

# NOTEBOOK



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

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## Understanding Interest Arbitration "No On K"

by Gary Delagnes

The POA is considering the most innovative ballot initiative in the history of our organization to be placed on the ballot for June of 1990.

This will be an "interest arbitration" initiative that could reform our pay formula, benefit package and pension provisions, and enable our membership to be paid on a par with other major cities throughout the State. It is important for Tier "I" members to realize that in no way could this initiative lessen the pension system they are currently governed by. It is very important for the membership to fully understand "interest arbitration" so we can all help to educate the public.

Mayor Agnos and most of the Board of Supervisors have long been advocates of "interest arbitration" for police officers and firefighters, and we look forward to their support on this initiative.

"Interest arbitration" basically works as follows: Let us assume that we win our ballot measure in June, and it is implemented in January of 1991. Let us now assume that we have reached a stalemate in negotiations with the City over pay or a benefit issues. The City has turned us down, saying that they will not accede to our requests. At this point of impasse, an arbitrator, agreeable to both sides, would be selected. An arbitrator would now break the impasse by hearing both parties' arguments, researching the salary and benefits package of other cities, and also doing a comprehensive study of "cost of living" requirements of our area versus other jurisdictions. The arbitrator would then make a decision based on a previously agreed upon formula. These are as follows:

- (1) An arbitrator administers his own conclusions, and is given the power to alter or ratify existing statutes based on those conclusions. He/she basically writes the compromise.
- (2) Final Offer Selection (Issue By Issue)

Whereby the arbitrator rules strictly between the two (2) dissenting proposals issue by issue. (For example, he may rule in favor of us on salary and educational incentives, but against us on the PERS pick-up.)

(3) Final Offer Section (Package By Package) This is similar to the above process except that the arbitrator must rule on the entire package. Either the city's or our's.

(4) No Issue By Issue Arbitration — Risks are greatest in this selection process because an arbitrator may be compelled to choose between two (2) unreasonable positions.

Now you are probably saying to yourself, "This sounds too easy. What's the catch." And you are also wondering, why Mayor Agnos would back a measure that the City stands to lose on. Both of these are valid concerns.

First of all, the major reason for a city to agree to "interest arbitration" is that it explicitly make strikes illegal. If we went out on strike, we could be fired immediately.

Second, why would the Mayor back something that in all probability will cost the City money? Because throughout his career in the Assembly, he has supported arbitration for labor unions. He would be putting himself in a very hypocritical position to oppose this measure, now that he is Mayor. It would also be a perfect opportunity for him to extend his hand and prove that he is a true friend to unions.

Much more education will be presented to you in the coming months but begin to consider the following facts:

- (1) You have no paid medical or dental;
- (2) You have no educational incentive;
- (3) The City will not pick up your retirement contribution;
- (4) Tier II is a lousy pension;
- (5) We are protected in the City Charter by a formula that has us being paid 92nd best wage in the State.

**We Have Nothing To Lose!!!**

## This Could Happen To You!

by Stephen Venters, Co. A

It was just another sunny day in June and I was walking my beat in the Tenderloin as usual. I saw a man drinking a bottle of vodka so I approached him in order to issue him a citation. When he refused to identify himself after numerous requests by me I told him he was under arrest. As I attempted to take him into custody a violent confrontation ensued. He pulled a large hunting knife out which I was lucky enough to knock out of his hand. He then clamped down on my forearm with his teeth and viciously bit me. We rolled around on the ground for a good two to three minutes before assistance arrived. During the struggle, on three separate occasions, he was able to get both of his hands on my gun and attempted to pull it free from my holster. If it were not for a velcro safety strap that I wear around my holster, he would have easily pulled my gun free.

At the station I found out that he had an outstanding warrant for stabbing a man, possibly explaining why he assaulted me. I also found out that he was an IV drug user. I responded to the hospital where I was treated for the wound, received four injections, a blood test and a one year HIV testing schedule. Feeling this nightmare was over, I returned to the station to find that it was just beginning. The suspect agreed to a voluntary blood test, but we found that our department does not have a procedure to do that under the new Health & Safety Code section 199.97, regarding Assaults on Officers, that went into effect March 1989.

The next day, while we were still trying to find a way to get him tested, we found that after he talked to our Medical "friends" at the Sheriff's Department, he no longer wanted to give a volunteer test. I also learned that our "friends" in the D.A.'s Of-

(See YOU, Page 24)

by Dennis Tomason, Co. D

The San Francisco Sheriff's Department has placed on the ballot a measure that could permanently impact the SFPD. The efforts of every police officer in this department will be needed to help defeat this proposition.

Why? Because Proposition K is a threat to this department and your authority and to the quality of your working conditions.

First, K provides that this bill shall not "supplant the duties and powers of the police department". Currently, law enforcement in the entire city and county are the province of the SFPD. Giving up any of that authority is a contradiction of this provision and an undermining of your authority.

Second, budget allocations have recently reduced uniform allowances, fleet replacement and maintenance as well as other facilities. Spending more money to upgrade the sheriff's department can only be done at your expense, using money that could have been spent improving and increasing our own equipment and personnel.

This measure is getting a lot of support. The sheriff's department is spending a lot of money and working very hard to pass this proposition and people are going for it. The deputies are putting out the idea that Prop. K will "increase law enforcement presence in neighborhoods" — that people will be safer. Without your active involvement this measure will pass.

If all this were not enough — you must realize that money and authority are not the only issues at stake here. K also allows the deputies to extend their authority to "enforce the law within the buildings and upon the grounds of public agencies and institutions and other public places (within San Francisco)." It also provides for the abolition of "such other (civil service) classes as the...supervisors may deem appropriate" and "to transfer...such classes to the sheriff."

