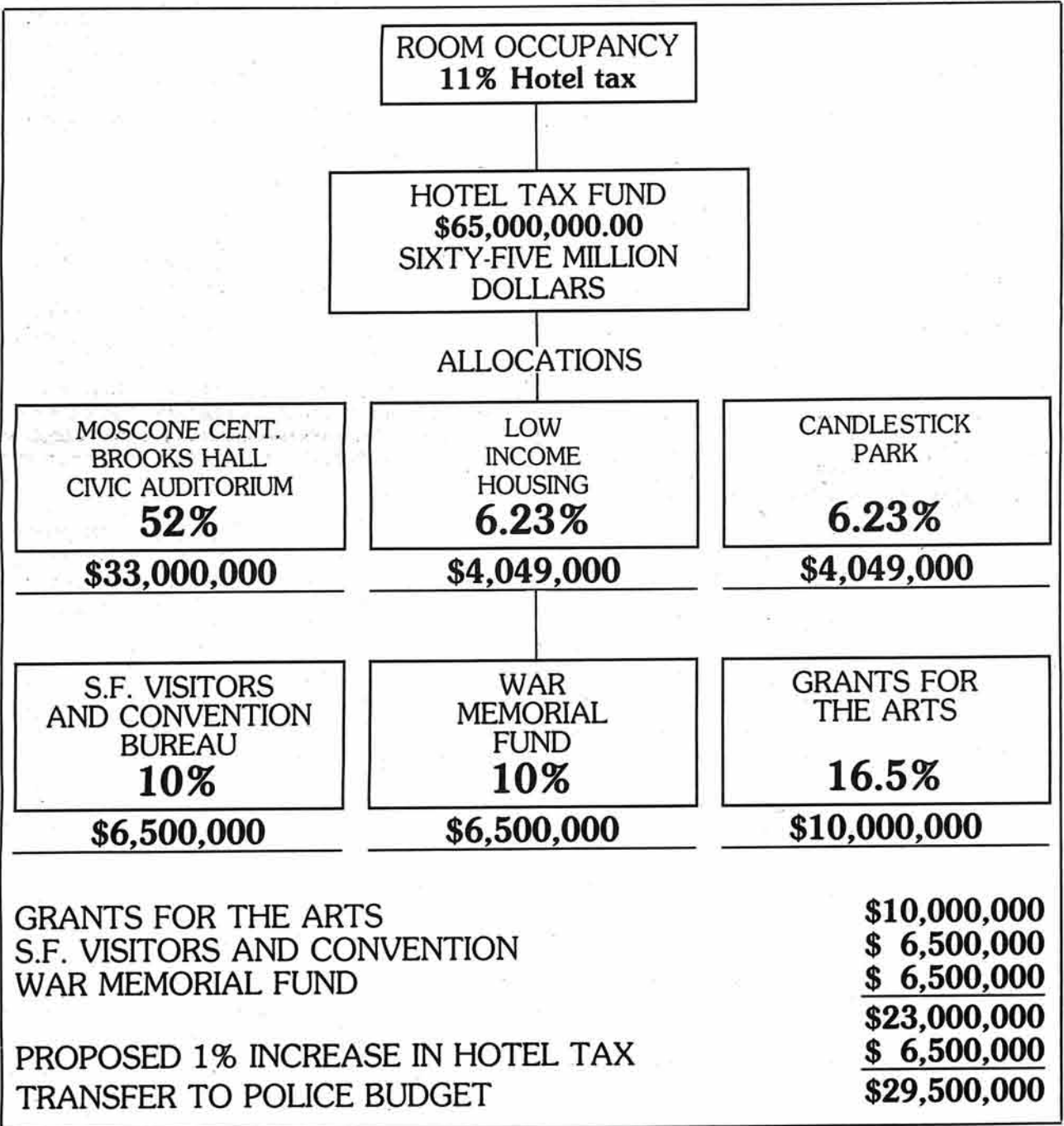
CITY OF SAN FRANCISCO
Estimated Transient Occupancy Tax Collections



* Assumes more conservative growth rates

be paid. Also that the police department budget is fully funded.

8. The board of supervisors can vote to amend this ordinance and transfer all or part of this \$65,000,000 right now without a charter amendment! — our association leadership has refused to demand this action.



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Open letter to '160' Club

(Potential Lay-offs)

from Jerry Crowley

You have been the victims of the cruelest political joke that it is possible to play on a human being — the threat of losing your job.

You and your families have suffered fear, anger — and in many cases — tears of frustration and despair.

You have seen the dream of stability and security for yourselves and your families become a perpetual nightmare — an endless succession of days fearing the loss of that security.

You have been forced to question: — why the struggle, the conflict, the heartbreak and the sacrifice of starting over?

You have seen yourselves used by the mayor, the chief, the Association leadership and the powerful politicians and downtown power brokers in order that they may achieve personal, political and economic advantages at your expense.

When this crisis has passed, don't ever forget the shame of your helplessness, the fears of your family, and your cries for help that fell on the deaf ears of your representatives.

When this crisis is over, don't ever forget how these people made you doubt your faith in yourself and how helpless you were to direct your future.

When this crisis is over, don't ever forget that feeling of despair that you experienced when the line was drawn

through the 160th person on the police administration's list of expendable police officers.

At this point in your career you can choose a day to day existence whose only purpose is the preservation of an illusionary security or you can use this degrading experience to make sure it will never happen again.

At this point in your career you can choose to stay on your knees and forever be thankful you have a job or you can choose to stand up and say: "I shall never be threatened with the loss of that job again."

At this point in your career you have earned this right to say that as an individual you have dignity, and as a group we have power.

At this point in your career you have earned the right to use that power to never again suffer the loss of that individual dignity.

If all San Francisco Police Officers are through begging and we have overcome our fears and insecurity, we should now be telling the Association leadership that we don't care what political deals have been cut and what economic groups have to be stroked or what the rich, monied and politically powerful will say if we speak out. We are demanding to become an equal player in this "political game." We demand immediate payment of job security, pay, benefits and rights for our endorsement of the mayor of San Francisco.

Toomey's Column

Next Year
'The Real Problem'

by Joe Toomey

As you know and will be reminded every other Tuesday our pay has been frozen. A pay cut. Our health insurance premiums have gone up. So what we have is a frozen gross and decreased net pay check.

But the real problem is still to come. Next year. Where is the money going to come from for next year's salaries? Allegedly we might be in for a 9% to 10% pay raise. There was already a move afoot at the Board of Supervisors to change our pay formula.

Now there is talk of collective bargaining. I have always been in favor of collective bargaining. But, let's not be duped into bargaining away something that is already owed us. The 9% to 10% pay raise. Still the question remains. Where is the money going to come from for next year's raise?

Over the last seven months I have been involved with the association's leaders in bargaining for standby pay, weekend rebooking, and narcotic monies. What this has amounted to is collective begging.

Well, the petition to force the association to lobby and Board of Supervisors to use the hotel tax money to fund the police department has passed. Now is the time to put pressure on the Board of Supervisors. Many of them will be up for election.

Stop Future Lay-offs

by Ray Carlson

A few weeks ago I had occasion to strike up a conversation with one of the 160 Club. The topic was the current crisis, lay-offs. This young officer related that his life was in turmoil.

Having recently married, the officer just purchased a new home and was expecting an addition to the family. And now come the lay-offs, what help was waiting at the POA? He and the other members of the 160 club were told to work on Prop K to insure the stopping of lay-offs. They were also indirectly asked to vote no on Prop B, the wage freeze, to insure fewer lay-offs.

This officer's stomach was already in knots over the announced lay-offs, now the POA was compounding the problem by pitting the 160 against the rest of the membership, a form of **blackmail**.

This officer accurately assessed the situation, choosing the only course of action which with good conscience he could embark upon. That was to do nothing!!!

Over the next few days I talked with a number of other 160 Club members, to my surprise and joy, most could see through the dilemma the POA had placed them in, most had made similar decisions.

We pay dues to the POA so that we can enjoy some form of protection from the power brokers at City Hall. It appears however that the leadership of the POA have forgone their stewardship of the organization for their own personal, financial, or political gains.

What can I do, you ask? You have two choices, KEEP THE STATUS QUO AND DO NOTHING!!!! Or, take charge!! A group of POA members has been trying to get the leadership to attack the Cities Sacred Cow, the Hotel Tax. The POA Leadership has balked and stonewalled at every turn, at this approach, of full funding the police department. Why, I do not know.

By earmarking money from the Hotel Tax for Police Department funding of 1981 sworn members will stop any future lay-offs.

Bureau Leadership Action Demanded

by Joe Toomey

The department is tired of being led by weak men, tired of seeing essential solutions postponed; it feels ill at ease, confronted with skepticism of leaders who are too intelligent to make up their minds and who can see the pro's and con's of every point of view.

The police department's budget is a scandal. The politicians blame the chiefs; the chiefs blame the politicians. And the services go down the drain.

The Deputy Chief of Investigation has cut three hundred twenty working hours a month from the general work detail.