If the prospect of wearing a green jumpsuit at San Bruno is unattractive to you — plan to spend some time going door-to-door talking to friends, neighbors and any other voters in this city. Get the word out, and protect your department — NO ON K.



Dan Dougherty (accompanied by his family) accepts the POA Distinguished Service Award.

## POA Distinguished Service Award

by Gary Delagnes

In the month of July the P.O.A., in an effort to recognize more members of our department, initiated the Cop-of-the-Month Award, which will be given monthly to P.O.A. members who have exhibited years of distinguished service, and have contributed to the image of the S.F.P.D. through their professionalism, and the quality of their work.

These awards will not be for individual acts of heroism, but for consistency over the long haul. It is the POA's belief that many fine officers are never honored for their year's of service, and the P.O.A. would like to be in the fore-front in attempting to rectify that situation.

The July recipient was Dan Dougherty from Central Station. A 16 year veteran currently working the school car. The August recipient was James Selby, a 17 year veteran currently working at Southern Station.

Please feel free to contact Gary Delagnes at Central Station if you are interested in making a nomination.

## 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  
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### IN THIS ISSUE

Widows and Orphans	Page 2	Board Minutes	Page 8
Police Post	Page 2	10851 Awards	Page 9
Around the Department	Page 3	In Memoriam	Page 13
Health/Insurance Services	Page 4	Veterans' POA	Page 17
It's In Your Court	Page 5	Letters	Pages 18 & 19
From The Pres	Page 5	PAL	Pages 20 & 21
Retired Members	Page 6	Sports	Pages 22 & 23



# Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by V. Pres. Robert Kurpinsky at 2:05 P.M. Wednesday, September 20, 1989 at the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Pres. T. Green, Trustees Tom Bruton & Georpe Jeffery excused. All other Officers & Trustees present. Other members P. Pres. M Kemmitt & P. Pres. F. Pardella.

MINUTES OF LAST MEETING: Approved as presented, in writing, to the members.

NEW MEMBERS: PAULINE HNATOW AND CHARLES KOEHANE approved for membership.

COMMUNICATIONS: The following donations received — JOY FISHER — GAY HUNT FAMILIES in memory of GEORGE HUEGLE: MR. & MRS. T. BRAGG — in memory of their son Patrolman ALLYN BRAGG: PIUS LEE — monthly donation of Police Commissioners salary: VETERAN POLICE OFFICER — in memory of EUGENE VARNI.

Treas. Parenti presented bills for benefits, salaries, misc expenses — APPROVED. Trease. Parenti reported the following deaths: ARTHUR L. BORLAND — Born in Greenwood, Ca in 1902, Arthur worked as a welder before he joined the Department in 1935 at age 33. From the Academy to Traffic working in the Accident Bureau Detail there until appointed a Sergeant in 1944 and transferred to Richmond Station. After 4 years at Richmond, Art was transferred to Mission from Mission to Southern for 6 years, then to Potrero for 2 years. He was appointed a Lieutenant in 1958 assigned to Southern, then a short stop in the Bureau of Inspectors and was then assigned to Potrero. From Potrero to Central where he remained until his retirement on disability in 1960 at age 58. Art received the following

awards — 1953 C/C for rescue of an aged man who had fallen into the bay: 1958 — 1st Grade for disarming an insane man who was threatening to shoot. Art was 87 at the time of his death.

HAZELTON FRENCH — Born in San Francisco in 1906, Bill worked as a motorman on the street cars until he joined the Department on 1937 at age 31. He was assigned to the Accident Bureau in The Traffic Department, after working radio cars in the various stations for several years. Appointed a Sergeant in 1947, Bill was assigned to Potrero for a short time before he returned to Traffic as Fixed Post Sergeant. Appointed a Lieutenant in 1958 he was assigned to the Bureau of Inspectors, but returned to Traffic, being the Lieutenant in charge of Fixed Post & 3 Wheelers until he retired in 1971 at age 65. He was 83 at his death.

SIDNEY HINSON — Born in New Jersey in 1901, Sid was also a motorman of street cars before he became a member of the Department in 1931 at age 30. He worked out of the Chiefs Office, assigned to radio cars at the various stations, before he was assigned to the Traffic Bureau Fixed Post Detail. He worked the 1949 Exposition on Treasure Island and at its completion was reassigned to Traffic. From there, Sid went to Mission Station, remained there for nine years until he was transferred to Central. Sid remained as a beat man there, until he retired from service in 1957 at age 56. He was 88 when he passed away.

GEORGE L. HUEGLE — Born in San Francisco in 1957, George worked as an Airport Policeman before he joined the Department in 1980 at age 22. From the Academy he was assigned to Central, stayed there for a year. Transferred to Northern, then to Vice Crimes. After a short

(See WIDOWS & ORPHANS, Page 17)



## POLICE POST #456 NEWS

by Greg Corrales

Congratulations are extended to Miles S. Epling, the recently elected 1989-90 American Legion National Commander. The 39-year-old Epling is the second Vietnam veteran to lead the Legion. He served with the 3rd Battalion, 7th Marines in Vietnam in 1968-69 as an infantryman and lost both legs to wounds after stepping on a land mine while "walking the point." While we're speaking of the Marine Corps I must mention that the most important day of the year is coming up. November 10th ... The Marine Corps Birthday!

Finding an old buddy may be an easier chore since the release of *How To Locate Anyone Who Is Or Has Been In The Military* by Lt. Col. Richard S. Johnson (Ret.). The directory provides information on how to locate present, former, and retired members of the U.S. Armed Forces. Addresses and phone numbers of base/post locators, veterans' bulletin-board locators, armed forces worldwide locators, patriotic and veterans' organizations and military reunion associations are listed in the book. The directory may be ordered by sending a check or money order for \$11.00 to Military Information Enterprises, P.O. Box 340081, Fort Sam Houston, TX 78234.

It seems to be in vogue for many to sneer at heroics and disparagingly refer to those valiant performers of valor as "cowboys." It has been my experience that, almost without exception, those that use the term "cowboy" in a negative manner soil their trousers, curl up in a fetal position, and wail for their mamas when faced with a life-threatening situation. I am dedicating this month's column to a cowboy in every sense of the word. Pat Wolfe died September 1 of this year. He was my friend and my hero.

Our country's history is replete with "cowboys," but this month I would like to mention Andrew Jackson. By the time "Old Hickory" made his successful run for the presidency in 1828, the 60-year-old

general had been involved in 103 duels and altercations, 14 times as a principal. As a legacy from two of these capers, bullets lodged near his heart and in his left arm gave him decades of agony. For one of his antagonists, however, the legacy was death.

A snarl of insinuations over a bet on a forfeited horse race led to Jackson's 1806 duel with Charles Dickinson, a 27-year-old lawyer. The day before the affair of honor, Jefferson and his second, Gen. Thomas Overton discussed strategy. Not only was Dickinson 12 years younger than Jackson, but he was known to be a superior marksman. The two generals agreed to risk letting Dickinson fire first, so that Jackson (if he was lucky) could take time to aim carefully.

The next morning the two parties met, Dickinson properly clad in a close-fitting waistcoat and snug trousers, Jackson sporting a loose frock that concealed his thin frame. At a signal Dickinson whipped up his pistol and fired. Unflinching, Jackson raised his gun. Dickinson cried in disbelief, "Great God! Have I missed him?" Jackson coolly squeezed the trigger, but the gun stuck at half-cock. Recocking, he carefully aimed again and fired. The bullet tore into Dickinson's abdomen, fatally wounding him.

Overton, startled to see blood filling one of Jackson's shoes, asked if he had been hit. "Oh, I believe he has pinked me a little," he replied, determined that Dickinson not have the satisfaction of knowing. In fact, Dickinson's bullet had broken some ribs and lodged within an inch of his heart — too close for removal. Because of the loose coat, Dickinson had slightly misjudged. Back at the inn, Jackson ordered that a bottle of wine be sent to his dying antagonist.

The November meeting of Post 456 will be held on November 14th at 2000 hours. The meeting will be held in the POA Building, located at 510 Seventh Street. At the conclusion of business, mouth-watering refreshment produced in Mama Corrales' kitchen will be provided. Please make every effort to attend the meeting and see old friends.

It amazes me that so many people are shocked at the proliferation of the drug problem in America. Our society has been permeated by drugs because, as Barry Farber once said: "Crime expands according to our willingness to put up with it."

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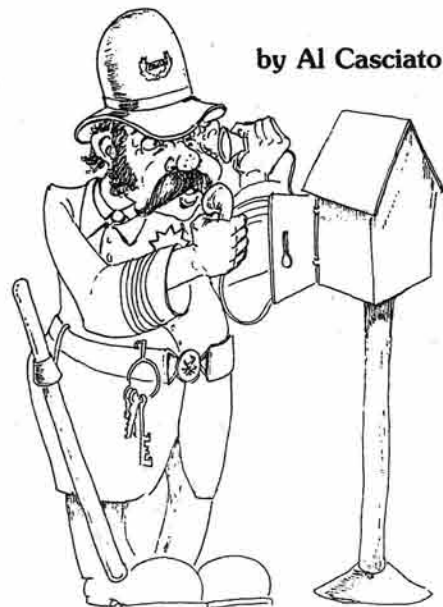
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# AROUND THE DEPARTMENT

by Al Casciato



A dream came true for Retired Commander Ray Canepa when on Friday September 22nd he boarded a plane with Robbery Inspector Tom Vigo enroute to the Baseball Hall of Fame in Cooperstown. Ray enjoyed the visit tremendously and will be happy to tell you all about it if you drop by the Silver Cloud Restaurant any Wednesday around noon.

Best wishes for the future are in order for Lt's. Ray Portue and Troy Dangerfield who retired this past month after 25 years of service.

The November election will tell a lot about the future of San Francisco and the future of its Public Employees. But no matter what the outcome of certain propositions, all public employees must unite and remain united in the future battles for improved working conditions and retirement benefits.

Ed O'Toole of the Solos reports that Retiree Emie Maggio has been seen in Marin County sporting a beard and looking like an ex-hippie. If this is true please, someone capture this on film and we'll run the pic next to those marine squared — away pics he took while with us.

Anyone with information about the old American Legion Credit Union that merged with the Police Credit Union some years back is asked to contact Joe Reilly of the Airport Police who is writing a history of both Credit Unions. Joe can be reached at 876-2424 between 1500-2300 hours; pls. leave a message.

Consumer Alert: Last month's alert telling you that PageNet had reduced its paper monthly fee generated a quick call from Pactel Paging notifying us that their fees have been reduced also. Contact your respective business office for details.

With all the new computer systems on line (CAD, PS, etc.) it seems that the flow of information would be more efficient. Yes? No? Well to me the old teletype system was much more efficient because it was "user friendly" and until the computer systems become "user friendly" they will never be efficient for the general working officers.