He gives as one of his reasons, his concern for the fatigue of the twenty-two inspectors working in the detail.

Yet, the deputy has not cut any of the case load, the rebookings and shootings keep coming.

What the deputy has done is cut services to the public. He has cut the quality of investigations and has doubled the fatigue and frustration of the working inspectors of the general work detail.

What the department needs is action. City Hall must stop trying to micro manage the department. The chiefs must state publicly that services have been cut.

Clemenceau wrote, "We Must Act! Action is the principle, action is the means, action is the end!"

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Pathways

by Bob Rogers

To The Dogs

Maybe Mike Wilcox's mood reflected best what this dog thing is all about. We had put in another day of papercrunching, phoning, and juggling all of the other stuff that completes a case file in Burglary. Mike, who works 90% of the time from a knowing smile and salty brogue only occasionally punctuated with a tear of Irish temper had stopped near my desk. He saw my pictures of my dogs under the clear blotter and stood looking.

"Those your dogs?" he asked. I told him yes and asked if he had animals. He told me he had just lost his Brittany a couple of weeks before. He shook his head without saying anything. There was a long silence. He shook his head again and said something about how much he missed the dog.

I asked if he thought might get another. He said no...not for awhile. I filled in the silence, remembering what it had been like a few years ago to have lost a pal of ten years.

There was a place in Mike's life for that creature — and I think for any of us who take the time to realize how



Puppy class.

far we've been torn away from the natural side of life, there's special value in linking up with animals.

This isn't about "you should have a dog," "here's how to train a dog," "here's what you can do with a dog." It's just a couple of opening remarks about how to enhance your life if there's room and time.

For all of us "what good is it?" skeptics, medical studies have shown that having dogs keeps blood pressure down. People who keep pets are likely to live longer than those who don't. People who do get ill have shorter recovery periods when they have animals. And it just feels good when you and this creature form a bond.

There are few things I've found as enriching as loping along a mountain ridge with a four legged beast whose whole soul seems to be directed at being with you in that wilderness and waiting with you when you stop to rest. You don't feel any judgments about how well or poorly you've been leading your life. They simply are there for you.

Roger Caras in *Harper's Handbook of Dogs* points out that dogs have been around (with Man) since before the pyramids, longer than any religion, longer than cloth, metal tools, marriage or art. There's no good reason not to enjoy this age-old partnership.

I talk to a lot of people about dogs. It must be pretty apparent that I think just about everyone needs one of these things. For as crazy as that sounds, I come close to believing it if a person's schedule, lifestyle, and temperament would enable them to give an animal attention.

Beyond the realistic (and humane) considerations of not being home or not having the time, the most usual reluctance has to do with worrying about crap behind the couch, yodels in the middle of the night, or chewed up furniture that's not quite paid off.

Dogs really don't want to do things that are going to fry their owners. What they want is for the rules to be clear and understandable, and they want to know what the limits are. If they can be tyrants, they will. If we go bonkers when they test limits, they go a little dingy. There are keys to making it all work.

It really isn't hard once you get some time-tested techniques for training a dog. The very best way is to trundle off to "Puppy class" when you first get your animal and let someone train you and the dog on how this all can work. (Older dogs can start in beginners class where the two of you can come to an understanding.)

I felt a little silly at first packing my 14 week-old puppy to class every Saturday morning — the two of us bumbling around a ring with a bunch of other fur balls and nervous owners.

The woman who rode herd over all of us as she'd been doing with puppies and owners for 20 years, got things under control and was there to point out how to demonstrate to the dog what he was going to be required

to do in order to live happily.

Puppy class not only forces one to put in the structured "form" training, but it gives the puppy a chance to begin "socialization" with other adults and other dogs. The bottom line with this is simply to point out that in a matter of a session or two, you have a puppy who'll "stay" when you tell them to stay, "come" when they're about to get into something they shouldn't, and walk with you at your pace without making a stroll look like a rodeo event.

There are successive classes that a puppy can advance through and that are appropriate for older dogs with little previous training. The small outlay of money in these Park and Rec type courses (\$40.00 for 8 sessions is typical) is easily worth the investment.

Owner (and or children) and dog will establish a bond and working relationship that won't have the owner pulling out his hair and the dog tearing up the rug.

There are private classes available for training puppies through to protection dogs. These can be expensive, and the prospective client needs to do some research to see if it's really what they want. Tim Foley of Fencing had good luck with one of these Training Centers taking his German Shepherd through obedience and protection training.

For those who've just acquired a puppy the biggest concern is usually how much damage is a new dog going to inflict upon the house before they're housetrained. From solving toilet problems to teething problems, good training is the key. There are simple techniques which should avert any messing in the house and any chewed furniture. (Honest.)

These are best explained in any of several good books on dog-owning. My favorite is *How To Be Your Dog's Best Friend*, by the Monks of New Skete, New York. This is a book written by a Catholic Order of Brothers, who instead of making wine or raising crops to sell, raise and train dogs — primarily German Shepherds. They take in "problem" dogs for training and have a wealth of experience to pass on to the new dog-owner as well as the veteran.

They teach practical house-oriented techniques — with photos and couple these with the results of long-term studies they've done on living with dogs. Their techniques are sound, simple, and aim at increasing our understanding of the dog and his need to "fit in."

As an example of how to get the new pup to come when called, they suggest the following method: put the dog on at least an 8 foot leash, gather the family or some friends in the back yard and spread out in a circle. One person holds the pooch while they toss the end of the lead to another member. That person calls the dog and if the dog doesn't come immediately they reel him in vigorously. They then throw the lead to someone else who calls the dog. Very soon the dog learns to come without the pull-in and gets his praise.

And once you have a dog who is obedient, a good friend, and pleasant to have around you can begin looking at the more advanced opportunities to get out and work together.

My wife has a small sheepdog who instead of having lived his whole life as a pet went out with Barbara and learned to work sheep on a ranch in western Sonoma. This little guy went from being a good house pet to a dog that got some of his natural instincts worked and showed some obvious joy at it.

All of the hunting breeds have opportunities for field trials, water work, and events that whet their instinctive drives — as well as enabling the owner to put in some good mental health time outdoors. If you've got a water breed like a Lab, the two of you have such a great excuse for getting away.

The protective dogs take a lot of work — and require an absolutely responsible owner, but can leave one feel-

ing more secure in their surroundings. My wife is able to run along the fire trails in Marin with our Shepherd — the two of them getting a good workout and Barbara not having to worry about any hassle.

There are several Search and Rescue Clubs that take in members who want to use their dogs for helping find lost folks or working at disaster sites. These often require some extensive training, but the clubs are open to anyone who wants to put in the time.

And for the scores of other breeds that one might have affection for, there are the obedience trials where owner and dog can earn titles for working together under A.K.C. guidelines. These advanced titles such as CD (Companion Dog), UD (Utility Dog) not only give you a terrific companion, but increase the dog's worth at breeding time.

There is the world of showing dogs — of any recognized breed which can be done with funeral seriousness or with simple joy at "fun" matches where a good time is more the aim than points towards a title.

This dog owning business is pretty serious stuff really. Done with some forethought and research you can obtain a breed whose natural instincts will be consonant with your lifestyle. If getting a dog or finding out more about your own dog interests you, here are some titles that are easily available.

How To Be Your Dog's Best Friend by The Monks of New Skete. Published by Little, Brown, Co. (The best



Having learned the ropes.

single book about owning and training dogs.)

Harper's Illustrated Handbook Of Dogs Edited by Roger Caras. Harper and Row Publishing — A Chanticleer Press Edition. (A nifty book that details every recognized breed by Personality, Appearance, Health Problems, Care and Exercise, Puppies, Comment, Recommendation. Good photos.)

No Bad Dogs — The Woodhouse Way by Barbara Woodhouse, Summit Press. (A simple and popular book on training.)

Dog Owner's Home Veterinary Handbook by Delbert Carlson, DVM and James M. Giffin, MD, Howell Book House Press.

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Picking the Chief

Part Two

by Kevin J. Mullen

In 1855 as the Whig party continued in what would be its fatal decline, and as the Democrats split into pro and anti-slavery factions, the nativist Know Nothing Party rose to its brief place in the sun, both nationally and in California. At the election that Summer (after the voting date was moved back in yet another charter change) Hampton North was elected marshal in his own right on a Know Nothing ticket.

North's regime was to be a rocky one, punctuated by frequent clashes with his staff. On one occasion he challenged an officer to a fist fight "in the sand dunes" outside the police office in a dispute that involved the officer's refusal to wear his star. On another occasion Detective Captain Issiah Lees, who would be chief himself some 40 years later, pulled a knife on the marshal after North had ordered his arrest in a disagreement. North must have felt relieved in May 1856 when the Vigilance Committee again went into action, for when the self-appointed tribunal called upon incumbent officials to resign, none of them did so, except City Marshal North. James McElroy was made his temporary replacement.

In April, yet another charter had been passed by the Legislature to go into effect on July 1, 1856. Under the terms of the new charter, in which the city and county governments were consolidated and the county boundaries set at their present limits, the police department was again reorganized. The title "Marshal" was abolished and replaced by "Chief of Police". The chief who was to be elected by popular vote was to serve as an ex-officio member of a police commission, along with the mayor and police court judge, to govern the affairs of the department. In the Fall election, the first under the new "Consolidation Act" charter, James F. Curtis, a native of Maine who had served as a member of the Executive Committee of the 1856 Committee of Vigilance, was elected to the first of two yearly terms as chief of police.

For the next decade or so the politics of San Francisco would be dominated by the People's Party, the political arm of the Committee of Vigilance. Their platform was simple: hold the costs of government down. The department Curtis was to lead in the city of 50,000 people was set at 30 officers (The same as that of Fallon which policed a city of no more than 20,000). Curtis was reelected in 1857, but in 1858 he was replaced by Martin Burke, a native of Galway, Ireland, who had also served in the 1956 Vigilance Committee as its chief of police.

Burke was reelected in the seven succeeding years but in 1866, in the aftermath of the disorders following the news of Lincoln's assassination which stirred up sectional and factional animosities, he was unseated by Democrat Patrick Crowley, a native of Albany, New York. Crowley was returned to office each year until 1873 when he was defeated by Kentuckian Theodore Cockrill. Cockrill was voted out in 1875 and replaced by Henry Ellis, another Maine native, who in turn left office in 1877 when defeated by John Kirkpatrick, the last elected chief of police.

The economy provisions of the 1856 charter which required an act of the State Legislature to make even the slightest change in city government, may have appealed to the economy minded business community, but by the mid-1870s it was seen that it was sadly lacking as a means of providing police services. San Francisco, like large cities elsewhere in the United States in 1877, was beset by wild public disorders as embryonic labor organizations protested wage cuts imposed during a business depression. In San Francisco, spurred on by orators in the sandlots surrounding the site of the new city hall, unemployed workmen rioted for three days in the summer of 1877. The small department (increased to 150 men as the population on the city approached 200,000) was tested to the limits of its mettle. The disorders were finally put to an end with the help of a 5,000 man "pickhandle brigade" organized under William T. Coleman, who had been president of the Executive Committee of the 1856 Committee of Vigilance.

Early in 1878, realizing that the department was inadequate to the tasks of the future, the State Legislature enacted a law which allowed the city to increase the size of the department to 450 men and placed it under control of a commission appointed by State authority. The governing body of the department was to be a board of police commissioners, each of who would be appointed by a judge of one of three district courts. The board would

in turn appoint a chief of police who would serve as an ex-officio member of the commission. The Board of Commissioners chosen in 1878 would, with minor changes, govern the department until 1900.

Chief Kirkpatrick was retained as chief until his term expired at the end of 1879 at which time the commission appointed former Chief Patrick Crowley to the office. Crowley was to serve the longest term of any of San Francisco's chiefs to date, from 1879 to April 1897. He was then replaced by Captain of Detectives Issiah Lees, whose appointment capped an extraordinary career in the department. A native of Lancashire England, Lees joined the police department in 1853 in the midst of the gold rush excitement. Soon afterwards he was placed in charge of the detective force and in the next half century his reputation as a detective spread world wide.



The decade of the 1890s saw the first wave of municipal reform sweep the United States as upper-middle and upper class Americans became repelled by some of what they saw as the grosser abuses of the machine run cities filling up with immigrant newcomers. After several attempts to pass a home rule charter in the closing decades of the century, progressive elements in San Francisco finally did so and in the first month of the first year of the new century, the charter of 1856 was replaced.

The new charter, which also contained the first civil service provisions by which officers were to be appointed and promoted on the basis of testing rather than political preference, placed the control of the department back under local officials. The mayor was to appoint a commission which in turn would appoint the chief of police. When the new charter went into effect, Chief Lees retired from office and for a month or so, Commissioner William Biggy, who was to earn a later measure of unwanted fame, was designated chief of police. He had a falling out with his fellow commissioners and in February 1900, Boston-born William Sullivan, a member of the department whose most recent assignment had been Secretary to Mayor Phelan, was appointed chief. Sullivan died in office in November 1901 and was replaced by Captain George Wittman, a native of Minnesota.

Labor troubles again boiled over at the turn of the century, resulting in street conflicts between striking workers and the "substitutes" or "scabs" who would take their jobs. When the local authorities placed police officers in drayage wagons to protect non-union teamsters, the workmen were outraged. They formed their own political party and under the aegis of political operative Abraham Ruef, who engineered his way into control of the effort, the Union Labor Party was triumphant in the election of 1901 which saw Ruef's protege, Eugene Schmitz, elected Mayor.

According to the terms of the 1900 charter, police commissioners did not serve at the pleasure of the mayor but instead served fixed terms which expired at yearly intervals on succeeding years. Therefore, the incumbents in place when Schmitz took office, were secure in their own offices and it was several years before the new regime could replace them with its own men and had enough votes on the commission to secure their choice as chief of police. In April, 1905 Wittman, ostensibly because he failed to suppress gambling in Chinatown, was removed and Irish-born Detective Sergeant Jeremiah Dinan, reportedly a friend of the mayor's brother, was appointed chief of police.

The first decade of the century was plagued by civic scandal as progressive elements worked to oust the Ruef controlled regime. In 1907 Ruef and Schmitz were finally brought down amid charges that they had exacted tribute from "French restaurants" seeking police permits, and that they were behind the "Municipal crib" which operated openly on Jackson Street. In the end Schmitz was convicted and resigned his office. Ruef went to San Quentin. Dinan also resigned from office, following

Schmitz's conviction, facing charges of perjury of his own. He was never brought to trial and after charges brought against him before the police commission were dismissed, he was returned to the force and served as a detective into the 1930s.

The reform administration of Edward Robeson Taylor who replaced Schmitz as mayor was looking for a chief who was above reproach. They selected William Biggy, the former police commissioner, who during the long prosecution of Ruef and Schmitz had served as elisor (sort of a court appointed guard) to see that Ruef did not escape from the jurisdiction of the court. Biggy was appointed chief in September, 1907, and within a year he was at odds with the leaders of the graft prosecution who were beginning to question his ability to control the department.

On November 30, 1908, Chief Biggy embarked on the police launch, Patrol, to visit Commissioner Hugo Keil at his home in Belvedere and tender his resignation. Keil counseled Biggy to remain in office, gave him the loan of a pistol to protect himself from his enemies, and sent him on his way. On the return trip to San Francisco Chief Biggy disappeared over the side of the launch and his body was later found floating in the Bay. The official verdict was that he had accidentally fallen overboard but the cause of his death has remained a mystery and there is reason to believe that he died by other than accident or suicide.



In December, 1908 Sergeant Jesse Cook, the department property clerk, and a native of Marysville, was appointed chief of police. He served until January, 1910 when incoming Mayor Patrick McCarthy, who vowed to return San Francisco to its place as "Paris of the West" had him replaced with retired Captain of Detectives John B. Martin, the first San Francisco born chief. The one term McCarthy obviously miscalculated the depth of resolve behind the progressives, for in October of the same year he was compelled by public clamor to remove Martin and replace him with John Seymour who, after serving eighteen years in the department and rising to the rank of Captain of Detectives, had left in 1901 to follow private pursuits. In June 1911 Seymour was removed from office, as already noted, supposedly for unofficerlike conduct and inefficiency.

Seymour was replaced by David A. White, whose previous employment had been as manager of construction for the P.G.&E.. White served until November, 1920 when he died in office. In December, 1920 San Francisco born Captain Daniel O'Brien was named chief. He served until the end of 1928 when he retired for reasons of health. From January, 1929 until January, 1940, William J. Quinn, another San Francisco native, served as chief. After the Atherton scandal which rocked his administration in the late 1930s, the charter was changed to give the police chief more authority over the department at the expense of the commission.

In January, 1940, after the reelection of Angelo Rossi to the mayors office for a third term, Chief Quinn was removed from office and replaced by Captain of Detectives Charles Dullea. Dullea served until October, 1947, just three months before the inauguration of incoming Mayor Elmer Robinson. In the interim, Deputy Chief Michael Riordan, born in County Kerry, Ireland, served as chief. In January, 1948, Michael Mitchell was appointed chief. He served until January, 1951 when, having reached the mandatory retirement age of 65, he was replaced by Captain Michael Gaffey. In November, 1955, as Mayor Robinson's term was about to end, Chief Gaffey retired for health reasons and Captain George Healy, another San Francisco native, was appointed to what was to be a three month term as chief.

In February 1956, with the election of Mayor George Christopher, the police department moved into a different age, and in a different direction. But that's another story....

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Is the POA Bankrupt?

by Ray Carlson

Last month's headlines, authored by President Bob Barry suggested that 16 members of the POA were about to bankrupt the organization.

There is not one ounce of truth to that statement.