Whispers around City Hall: Seems that during the recent M.O.U. negotiations, 10 hour day negotiations, legislative committee work, etc., etc. government staffers have noted that the P.O.A. representatives are of all colors, sexes, and orientations, as well as officers from the various sub organizations such as O.F.J., N.C.O.P.O.S., L.P.O.A., W.O.N., G.G.P.O.A. The reason for the whisper is that the Mayor and staff (executives) do not want to recognize the fact that the new P.O.A. administration is more representative of the working police officers and is a melting pot for all. What I think really scares City Hall is that an organization that is united and has the ability to unite all the special interest organizations will be a very strong entity

with which to deal, and they will be unable to label it a boogie man from the right wing.

With regards to the baseball playoffs a quote from Dan O'Shea, aka the Commander: "Only good thing about Oakland is that it has a view of the City." Dan learned well from his dad, a Giant fan.

## Births:

Becoming a grandfather is a great event, but for retiree Mike Sugrue it was a double header and I don't mean twins. Within a month's period Mike's daughter Julie Martinez, Co. K., gave birth to Kristen Louise, 8 lbs. 1 oz., on July 26 at 0500 hours. On Aug. 22nd, daughter-in-law Sandy Sugrue (and daughter of retired Inspector Vince Simpson) gave birth to Vincent Michael, 7 lbs. 5 oz. Congrats to both Grandads and to dads John Martinez and Ken Sugrue.

To Potrero's Wendy Frisk and husband Robert, a son June 26, James Joshua, 8 pounds 12 ounces. All are fine and enjoying all the activity.

Park Station's Don and Deborah Sloan proudly announced the August 26th birth of Don Sloan IV, 7 pounds 11 oz. 20½ inches. All are in great shape and very happy.

In a better late than never announcement: Park's Dan and Nicole Greely report that on March 13, 1988 they welcomed Matthew Urban Greely, 10 pounds, to this world. By the way, Matt is already 3 feet tall. Nicole says, "Thank God it's a boy."

Congrats to all and best wishes for the future .....

Traffic's John Fulwood is proudly announcing that his cousin Issac Fulwood has been appointed the Chief of Police of Washington, D.C. Congrats. Issac it seems like only yesterday that you were shopping at Frank Palma's Emporium at Mission Station.

Trivia: There are 223 black and white police vehicles in the Department and on an average day 27 to 40 vehicles are out of service for a variety of reasons ...

Ken Davis and Dick Gamble are getting ready to pull the plug and enter the land of retirement. Both will work their last day later this month, so drop by Vice or Intelligence and say good-bye ...

Many people don't know that now famous S.F. Defense Attorney Jim Collins used to be a police officer here in the city and that Inspector Bob Shephard made him all that he is today. Smile. Jim, At least we didn't use "... Central 2 where are youuuuuuuuu."

The FTO compensation controversy isn't really so much about pay as it is about it being a take away. Imagine at the old 5 and 2 rate our FTO's would of been the highest paid in the state or in other words the #1 in the state in something. When you're 92nd as a Department you sort of hope that your administrators would be fighting to make you #1 in something.

Some former officers and where they are now:

George Malim is a Deputy with the Placer Co. Sheriff's office working out of Auburn.

Dave Dennis is a Lt. with the Placer Co. Sheriff's Office working out of the South Lake Tahoe Substation.

Arnie Juge is a Sgt. with the San Rafael P.D. and yes Dave Herrera he hasn't forgotten that he owes you for helping out with the bike race there.

Tom Boyd is a Lieutenant with the San

Rafael Police Department and always says "When you get a free minute drop by." So if you do; do so ...



Former Deputy Chief Kevin Mullen has authored a book titled "Let Justice Be Done, Crime and Politics in early San Francisco." The book is available at local stores and according to those who have read it, it's very interesting and enjoyable ...



Watching President George Bush sign the American Automobile Association's School Safety Patrol poster at the White House are James B. Creal, AAA president, and Andrew Ridling, 12, of Napa, the Safety Patrol poster boy.

Honoring the Safety Patrol's 70th year of service, the President added his signature and dedication to the first copy of the poster, which carries out the theme of the year, "TODAY'S VOLUNTEERS. TOMORROW'S LEADERS." All the posters distributed throughout the country will carry the President's autograph and dedication.

Ridling served as a Safety Patrol member at Napa's Browns Valley Elementary School, and is now a student at Redwood Middle School.

## School Safety Patrol Program

We call them local heroes, kids you can count on. They're the members of the San Francisco School Safety Patrol. And every school day, you'll see them at the key crosswalks and corners doing their job, protecting the lives of their schoolmates.

School Safety Patrol members have been an important factor in helping to reduce the national pedestrian death rate among children ages 5 to 14, from 10.4 per 100,000 youngsters in 1935, to less than 3.5 during 1987-'88 school year, a 66 percent decrease.

Since the formation of the San Francisco School Safety Patrol in 1923, under the guidance of the California State Automobile Association and the San Francisco Police Department, not one fatality has occurred at an intersection or street crossing guarded by the Safety Patrol member.

Because of the courage, alertness and presence of mind shown by Safety Patrol members, we owe them much. And what

they learn now about leadership and responsibility will serve them well in the years ahead.

When you see School Safety Patrol members on duty, watch out for children crossing streets. And, remember to say "thank you" to the Patrol member for a job well done.

As President George Bush wrote on a special poster honoring the Safety Patrol's 70th anniversary, "Serving others...is a way of life — something you start when you are young and stick with — all life long."

The School Safety Patrol...TODAY'S VOLUNTEERS, TOMORROW'S LEADERS.