The facts are as follows:

1. Jerry Crowley circulated a petition to hold a Special Membership Meeting.
2. Over 400 members signed that petition, a Special Membership Meeting was called.
3. A quorum was present (first quorum at a membership meeting in years according to Vice President Ron Parenti).
4. Two resolutions were passed by the membership present at that meeting.
5. The so-called MARGOLIN RESOLUTION called for retaining, the nationally recognized authority on Constitutional Law, Ephraim Margolin. The single purpose of Margolin's services were to force the City into development of objective criteria to be used in the selection process, in filling all temporary appointments to higher ranks. Mr. Margolin's fees for this service were to be roughly \$25,000. A small price to pay for equality in career advancement.

Could anyone NOT be in favor of such a noble and equitable proposal?

In a word, YES! A few days after the passing of the MARGOLIN RESOLUTION, committee members were informed by President Barry that Capt. Mike Hebel, POA Welfare Officer, and Parliamentarian, had ruled that the MARGOLIN RESOLUTION Was UNCONSTITUTIONAL.

Needless to say, we are of the belief that the resolution was, and still is constitutional. However, the Board of Directors could have placed that issue on a ballot to the entire membership, which they have not done.

The question now, why has the resolution not been sent out the membership.

ANSWER. The gang of 4 knew full well that the Resolution would have passed a second, or for that matter, any number of votes by the membership. It is clear that Mr. Margolin would have been able to force the City into the development of objective criteria.

Once we have objective criteria the Gang of 4's strangle hold on the membership will have been weakened. No longer can the Gang of 4 play "SPOIL-SYSTEM" politics with the City and the Public Advocates. As presently constituted, it appears each group gets 1/3 of the appointments.

President Bob Barry has become the focus of attention by many members for his heavy-handed manner in which he runs the POA. But let's not make the mistake of not seeing the forest because of the trees.

Remember: President Barry does not operate in a vacuum. The problems faced by the POA today can be traced back to the entire Executive Board including Vice President RON PARENTI; Secretary RENO RAPAGNANI; and Treasurer DAN LINEHAN. It is this Gang of 4 which must be held accountable.

Is the POA bankrupt? YES, MORALLY BANKRUPT.

Crowley Toomey Carlson

Endorsements of Candidates and Charter Amendments Nov. 1988

Issues:

1. Salary formula pay raises due for years: 88-89 & 89-90.
2. Hotel tax money transfer.
3. No charter change in salary formula.
4. Collective bargaining restriction.
5. Special election prohibition.
6. Charter amendment (changing terms of board members).

1. No incumbent supervisor or candidate for the Board of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors unless they state publicly that they will vote and endorse full payment of the salary formula due for fiscal years 1988-89, 1989-90.
2. No incumbent supervisor or candidate for the Board of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors unless they state publicly that they will vote and endorse the transfer of hotel tax money to fully fund 1981 police officers.
3. No incumbent supervisor or candidate for the Board

of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors unless they state publicly that they will vote against and not endorse any change in the existing salary formula.

4. No incumbent supervisor or candidate for the Board of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors unless they state publicly that they will vote against and endorse no collective bargaining charter amendment until such time as all monies due and payable as per the salary formula for years 1988-89, 1989-90 are received by San Francisco Police Officers.
5. No incumbent supervisor or candidate for the Board of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors unless they state publicly that they will not place any charter amendment before the voters in any special election held prior to the next general election which would conflict with their agreement to the above conditions of endorsement.
6. No charter amendment changing the terms of members of the Board of Supervisors shall be endorsed by the S.F.P.O.A. Board of Directors until such time as all the endorsed incumbents and candidates have agreed publicly to vote and support the above positions of the San Francisco Police Officers Association.
7. We recommend that any endorsement of candidates for the November 1988 election be open to the membership and that a Special Membership meeting be held at the Association Meeting Hall for this purpose during the week of September 12 through 16.

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(Continued From Page 5)

ment 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. It should also be noted that it is not necessary to withdraw one's accumulated funds on retirement; they can be left in the account to grow and be withdrawn at a later time.

Long Term Performance

The deferred compensation plan is truly meant for those who are willing to take a long term perspective. Successful investors know that patience pays. The key to enjoying superior investment results is not to focus on what will happen next month or next quarter or next year, but rather to focus on what will happen over the next 5 to 15 years.

The Hartford Insurance Company has established an excellent long term record in its investment plan monies. Its stock fund, begun on 6-29-82, has achieved a 16.78% annualized compound rate of return. Its aggressive growth fund has a 16.36% annualized compound rate of return. Its fixed income account, begun on 8-3-82, is moving along at a 10.15% annual rate of return. The advisers account is compounded at a rate of 11.43% per year.

The plan's general fund now pays 8.95% for deposits received on or after August 1, 1988. This is a slight decrease from the 9% it was paying in January. Each 6 months this interest rate is set and does fluctuate. The general fund, in the past, has paid as high a fixed return as 12.5% but also dipped below 8%. It is one of the most popular of Hartford's family of funds.

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; and (4) government securities fund. For the moderates, there are: (1) GNMA fund; (2) advisers fund; and the (3) index fund.

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

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

Recent Performance

The second quarter of 1988 saw a sharp advance in the equity (stock) market. With interest rates rising, bonds have retreated a bit. With short term treasury bills now returning 6.5%, safe money market accounts remain attractive for the conservative investors.

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Market Indicators	2nd Quarter	Year To Date
S & P 500 Index	5.6%	10.7%
Dow Jones Industrials	7.7%	10.5%
NASDAQ-OTC		
Composite	7.2%	21.4%
NYSE Composite	5.4%	11.7%
Value Line Composite	5.2%	19.1%

Hartford Results	2nd Quarter	Year To Date
Stock Fund	7.0%	16.7%
Advisers Fund	4.5%	11.7%
Aggressive Growth Fund	8.7%	27.7%

The Hartford money managers did attain investment results for the second quarter which compare favorably to the popular averages. Especially impressive is the aggressive growth fund spurt. But this fund is also the one most laden with risk of capital loss.

While it is important to watch Hartford's quarterly results, remember that this is a tax deferred investment program for the long term.

What To Do Now

This is a time for caution and restraint with your eye on the longterm (5-15 years). With the national economy entering into its 6th year of expansion (a post WWII record), with unemployment below 5%, with factory utilization rapidly approaching 80%, with inflation and interest rates perking upwards, with important national elections in November — these urge steadiness and a middle of the road approach.

The general fund is now paying 8.95% interest which is extremely attractive considering its minimal risk of capital loss.

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.

An attractive investment program has 5 qualities. (1) It is simple in design and easy to use. (2) It should have a good long term record and have good prospects for providing superior future results. A 15% compound annual rate of return is considered exceptional. (3) It should allow capital to accumulate in all kinds of markets. (4) It should help to minimize emotions like hope, fears, and greed that work against success. (5) It should maximize after tax returns.

The Hartford plan measures up quite well as an attractive investment program.

Should You Consider A Deferred Compensation Plan

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

The chart below shows how a deferred monthly contribution of \$150 (your monthly contribution may be more or less) can be propelled by the accelerator of compound interest, assuring a 12.5% annual rate of return.

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

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

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

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Please Don't Close The PICs!

by Gary Mondfrans, Communications

The other night three major shootings occurred, all involving officers. Near tragedy was averted because the PIC channels were open. It could have been different — it could have been the next night, for then the PIC channels were closed for another of those never ending Level-"X" reductions.

The repeated closure of PIC radio channels strikes a severe blow to officer safety, as it hurts an officer most when he is most vulnerable — when he is on foot and out of the car. Officers finding themselves in a tight spot don't have time to fiddle with switching radio channels to TAC-6 — they need help **NOW** and call out on whatever channel their radio is on. Hopefully somebody will answer — anybody. With constant closure of PIC channels there is a very real danger that if officers cannot rely on their radios they will then be forced to rely on their guns. The Monday morning quarterbacks will say the officer was wrong. The Monday morning quarterbacks weren't there — the Monday morning quarterbacks did not know the fear, either real or perceived, that the officer's plea for help would not be heard; that the officer could no longer rely on his radio because someone was fiddling around with the PICs again!

The present alternative proposal to create just two "SuperPICS" is not a viable alternative. The resulting congestion and channel over-loading of nine district stations plus umpteen numbers of other "uncontrolled" units during peak periods would be simply horrendous. If a channel is just too busy, for instance with officers running subjects, then it might just as well be closed. The only real alternative is some honest-to-goodness communications **planning**, preferably by communications professionals. Otherwise, the risks are just too great; not only to officer-safety, but to overall efficiency, effective use of limited resources (i.e., limited numbers of radio channels), manpower utilization and dispatcher workloads.