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## Important Health Service Notice

by Harry Paretchan, President  
S.F. Health Service Board

Since the implementation of IRS Sec. 125, the program which pre-taxes your health, dental & disability premiums, several problems have arisen from some of our members. Many individuals either did not carefully read the literature regarding the regulations or else did not bother to do so. Therefore, here are some very important points for your future knowledge and ones that must be remembered during the next sign-up period in May of 1990.

Once you elect to participate in Sec. 125, **YOU CANNOT CHANGE YOUR BENEFIT CONFIGURATION** for the entire plan year. The only exception would be a change in family status. The following events are examples of changes in family status:

- marriage;
- divorce;
- death of spouse or dependent;
- birth or adoption a child of the employee;
- termination of spouse's employment.

If you fail to add your spouse, new born or dependent within the allotted 30 days after acquiring that dependent, you will not be permitted, BY FEDERAL LAW, to do so until the next May sign-up. There can be no exceptions, therefore, the responsibility is yours. You must be aware of the laws and rules that are provided when receiving the new comparison sheets or rule books. These are either delivered to your work place or mailed to your home.

Hopefully this short memo will be remembered next year when the Health Service sign-up rolls around in May.

## Insurance Services

by Leon Loew, Chairman  
Insurance Committee

Starting October 16, 1989 and continuing through November 17, 1989 representatives from Metropolitan Life Insurance will be visiting our District Stations and the Hall of Justice. The Insurance Committee has met with them on several occasions to review their products. We feel they have a lot to offer to the individual officers of our Department. Since all of us have different needs, we felt that they should visit our District Stations and the Hall of Justice to talk to the membership on a one-to-one basis or small group presentation.

Listed below are some of the services offered. So, make a check list of cost and needs. Then check to see if Metropolitan Life Insurance can be of service to you. Remember, insurance should be based on your needs; what is right for you may not be right for someone else.

### Services offered by Metropolitan Life:

Life Insurance	Condo Insurance
Auto Insurance	Business Insurance
Homeowners Insurance	Mortgage Insurance
Renters Insurance	

### Special Services:

Retirement Plan	Education Planning
Mutual Funds	Estate Planning

Be sure to look for the information poster as to the dates Metropolitan Life will be at your station or the Hall of Justice. I understand we have different schedules that demand continued changes in our lives. Therefore, Metropolitan Life has told me that they are willing to meet with individual officers at a pre-arranged time and place. Hopefully, Metropolitan Life can meet some of your insurance needs at a cost that will be beneficial to you.

## SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT AUGUST 1989

<b>Income:</b>	
Dues — Active	\$23,408.86
Dues — Retired	109.50
Notebook	4,465.43
Misc Income	10.00
	<b>\$27,993.79</b>

### DISBURSEMENTS:

701 Accounting	1,535.00
709 Board of Directors	475.43
723 Dues Collection	97.86
725 Equipment Purchase	2,767.66
728 Equipment Rental	423.17
730 Expense Acct. (Pres.)	400.00
753 Janitorial	600.00
761 Equipment Maintenance	291.00
771 Mailing	52.15
772 Public Relations	179.88
772A Public Relations Spec.	3,751.41
773 Rent	1,722.00
776 Salaries — Office	7,083.85
777 Salaries — Executive	7,004.95
781 Supplies — Office	697.09
782A Admin. Exp. Supp.	254.26
785 Fed. Payroll Tax	3,984.24
787 State Payroll Tax	529.19
Less Withholding	[4,160.02]
792 Utilities	1,415.70
796 Retirement President	3,728.10
830 Health Svcs./Retirement	2,531.31
835 Insurance	776.05
860 Screening	18,760.58
861 Bley Retainer	5,600.00
863 Publication	3,971.08
870 COPS	1,000.00
872 Life Insurance (Member)	2,050.82
875 Davis, Reno & Courtney	12,000.00
875A Fed. Lit Expenses	401.08
880 Stress	114.59
895 Sports	795.00
895A Sports — Special App.	1,933.06
897 Will Program	[25.00]
	<b>\$82,741.49</b>

Cash spent over income \$54,747.70

### Cash at beginning of period

General Account	23,887.13
Merrill Lynch	82,017.40
	<b>\$105,904.53</b>

### Ending Cash balance

General Account	[8,755.19]
Merrill Lynch	60,012.40
	<b>\$51,257.21</b>

The Supplemental Financial Statement further explains the breakdown of accounts.

August 1989 Financial Statement  
(Supplemental)

### Income:

\$27,993.79  
Revenues are down substantially from previous month's due to an error caused by the Comptroller's office. A dues check was lost in transit, and a replacement check was not made available to the Association for approximately ten days. This error was corrected and will be reflected in the September statement. \* It must be noted that with the 8.8% raise reflected in members' September pay checks there will be an accompanying raise in dues.

### Disbursements/Expenses:

<b>701 Accounting</b>	<b>1,535.00</b>
Accounting firm of Alan Lindquist & Co. Costs are due to: the filings of political contribution and state & federal tax forms consultation on changes in the Association's by-laws.	
<b>709 Board of Directors</b>	<b>475.43</b>
Zuka's Restaurant	308.90
Lafe's Restaurant	129.25
Robins Rents	37.28
<b>725 Equipment Rental</b>	<b>423.17</b>
Pitney Bowes	394.95
(3 mos. Fax Machine)	
Custom Coffee Plan	28.22
<b>753 Janitorial</b>	<b>600.00</b>
ACE Building Maintenance	400.00
Central Rug Cleaning	125.00
Bruno's Hauling & Cleaning	75.00
<b>761 Equipment Maintenance</b>	<b>291.00</b>
Wang Labs. (Computer Upkeep)	
<b>772 Public Relations</b>	<b>179.88</b>
Don Sherwood's Golf & Tennis World	100.00
Castro Flower Shop	79.88
<b>72A Public Relations Special</b>	<b>3,751.41</b>
UPP Inc.	
Office of the Mo. Plaques	2,518.81
Dinner NYPD Marathon Team	132.60
PAL (Golf)	600.00
KNBR Care Fund	500.00
(Dave Draveky, Alex Spanos Fund)	
<b>773 Rent</b>	<b>1,722.00</b>
System Parking	150.00
Sumitomo Bank	4,372.00
Rental Income	[2,800.00]
<b>776 Salaries — Office</b>	<b>7,083.85</b>
(Reflecting 5 PP)	
<b>777 Salaries — Executive</b>	<b>7,004.95</b>
(Reflecting 3 PP)	
<b>781 Supplies — Office:</b>	<b>697.09</b>
H.J. Carle & Sons	255.60
Gestetner Corp.	175.56
Pitney Bowes (Fax Paper)	265.93
<b>782A Administrative Exp. Supp</b>	<b>254.26</b>
League of California Cities	25.00
Custom Coffee Plan	83.07
American Express (Late Charge)	136.19
Clerk, Municipal Court	10.00
<b>792 Utilities</b>	<b>1,415.70</b>
Pacific Bell	579.98
Golden Gate Disposal	143.12
S.F. Water Dept	22.41
AT&T	392.19
PG&E	327.59
Trans. to Stress Unit AT&T	[49.59]
<b>860 Screening</b>	<b>18,760.58</b>
Mike Hebel	1,640.00
First Interstate (Keys Voucher)	46.04
George Toy	1,723.46
DR & Courtney	448.00
Keker & Brockett	4,902.54
James Collins	10,000.00
<b>875A Federal Litigation Exp</b>	<b>401.08</b>
CB&M	
<b>880 Stress</b>	<b>114.59</b>
AT&T	49.59
Peanuts	65.00
<b>895 Sports</b>	<b>795.00</b>
S.F. PAL	600.00
ACSD Sports Assn	195.00
<b>895A Sports — Special App</b>	<b>1,933.06</b>
Armond Pelissetti	100.00
Bob Fitzer	100.00
Michael Zurcher	100.00
Sam Watt	100.00
Paul Lozada	100.00
Ed Dullea	100.00
Charles Lofgren	100.00
Ed Kenney	100.00
Jeff Brosch	100.00
Larry Pedrodalasol	100.00
Beth Pedrodalasol	100.00
David Martinovich	100.00
Dennis Gustafson	100.00
Mike Mahoney	100.00
Joe Mollo	100.00
Dave Berti	100.00
Dennis McClellan	175.00
Don Matisek	175.00
Frank Petuya	175.00
Dave Berti	175.00
Al McCann	175.00
First Interstate Bk (Oxnard)	530.06
Partial proceeds of raffle	[1,072.00]

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## Pre-Tax Benefit Approved By Supes

by Bob Barry

The Board of Supervisors on Monday approved the long awaited pre-tax benefit for all city employees. The Ordinance now awaits the Mayor's signature and the new tax calculation on your pension contribution will take effect as soon as the Controllers office can reasonably implement the program, but in no case beyond Dec. 31.

The Ordinance allows the city to exclude your monthly retirement contribution from tax calculation from your gross income until such time as your retirement benefits are distributed or otherwise made available to you.

We began pursuing this benefit in 1988 and I am quite pleased to see it finally coming to fruition. Depending on your tax status and deductions, Q-2 members can expect to see a net increase of \$75-\$100 a month on your check. There will be more information about the program in next month's edition of the Notebook.

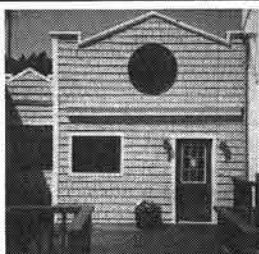
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### 161-163 27TH STREET

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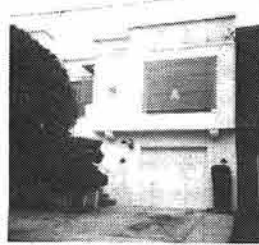
**\$559,000.00**



### 808 DETROIT STREET

This home has two bedrooms upstairs and a bonus bedroom down. The kitchen has an eat-in area and the living room has a corner fireplace. This home is in excellent condition and shows well throughout. This is a great family home in Miraloma Park.

**\$319,000.00**



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## It's In Your Court

by Bill Fazio,  
Assistant District  
Attorney



### Drugs

**D**rugs, a problem of monumental proportions challenging the best minds in this country. An ugly chapter in American history; one of greed, avarice and violence, one that is destroying an entire generation and causing an intolerable and ever-increasing burden on the criminal justice system, health and social programs and ripping the heart out of American society. Something must be done.

Allow me to add my two cents worth to the war on drugs controversy. It seems that there are two camps forming; legalize drugs or come down hard on all those associated with the drug problem.

While I hardly profess to be an expert, my opinions are as worthwhile or worthless as the next individual. As for legalization the argument is: that if drugs were legal there would be no profit involved since they could be sold dirt-cheap and consequently there would be no illicit drug trade-read violence. The problem is with the increased availability of a highly addictive dangerous substance that certainly would be abused by those most susceptible to its influence. Those individuals with no perceived future, victims of racism and institutional neglect, these individuals confronted with frustration and intolerance would certainly be more likely to succumb to the horrors of crack than the upper middle class family. What legalization might accomplish is to simply make a criminal justice problem an insurmountable burden on our social-health systems. The problems associated with crack babies alone would be particularly frightening.