The response that there are not enough PIC radio channels to go around is hogwash when you consider that four of our present PIC channels are so underused. One PIC channel, PIC Channel 8, is restricted to just a few "Solos." In contrast, units in busy districts are clamoring over busy channels just for a few moments of airtime. The "Solo" traffic units could just as easily be accommodated on TAC-6/CW-III, another of our underused channels, on a shared basis just as they were in the past. PIC Channel 6 could itself be better used were some thought and planning used. City Wide-I, (PIC Channel 5 on the new and modified PICs) is used almost exclusively for the ordering of tow trucks after about 4:00 p.m. each day, and even then carries very little radio traffic. With respect to all other duties an officer performs, the ordering of tows has got to be about one of the lowest priority functions; just slightly above the ordering of a taxi cab. To pre-empt a given channel for such a purpose where such channels are desperately needed for other purposes is highly questionable. As an alternative, why can't this channel also be used for the running of 29/subjects and other computer queries at night, when a channel for such service requests is most sorely needed?

PIC Channel 9 (CLEMARS-UHF) is almost never used even though it is available to narcotics/investigative units on their PICs and is ideally suited to their purposes in conjunction with PIC Channel 10, which is a simplex-direct version of Channel 9 on the same frequency, so that undercover units could easily switch between direct and repeater operation without missing any of the action. Use of simplex operation should be encouraged, as it is not necessary to use a repeater just to talk to other units just around the corner and because "blabbing" the operation over a high-powered repeater may tend to compromise it. Use of PIC Channel 9 by such units would also free up PIC Channel 7 for other purposes.

It also makes no sense to have a handful of narcotics enforcement units operating out in the Potrero on a virtually new and very clear sounding repeater while the remainder of the units in the Potrero and Mission Districts, two of the City's busiest and most volatile police districts, must share the same PIC radio channel which has historically been plagued by problems and where most units sound "10-1" irrespective of their location. The PIC-7 repeater system should be re-crystallized a PIC-2 so that units on Channel 2 could have the benefit of the best sounding repeater available to them. The old PIC-2 repeater system would then be recrystallized on PIC-7 frequencies after being serviced and upgraded.

The concept of two "SuperPICS" was tried for a couple of weeks two years ago. The concept failed miserably — it didn't work then, and it won't work now because its foundation is fatally flawed. "SuperPICS" can't work because most run **dispatching** actually takes place over the PIC channels. The PICs have long ago ceased being used just for "service" purposes. What is needed is 3 to 4 PIC **dispatch** augmented by 1 to 2 PIC service channels for the running of computer inquiries. All such computer queries (10-28/29's, etc.) would be run over these service channels and not on the dispatch channels (except for taking 585's as traffic stops affect officer/safety), in order to keep the dispatch PICs from getting cluttered up with endless 29's. To ease the load, use of MVTs for the running of 29's would be encouraged, but not required, as officers would wait to run their subjects over

the 1 or 2 working "RECORDS/REQUESTS SERVICE CHANNELS" or do so via their MVTs.

A dedicated channel for the running of subjects does work across the bay in Oakland. Despite traffic levels approaching our own, Oakland P.D. does operate on just two dispatch channels while running all service requests on a third. That is because the dispatch channels are limited to essential traffic, as it should be here. Oakland doesn't even have a radio code equivalent to "10-97"; that must be done over the mobile terminals. So much money has been invested in the MVTs that there is no reason why that should not be required here. Failure to use the MVT's for simple "10-8" and "10-97" traffic is not only wasteful but takes away airtime from units with more important traffic. No matter how many orders are issued, use of the MVTs will not increase until officers realize that keeping the channels clear for essential traffic is in their own best interest.

Even with all the computer hardware we load into patrol vehicles there is no substitute for a decent, reliable 2-way radio system. It should be obvious to all why the PIC system should be improved: that is simply the fact that more units are available via PIC radio than they are by Low Band. Try it yourself, Headquarters. Call a unit simultaneously on LB and PIC: I bet 9 times out of 10 that the unit will answer over PIC. Even when a unit is supposedly "10-8," more than 60-70% of the time he will answer on PIC and the reasons for this are quite understandable:

- 1) More than 99% of the time officers have access to their PIC portable radios.
- 2) In contrast, units have access to Low Band radios only when they are in their vehicles or when they are near the station's Low Band radio.
- 3) In any 2-man unit there are 2 functioning PICs but only one Low Band radio.
- 4) Many Low Band mobile radios are not functioning at all due to age or lack of service, and in recent years even the station Low Bands are frequently out-of-service for similar reasons.
- 5) Many specialized units today have no Low Band radios in their vehicles and function exclusively on PIC either via a portable radio or via a new synthesized UHF mobile radio capable of operating just on the PIC radio channels.
- 6) Similarly, many of the new Patrol Vehicles have no Low Band radios installed and function exclusively on PIC.
- 7) Then there are the footbeats, which by definition are limited to operating via PIC portable radio.

It is known by most dispatchers that when you want to call a unit by callsign you call him over PIC. This fact has apparently escaped the attention of the powers-that-be, but is nonetheless a reality. It is a fact we must first reckon with if we are to meet the real communication needs of our field personnel. The continued operation of an obsolete, split and somewhat redundant radio system is both wasteful and inefficient. This redundant operation of similar PIC and Low Band radio systems is the root cause of our personnel crisis in Communications. Where alternatives do exist there is no reason to continue operation of two incompatible radio system, with a PIC system on 460/465-mHz. (megacycles) and a LB system on a 45-mHz near the Cbers on 27-megs., as one radio type can't talk directly to another. It is logical then that the older, less efficient system must give way to the other.

In the 1930's, this Department was most progressive in even having a radio station of its own. The 2-way Low Band radio system which followed in the 1940's was "hot stuff." When the repeated PIC system came into use in the late '60's and early '70's the ground work was laid for a truly modern communications system. By all rights the Low Band system should have been phased out, but it was not done. Now it is almost 1990, and we are still being haunted by the poor planning and political decisions of our predecessors. What we have been shackled with is almost laughable when viewed from the perspective of an outsider — here we have the high-tech MVTs of the 1980 sitting side-by-side with what may well have been the finest radio system of 1940, but which has long since past outlived its usefulness. We must come to grips with this reality, cast off a short-range simplex Low Band radio system plagued by the electrical interference of overhead wires and hilly terrain and build upon a UHF repeated system which has potential and a system which can and will work. One where one unit can talk to another, either around-the-corner, or from one end of the City to another, car-to-car, portable-to-portable, or car-to-portable, on the

same channel without the need for someone else to constantly relay, and possibly distort, the information by relaying it from one system to another.

And we need not engage in a wholesale multimillion dollar program to accomplish this (although Motorola would no doubt love to sell us a superduper 800-mHz, trunked system with all sorts of bells and whistles that we would never use) as the technology is relatively simple and not that expensive. Nor must we "throw out the baby with the bathwater," as it is not necessary to close down the Low Bands or even rip out the LB mobile radio as the two systems could be electronically "linked" together, using available technology. The result would be that whatever was transmitted over PIC, for instance, would be automatically rebroadcast over the corresponding LB radio channel, and whatever was transmitted over LB would be automatically repeated on PIC. Simple, clean, neat — and with it no missed messages because someone else had to repeat it, or was out of radio range or didn't have a LB radio.

The result of this "linkage" would be that it would not matter if a unit was operating on Low Band or PIC; he would automatically be on *both* channels at the same time, just like Communications is when it simulcasts on Low Band and PIC. As the old Low Band radios wore out these would be replaced with UHF mobile radios capable of operating directly on all PIC radio channels. As budget considerations permit, new vehicles would be placed into service with UHF, not Low Band radios. The impact on the Department's budget would be manageable and certainly much less than any wholesale change of equipment. Accelerated replacement of old Low Band radios could even be justified with off-set savings due to permissible staff reductions in Communications alone (costs for 10 man day or just 6 man days at the OT rate would more than pay the costs for one replacement installed UHF mobile radio). Since Communications is chronically short of trained personnel, no staff reductions of civilians need be done or is proposed. However the wasteful detailing of sworn personnel to Communications should be ended as both shortsighted and inefficient and the resultant savings converted into a expedited radio replacement program. With prudent planning eventually all the old Low Band radios would be replaced by multichannel UHF synthesized mobile radios capable of operation on all the PIC channels.

This is not an impossible dream, because it is too simple — too logical. It can and should happen with some simple planning and foresight. And there are compelling reasons it truly **must** happen.

We are faced with a budget crunch, real or politically contrived, it matters not. But for whatever reason we must now reduce channel staffing. We can either do this in a way which "hurts" the most by closing down PIC and reducing Communication services to field units, with a serious negative impact upon officer-safety (as is the current response to our problem), or we can do it logically, with planning and foresight and in a manner which will *not* sacrifice officer-safety. If this challenge results in a far superior radio communications system, while at the same time eliminating the waste and inefficiency of operating our present redundant radio systems, well then, so much the better.

KIRK FREDERICK GRAPHICS

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Letters

Thanks

Mr. Robert Barry, President
SFPOA.

Dear Bob,

I'd like to take this opportunity to thank you and the board for providing the food and refreshments for the reception after Officer Lester Garnier's funeral at the Police Academy on July 15, 1988.

The reception was tastefully done and especially appreciated by Lester's co-workers in the Vice Crimes Division and by his family.