However, in spite of the dreary situation reflected above, I do not wish to curtail or limit discussion on the possible viability of legalization. In other words, if one talks — I listen. That's how one learns.

Let us change gears for a moment and shift into the other direction. Let us assume that legalization is out of the question. Let us conclude that something *must* be done, the situation is *not* working.

A proposal of a coherent, well thought-out, planned approach to the drug problem must include and address the following issues:

The tolerance, associated with attitudes from the 60's that drug use was a "victimless" crime must be rejected. We must impose *zero tolerance* for casual drug use. Zero tolerance means that casual or recreational use of drugs by entertainers, athletes, blue collar workers, executives, government employees, parents, teachers, "nice people" will simply not be tolerated. With that goal in mind and towards a direction of *changing* attitudes about drug usage — i.e. that it is no longer cool or acceptable to "do drugs." The Penal Code should be amended to do away with current provisions of drug diversion.

Penal Code Section 1000 currently requires the District Attorney to allow a defendant to "divert" out of the criminal justice system for certain first-time drug offenders. Such policy effectively decriminalizes the first-time drug offender. Diversion programs have no impact on the addict or compulsive user, they are simply a quick way of getting rid of yet another drug case. A rejection of the Diversion program and the misguided theory behind it would serve to put an end to mixed messages that society is currently sending out. The new message must be that drug use will not be tolerated and those "nice people" who "do drugs" will suffer penal and *societal* punishment for using drugs. This punishment for the casual/recreational user would include: A mandatory fine, suspension or revocation of driving privilege, confiscation and forfeiture of auto or boats if used to transport even small quantities of drugs, suspension of professional license or permits, e.g. attorney, physician, contractor, etc., and removal from public office of any convicted public official, incarceration would *not* be the ma-

jor focus of the law relative to the casual non-compulsive, non-addict, non-seller of drugs.

### Education And Treatment

There will *always* be drug abusers who are compulsive in their abuse and/or addictive in their behavior. These individuals are *not* casual users; they are addicted to the use of the drug and argueably *cannot* control their behavior, unlike the casual user who currently *will not* control his behavior because of the consequences of punishment are presently not sufficient to cause him to alter his behavior. The addict *cannot* alter his behavior unless afforded treatment and long-term education.

Treatment, counseling and education must be increased in degree and intensity to allow the opportunity for placement and treatment to all those who require it. There must be a real, sincere effort to educate the public as to the dangers and social rejection of drug use. Funds to accomplish an expanded treatment and education attack must come from local, state and federal coffers. Some of the funds will be made available from the increased fees obtained from the casual user. However, these funds will account for only a small amount of the monies needed and required. We must ultimately re-examine our priorities and in so doing make monies available, if not available taxes must be levied. This is a war, a war to save an entire generation of young people, not to mention the hordes of drug debilitated infants and youngsters who through the fault of their parents were never given a chance. If we were invaded by an outside force of tanks and artillery, no one would question the expenditures of funds to fight back the enemy; the enemy of drug abuse is every bit as real and much more dangerous. Only a real, honest commitment to treatment of those compulsive addictive abusers and a renewed imaginative course of education beginning in kindergarten through high school will work. We must change attitudes by use of both the carrot and the whip.

### Incarceration

The third prong of this coherent multifaceted attack on drug abuse is jail. The previous discussion had highlighted the criminal justice response to the casual user and the true compulsive/addicted user; this discussion will entail the response to the seller-distributor of drugs.

Generally, those individuals, absent addicts who may sell to provide their habit, who sell, distribute and deal in drugs do so for profit. They are illicit greedy, blood-sucking, bottom-feeding "businessmen." They must be dealt with most harshly. Prison commitment with forfeiture statutes being aggressively applied along with a concerted effort to de-mystify and de-glamorize drug dealers may be the answer. We, i.e. the public, media, Hollywood, etc., must label, identify, and characterize drug dealers as leeches and scum of society. Those engaged in profiteering from drug sales must be committed to long terms of imprisonment.

The Internal Revenue Service and State Franchise Tax Board should independently engage in tax assessments and liens of drug profiteers.

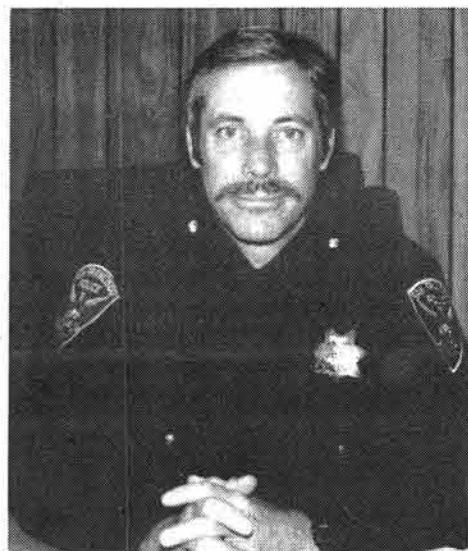
### Conclusion

In a word there is no conclusion.

This problem, this "war" on drugs is ongoing. It has taken years for the drug culture to move from a thing of the 60's where we tolerated, condoned, and even encouraged drug use, i.e. "tune in, turn on, and drop out", to where we must be going, i.e. to turn attitudes around reflecting an attitude of zero-tolerance and a characterization of the drug dealer and drug trade as a dirty, unglamorous, predatory business. We must identify and deal with the different types of drug abusers. We must realize that the only winning effort is one of cooperation and open discussion with an emphasis placed on education and imaginative approaches to the drug problem. If this article causes one person to think about the problem with an eye toward a working solution it has served its limited purpose.