Sincerely,
Captain Thomas Petrini
Commanding Officer
Vice Crimes Division

Mr. Bob Barry, President
SFPOA

Dear Bob:

On behalf of the Garnier family, relatives and friends, we want to express our sincere appreciation for the wonderful funeral reception hosted by the Police Officers Association. The occasion provided an atmosphere which helped set our grief aside and allowed us to reflect on our fond memories of Lester.

The kind and sympathetic comments by Chief Jordan, Deputy Chief Jordan, Deputy Chief Reed, Commander Lau, Captain Petrini, Lt. Kemmitt and Father Heaney characterized Les as a fine police officer and an outstanding human being.

Les will be remembered as a kind, caring and considerate individual who truly enjoyed his career in the Police Department. His performance was exceptional, his integrity and reputation honorable. He was a true friend, a loyal partner and a generous and loving son to his family. Our hearts will

miss him dearly as we remember his familiar smile and his warm and friendly manner.

Thank you again for your thoughtfulness and participation in remembrance of him.

Very truly yours,
Charles W. Lofgren and
the Garnier Family

SFPOA

Mr. Bob Barry, President

Dear Bob:

Thanks very much for the time and effort you took to send me your letter of June 24, 1988 respecting the San Francisco Police Officers' Association's support of Senate Bill 2092.

As you may know, SB 2092 has been referred to the Senate Committee on Appropriations, with no hearing date scheduled at this time.

You may be assured of my thorough consideration of your views at such time as the legislation is presented to the full State Senate for action. In the meantime, I hope you will continue to give me the benefit of your opinion on any other matters of interest or concern to the Association and you.

Sincerely yours,
Quentin L. Kopp

SFPOA

Dear POA Members:

We just received notice from Teams/USA of your contribution for Jason Fazio to participate in the International Soccer Cup Tournaments in Europe. Jason is presently in Paris playing in the Paris Cup. His team has already won two games against the Netherlands and Belgium.

On behalf of Jason and Teams/USA, thank you for your contribution.

Joe Fazio
D.A.'s Office

Daniel J. Linehan, Treasurer
SFPOA

Dear Officer Linehan:

Thank you for the fifty tickets to the S.F. Giants vs. Atlanta Braves game scheduled for July 30, 1988. The bus service is going to be great and we hope to send you a "photo" of our group in the future.

We wish to express our thanks to the S.F. Police Officers Association for their consideration.

Sincerely,
Ernest "Chuck" Ayala

Mr. Robert Barry
SFPOA

Dear Friend:

Thank you for your generous contribution to my June 14 fundraising dinner in San Francisco. Your support helped to make the event an overwhelming success, and I am enormously grateful for your participation and friendship.

We have embarked on a long-range effort to provide Californians with leadership worthy of our past and our future. I will need your help in developing creative solutions to the complex issues that face California as we approach the 21st century. As we move closer to 1990, I hope I can count on your continued enthusiasm and involvement.

Best regards,
John Van De Kamp

Mr. Robert Barry,
President
SFPOA

Dear Bob:

I just wanted to offer my personal thanks for the generosity expressed by the San Francisco Police Officers' Association in arranging for a buffet reception following the memorial services for Officer Lester Garnier. This gesture of support was very meaningful as well as helpful.

I'm certain my gratitude is

shared by all of our members as well as Officer Garnier's family.

Our department is very fortunate to have an organization that we can depend on in time of need, an organization that reflects the standards of professionalism for which Officer Garnier will be remembered.

Sincerely,
Frank M. Jordan
Chief of Police

In Loving Memory of
Lester Garnier
July 10, 1988

PRAYER OF ST.
FRANCIS
OF ASSISI

Lord make me an instrument of Thy Peace.
Where there is hatred, let me sow love.
Where there is injury, pardon.
Where there is doubt, faith.
Where there is despair, hope.
Where there is darkness, light.
Where there is sadness, joy.

O Divine Master; grant that I may not so much seek to be consoled as to console; to be understood as to understand; to be loved as to love; for it is in giving that we receive, it is in pardoning that we are pardoned, and it is in dying that we are born to eternal life.

SFPOA
510 - 7th St.
San Francisco, CA

Dear Members:

Thank you for the love and support you've given us during this sad and difficult time. The reception in Lester's memory was beautiful. Seeing everyone that Les cared about, together eased our pain.

Sincere thanks,
Anthony, Jean,
and Margo Garnier

Outrageous

Tom Flippin, Editor
SFPOA Notebook

Dear Editor,

Recently one of our members was called in to the Office of Citizen's Complaints (OCC) to answer allegations made by a third party against him, other officers, and the Department. What gives this third party the right to bring someone up on charges when the incident DOESN'T EVEN INVOLVE THEM? Could it be because the third party represents a "special interest group" or "minority"? It seems to me that the only people with the RIGHT to even hint at the demand of an investigation are the victim's spouse and/or family. If none of these wish to conduct such an investigation, why let an outside political party?

The California Supreme Court recently ruled that no third party has the right to challenge another's violation of rights. Therefore, I could not say that someone violated your rights. There is no standing in such a case. Why, then, does our department insist on allowing and assisting in allegations made by a third party **WHO HAS NO STANDING TO MAKE SUCH AN ALLEGATION, BUT IS ONLY DOING SO FOR POLITICAL PURPOSES?**

The common criminal (if there is such an animal) is innocent until proven guilty within the (so called) Criminal Justice system, and the burden of proof in proving guilt is on the accuser. But it seems that in the eyes of the OCC and our Department those of us sworn to uphold the law, aren't. By keeping track of how many "complaints" members of our Department get and by allowing and assisting in complaints made by third parties with no standing, we are, in essence, guilty until proven innocent.

I hope that maybe some-

day, someone will notice the injustices done to us and corrections and apologies will be made.

Sincerely,
Bill Bush

Auto Theft Task Force

Thomas Flippin, Editor
SFPOA Notebook

Dear Mr. Flippin:

I read with some surprise your coverage of an agreement between my office and the Police Officers Association, published at great length in Volume 20, No. 7 of your publication.

I wish to respond very briefly to Mr. Barry. When I received a telephone call from Mr. Barry first advising me that there were questions concerning the agreement, I told him immediately that I would not hold the Association to the agreement, and would not be involved in internal political disputes within the POA. Since that time the agreement has been abrogated and I was invited to appear before your Screening Committee, upon a request for legal representation. I have declined to do so. It is not my intention to be involved in any internal matters within the Association.

I was invited to evaluate a potential litigation matter, and I have done so, based upon representation received. In light of what followed, please be advised that I have no interest whatsoever in representing the POA at the present time, and will not consider any such representation unless and until invited to do so by your Board of Directors.

Very truly yours
Ephraim Margolin

The Honorable
Supervisor Gonzales
City Hall
San Francisco, CA

Dear Sir:

The worst thing you could have said is that the Mayor and Supervisors are a dedicated body of people for the welfare of the people of this City.

You know and I know, you won't find bureaucrats any place that are concerned for the citizens, even in the White House.

Maybe things would be better with less Supervisors. The uproar of the Police, Fire and Horse Patrol should tell you something.

Sincerely,
Mary T. Kelly

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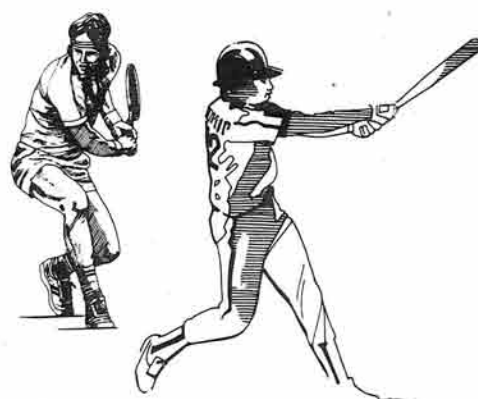
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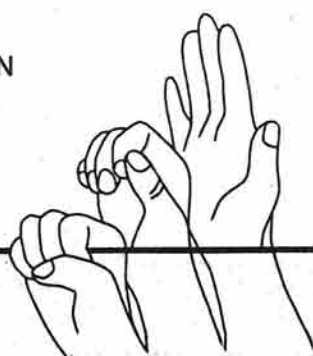
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★ **DIVISIONS & AWARDS:** Individuals, M & W: 12-16, 17-20, 21-29, 30-39, 40-49, 50-59, 60+, and wheelchairs. Medals & Prizes 3 deep. **1st Place Man & Woman win airfare & accommodations** (3 days/2 nights) to Newport Beach for the Pacific Coast 12K on 4/9/89, part of the Zee Challenge Series. **Small Business and Corp. Teams***: 3 runners/team scored by total time. Win team plaques and prizes. Men's and women's teams in: Open (age 39 or younger) & Masters (age 40 & older).

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★ **SPONSORS:** KKSF, 103.7 FM; Fleet Feet; UpTime; Carlsberg Light Beer; Evian; LU Cookies; Kashi; Calistoga Sparkling Water and Fruit Juice.

★ **RACE HOTLINE:** (415)387-2178

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* Team entries pre-reg. only.

Note: Team categories (open, masters, men, women) within these divisions will assigned by computer according to age & sex.

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SPORTS



Racing at the Police Olympics

by Dennis Bianchi,
Legal

There were so many L.A.P.D. t-shirts, warm-ups, racing singlets and baseball caps surrounding us, I began to wonder if we hadn't made a wrong turn on Highway 5 and stopped at the Los Angeles Police Department's Academy. My doubts were erased when these athletes began complaining that the only music on the radio in Bakersfield was country music: "We can't hang with that!"

They took their turns going down to the track, to the arena and after performing a few minutes returned with gold, silver and bronze medals, mostly gold. I was impressed. I asked of one of the competitors: "Just how many of you are here at the Olympics?" She replied, "Bout a hundred to a hundred twenty here at the track meet but there's five hundred of us total at the Olympics." Truly amazing! The L.A.P.D. sent a fairly large police department to the California State Police Olympics. On the basis of sheer numerical strength they should have won many medals, and they did. We, on the other hand, had quality and a highly skilled athlete named Lucio Perez. Perez' strategy was, and is, simple: he enters a race; he wins it (provided his equipment doesn't fail.) He won a gold medal in three events. He undoubtedly would have won another if his bicycle hadn't incurred the "Bakersfield Bicycle Blight" (read flat tire). This nemesis was everywhere our cyclists were, blasting our temperate temperature tires with flat after flat. Lucio (or just plain Lou) didn't need tires to run to a first place finish in the 30K race on Friday. The fact that he had already won the grueling triathlon Monday didn't alter his tough mind-set or fast foot speed. The fact that he won a 10K cross country race on Wednesday didn't alter his leather-like lungs or locomotive legs. The cross country course had to have been designed by a sadistic drill sergeant. I know that's redundant but this was miserable! The hills were horrible. They had named one "Bastard Hill"...no doubt in tribute to the language used in climbing it, but it was no match for Lou. He flattened it. Somehow it had grown

to its ugly heights again by the time I arrived. Damn!

On Friday we started early, in hopes of avoiding the heat. It almost worked but not quite. There were Lou and John Payne discussing the race when I arrived. There, also, was the sun and the barren, flat, Hades-like course waiting for us. If Lou was tired from his previous hard-earned victories, he hadn't notified his face. He was relaxed, smiling, ready. Someone once asked me what it's like to race with Lou. I replied, "How the hell do I know? He just let's the rest of us use the same course and then takes our picture as we stagger in...some gross number of minutes behind him."

Sure enough. At the end of the race Lou had cleaned up and was coming back from his hotel. The valiant Payne was prone in pain. His impressive fourth place finish had not come easily. His feet were bleeding. Ice was applied liberally to his legs. He had run hard and beat many, but there was Lou, waiting.

When I hear amateur athletes boasting about their talents or complaining about their injuries or lack of time to train, I compare them to Lou. He just works hard and excels. He works hard at being a police officer. The walls of Mission Station display awards given to Lou by the community. When you talk with his fellow officers they have only positive responses. He attends races, not alone, but with his wife and children. Sometimes it seems he's too good to be true, but when you talk with him you know for a fact Lou's the real thing. A gentleman, and outstanding athlete and our department's answer to the 500 Los Angeles Police Department entries at the Police Olympics. Numerous fine performances were turned in by members of our department and many rewarded with medals. Congratulations to you and congratulations to those of you who competed and by competing became winners. As Lou said, "You guys work just as hard as I do." That sums Lou up. He acknowledges his competitors with respect. He acknowledges that it takes work to compete, and then he finishes so far ahead that he can cheer you on and take your photo. If you're wondering how I got a photo of Lou finishing I'll tell you the secret. My wife was at the finish line with our camera. She said it looked to her like Lou was working hard, but I looked to be in more pain. Thanks dear. You noticed I was trying.



Perez at the finishline.



Whatta team!

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OUT OF HAND



SPORTS



Rifle Team Wins 25 Medals at Police Olympics

by Glenn Pennebaker

Eight members of the S.F.P.D. Rifle Team went to Bakersfield to compete in the 1988 California Police Olympics and came home with a total of twenty-five medals, including three individual gold medals. During the day they had to endure 100 degree temperatures, rain, lightning, thunder, wind, bugs and tough competition. At night they suffered through good food, good booze and dancing with wild women, but they still beat L.A.P.D. in both the Smallbore Rifle and the Largebore Rifle competition. In fact, Rod Nakanishi shot the highest score in the Smallbore match...beating all of the Masters and Experts. Bill Leet, a fierce competitor in nine prior Police Olympics, won his first gold medal this year, and Paul Swiatko won a gold medal in the Largebore match for the second year in a row. Although the S.F.P.D. Rifle Teams have won more than 125 medals at Police Olympics and Police/Fire World Games in the past, this was their best year so far. If you are interested in joining a winning team, call Glenn Pennebaker at X1603, Rod Nakanishi at X1321 or Bill Leet at X1373.

TEAM MEDALS:

Smallbore Rifle

S.F.P.D. Blue...3rd Place
Rod Nakanishi
Jamie Ongpin
Glenn Pennebaker
Duane Otis

S.F.P.D. Gold...4th Place

Bill Leet
Paul Swiatko
Tom Morris (Ret.)
Cliff Java

Largebore Rifle

S.F.P.D. Blue...2nd Place
Rod Nakanishi
Glenn Pennebaker
Jamie Ongpin
Cliff Java

S.F.P.D. Gold...5th Place

Paul Swiatko
Duane Otis
Tom Morris (Ret.)
Bill Leet

INDIVIDUAL MEDALS:

Smallbore Rifle

Glenn Pennebaker, 2nd Expert
Rod Nakanishi, 1st Sharpshooter
Bill Leet, 1st Marksman
Jamie Ongpin, 3rd Marksman
Paul Swiatko, 4th Marksman

Largebore Rifle

Rod Nakanishi, 2nd Expert
Paul Swiatko, 1st Marksman
Duane Otis, 2nd Marksman
Jamie Ongpin, 3rd Marksman

Fanatics

by Dennis Bianchi, Legal

That's what these athletes seemed to be through my eyes. Late June in Bakersfield was hot, but the California State Police Olympics were being held there. My attention had been drawn to the tennis competition and, as a non-participant, my attention was held not so much with the technical aspects of the game but with the quality of those playing the game.

The surface of the tennis courts seemed to have the ability to create even more heat, and when these athlete's stepped onto these court's their play created even greater heat. I thought I detected some sanity when I saw matches being assigned to start at 8:00 A.M. but these fanatics made this attempt absurd. They would no sooner finish a match, played at 8:00 A.M. or 1:00 P.M., and they would be in search of someone else to smash aces or loft lobs with. Their stylish clothes were asop with sweat. Their eyes were those of the hunter in search of prey: alert, serious, intense. The sport requires such intensity. Hand to eye coordination must be finely tuned. Speed of reaction time, of hand, of foot, are assets; but wiley, cagey, experienced players have a way of compensating for the loss of these assets as age takes its toll. The team representing the S.F.P.D. reflected all of these qualities.

Young neophyte Beth Pedrodalasol started playing not much over two years ago, if that long. Beth understands the benefits of hard work (and having a great coach for a husband), and when the last match of the California Police Olympic tennis matches was over Beth was presented a gold medal. She was proud and ecstatic. She also wasn't through. She and husband Larry put their newlywed status to the test and competed in mixed doubles. This event will give you ample opportunity to discover if a pair can love each other enough to forgive...and forgive. This duo was harmony epitomized. They complemented one another's game and one another's person all the way to a silver medal in their division. But the Pedrodalasol family returned home with more, as Larry teamed up with Rich Leon to absolutely destroy all competition in their division as they won the gold. What a pair these two are. Not only were they the most talented and most highly coordinated team, they were the example of good sportsmanship and manners. Our department could not have been better represented, as two other fine athletes rounded out the tennis team, Lon Ramlin and Stan Buscovich. As a team they lost on opening day and then played hard to the end in the consolation bracket. Both men had similar results in their singles division play, but it was their play as a doubles team that most impressed me. My experience with runners had not prepared me entirely for the type of close teamwork needed for doubles tennis. These partners had to coordinate their own game to each other's and never browbeat or diminish the partner's role. Lon and Stan



Tennis fanatics: Rich Leon, Beth and Larry Pedrodalasol.

were just such players. Supportive, energetic, classy and having fun. They were a pleasure to watch. A special notice should be given to Stan. He played tennis from sunup to sundown, Monday through Saturday. He was in at the finish in singles competition to go along with his doubles matches. He also stopped in the middle of the week to run, in the horrible heat, over a tortuous trail, a 10K cross country race and finished but a few places out of a medal. Stan's stamina is amazing. He claims he owes it all to boysenberry pie. Whatever it is, Stan is an outstanding athlete and a tough but civil competitor.

As a runner I am often lumped into that description of "fanatic" or "zealot". I'm not, and compared to the hours of intense competition under a most punishing sun that these fine S.F.P.D. athletes endured, I feel like a "couch potato". Hats off and congratulations to every one of you and thanks for bringing honor and respect home to the S.F.P.D.

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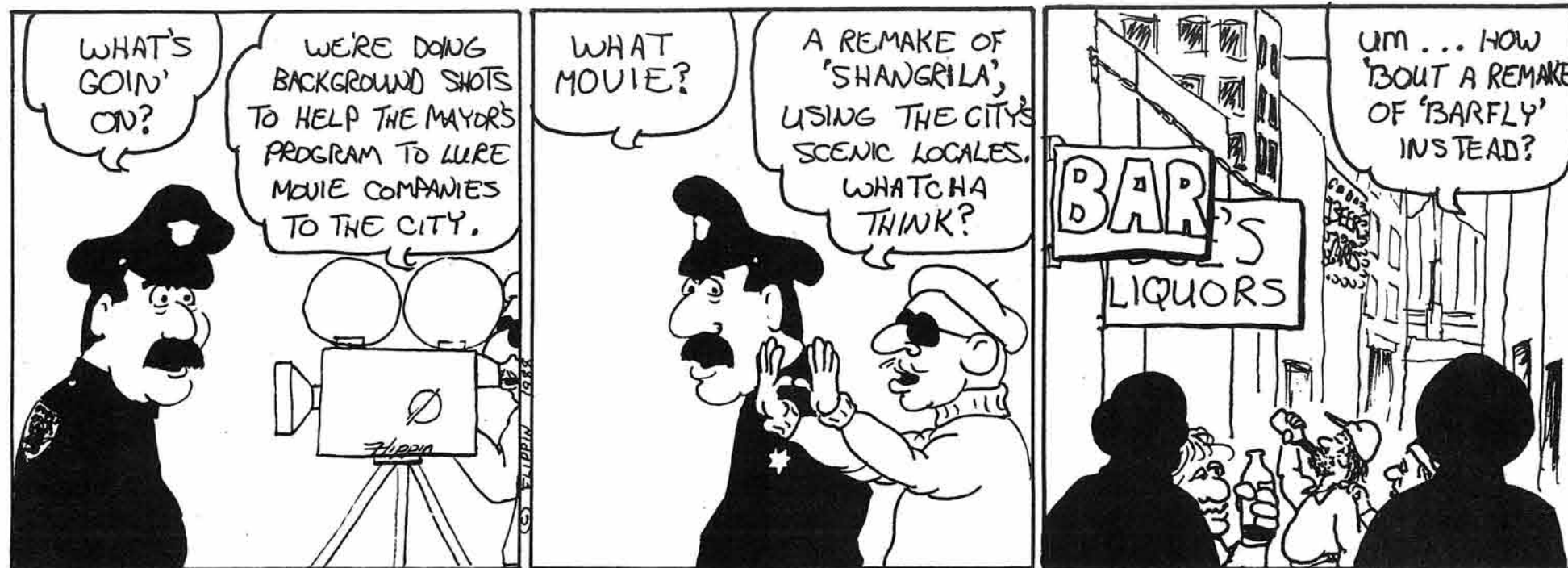
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ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

No Politics Today

This was supposed to be a political type column ... lots of turmoil ... a challenged leadership ... an enlightened group of members (or a small number of members acting out of self-interest; it depends on who you talk to).

Somehow, though politics and self-interest ... intrigue and power ... they all fade away in the face of tragedy. Losing a friend and co-worker is terribly difficult. To lose five active members in a short couple of months is almost impossible to comprehend. You might think the pain would be numbered by the quick succession of losses, but instead the sense of loss is multiplied ... many more than five times.

Among many of the cops I know there is almost a sort of confusion ... a "What is going on? What will happen next?" kind of mentality. Cops live every day with danger, it comes with our job. That sort of menace can be prepared for. But the senseless, unexpected death of someone with many years to live catches us unprepared.

Out of the grief and loss one positive thing does emerge: this brotherhood still comes together in the face of tragedy. We support each other and lend each other strength. The job of enforcing the law is full of frustrations, anger, sorrow and pain, but the people who choose to do this job have a special feeling for each other. More than making the job bearable, this feeling makes the job, and the people, special.

CONCERN

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another person to place their thumb and forefinger anywhere along the length of the dollar bill. Tell them they are to try to pinch their fingers together and catch the dollar bill when you let it drop. At your whim, let the dollar bill drop. The person who is trying to catch this dollar bill will not be able to, unless they accidentally guess correctly. This is because action will always beat reaction. The same is true with police work...action will always win out over reaction. True, police work is a reactive business at times. We do wait until the crime is committed before we take action. However, we can nip a potential crime before it starts by investigating suspicious circumstances before it evolves into a crime, or by arresting a drunk driver before he/she gets into an accident and possibly kills another motorist. With a reactive mindset, we will not be arresting the drunk driver, but merely reporting the accidents and deaths they cause; and not be arresting the wanted criminal with a warrant because we will have no time to search for him because calls for service will be waiting.

My only purpose in bringing this to your attention is maybe to enlighten you to what is happening within the Police Department. It is my opinion that the majority of the officers on the street do not want to see this Department go in this direction. Most of us took this job to serve the citizens of San Francisco and to do our bit to help get criminals and drug dealers off the street. If these new "objectives" are implemented, the ones who will suffer will be those citizens we are sworn to serve, while criminals and dope dealers will run rampant.

Please don't use my name, just sign me:

A Concerned Police Officer

What Is Labor Day?

by Sidney Heller, Secretary-Treasurer
Union Label & Service Trades Department, AFL-CIO

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

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

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

To further pay tribute to our forefathers and to our union brothers and sisters of today, September 5-10, 1988, has this year been proclaimed Union Label Week by the AFL-CIO and the Union Label and Service Trades Department, AFL-CIO. This is a week for everyone to make a commitment and a concentrated effort to look for the union label, shop card and service button. We in the labor movement are over 14 million members strong, and that is a lot of purchasing power. Just think what an impression we could make if we all exercised that power to buy American made. To maintain our standard of living and keep America strong we have to stand together in solidarity — to buy what we make and patronize our organized services and facilities.

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

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

Crowley's Column

Awakened Membership...Frightened Leadership

by Jerry Crowley

What surprised me six months ago and what still continues to fill me with surprise is the fact that this Association's President and Executive Board which had furnished the largest measure of support for the Mayor during the past campaign should be taking salary cuts, layoffs and threats of manpower shortages lying down.

What has frustrated the membership then and what still frustrates them now is the factionalism and inaction of the leadership which is causing the slow death of our organization.

This slow death is occurring because our Association executive leadership share in common a deep fear and suspicion of an active membership. Their philosophy over the past years has been not to disturb us, not to arouse us; do not get us moving and, above all, brand those of us who do as troublemakers and dissidents.

The present 'elitist' leadership of our Association does not have a chance of perpetuating itself over a membership who are active, interested, participating, cooperating, informed and have confidence in themselves and their brother and sister officers. This self reliance, self respect and confidence represent the power of the collective membership and the strongest barrier and safeguard against arrogant leadership. We have recently seen this membership arousal exhibited by signed petitions, special

membership meetings and the recent hotel tax victory.

This reawakening demands that we rebuild the foundations of our organization. The rebuilding of our Association can only be done by those members who believe, have faith in, and are willing to make every sacrifice for every member of our Association.

The rebuilding of our Association must be accomplished by people who will not look down upon the membership with a distorted birdseye view, but by those who will look you in the eye seeing us as human beings with dignity — not from a long distance, but as full participants in the decision making process of our organization.

But in light of the crisis facing our membership we must exert our energies and resources to meet the present danger. We must force the leadership of this Association to look squarely into the face of the present crisis even though they prefer the "out of sight, out of mind" escape.

But now is the time when issues must be recognized as issues.

The future of our Association is at stake.

The present leadership cannot meet today's crisis tomorrow.

They cannot pick and choose when and what they will do at their personal convenience.

They cannot evade their responsibility to speak and act forcefully after the membership has directed them to do so.

Hotel tax wins POA approval

by Ray Carlson

The San Francisco Police Officers Association has by referendum voted to seek full police services funding at 1981 sworn members. Sgt. Jerry Crowley, Inspector Joe Toomey and Ray Carlson had been at the forefront of the referendum move.

Crowley wrote and had circulated a petition which was placed on the POA ballot, a proposal, which if passed by the City voters, would fully fund the San Francisco Police Department with money from the "HOTEL TAX." This novel approach to staffing a police department would have no direct cost to the tax payer. The money to fund the police would come from revenues in the "HOTEL TAX FUND", a fund described by City Hall insiders as loaded, and bursting at the seams.

When asked about the "HOTEL TAX", Crowley said, "It's been a tough battle with the POA leadership, but the 'street cops' know what they need and want, and now they have spoken." Crowley went on to say that other police unions have been calling for information on the "HOTEL TAX" concept.