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## V.P.'s Column

by Paul Chignell



**O**n Monday, October 2, 1989, the Board of Supervisors by a vote of 11-0 passed the retirement pickup ordinance that was sponsored by the Police Officers' Association.

The ordinance will now go to a second reading of the Board of Supervisors and then on to the Mayor for his signature. The implementation of the ordinance will be accomplished by the Controller's office and should be in effect before January 1, 1990.

Under this ordinance, the retirement contributions made by police officers, 7% for Tier I and 7 1/2% for Tier II, will be excluded from tax calculation from the officer's gross income. This will result in the taxes being deferred until retirement and will greatly enhance the net take home pay of the police officer.

The average police officer, depending upon number of exemptions, will increase his/her net pay by over \$1,000.00 per year.

This is a tremendous economic benefit for our members. I will keep you advised as to the progress of the implementation of this ordinance.

## FROM THE PRESIDENT

**A**s I mentioned in the last bulletin I will make sure members have their voice in Association matters and I will be coming to you in the near future to ask your opinion of the following issue.

In the near future I will be asking if the membership is willing to go for a charter amendment regarding interest arbitration (it eliminates the charter restrictions to negotiate benefits) and help the Tier II retirement plan members to go into the P.E.R.S. System — 2% at 50 formula — and I will appoint a Tier II Task Force Committee in December.

The 4-10 Plan will finally arrive for all stations. Without a lot of B.S. I would like to thank Chief Reed for his assistance in finally getting it on line. The 4-10 Plan is here and the rotating day-off system you requested, so it's up to you to make sure the system works at your station.

The P.O.A. and the City have a tentative agreement on the M.O.U. and we'll be sending it to you for your approval. I hope you will. It's progress and another step towards obtaining better benefits and working conditions for our members.

As of this letter the department and Commission have approved the M.O.U. We'll be waiting for the City and our members to ratify for the final signing.

As you are aware of, via Bulletin, we had a meet and confer with the Department over compensation for FTO's. The POA's position was no take away. It should remain at the past level. We could not reach an agreement with the Department at that meet and confer. The FTO's met at the POA on Oct. 2, 1989 to discuss the issue further. The FTO's position was again to not bargain down and keep past compensation. I also met with Chief Jordan on Oct. 2, 1989 and we discussed the issue and I informed him of the FTO's position. At the time of this writing, we are awaiting a decision from the Chief if the past level of compensation will be restored. You will be notified by Bulletin of the outcome.

Pre-Tax Update: The Pre-Tax Plan passed through the full Board of Supervisors with no opposition. It must pass through a second time, then it can go into effect in the near future.

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## RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



On Saturday, September 16th, our Retirement Seminar was held at the Hall of Justice in the Jury Assembly Room, which is a very comfortable and convenient room in which to meet. Although these seminars have been held for the past several years this one was the most well attended so far, and approximately 30 people had to be turned away on the last day or so because the group was becoming too large for the speakers to successfully conduct question and answer periods.

The day started with doughnuts and hot coffee for the attendees as they arrived. The meeting was opened at 9:00 AM by Gino Marionetti who spoke on the subject of the psychological impact of retirement. His remarks focused strongly on the need to be emotionally, financially and physically prepared for retirement, and he also touched on the pitfalls which can occur when a retiree has not sufficiently prepared.

Mike Hebel was the next speaker and he spent the next 2½ hours explaining the workings of the retirement system which greatly affect police and fire department personnel. Mike welcomes questions from participants as he speaks, and he always has more answers than participants can ask questions.

Time out was taken for a filling and relaxing lunch, followed by the first afternoon speaker, Duane Collins, who gave a very informative talk on taxes and their impact on police and fire pensions. He also took questions from the floor.

The next speaker was Jim Maas, who spoke on the many and varied ways in which to enjoy oneself during retirement,

including taking classes, developing new hobbies, volunteering, traveling etc.

Jim was followed by retired Deputy Chief Stan Cordes. Stan suggests that those considering retirement should carefully consider whether they are truly ready to retire, and he reminded the assemblage that this decision is a personal one — that retirement, in particular early retirement, is not for everyone, and members should be very sure that they want to retire before committing themselves to do so. The final speaker was Don Berg, a vice president with Dean Witter, who spoke on investments.

Over-all we felt very happy with the way the day went. The feedback has been enthusiastic, and we have even had positive remarks from people who had not attended but who had heard comments from co-workers who had.

There were 70 participants, the largest so far of any of the Pre-Retirement Planning Seminars which we had coordinated during the last few years. Consequently, if the enthusiasm continues, we will plan to hold another one in the spring of 1990. We have even been contacted by former Deputy Chief George Eimil who has volunteered to speak on Estate Planning.

We thank the attendees for their interest and enthusiasm. Watch this column for information concerning future seminars. We welcome your suggestions. Please contact us at the POA office with any comments, criticisms, or suggestions which could help enhance future seminars.

## Hinckle, Mayor Agnos, the POA and Unity

by Paul Chignell  
Vice-President

Recent events validate the fact that when police officers engage in the necessary evil of politics, that there are forces in the community that attempt to disrupt the legitimate aims of police officers. We must not let that happen and we must not let unscrupulous reporters drive a wedge between us.

### Controversy In The POA

There has been controversy within the Police Officers' Association for the past twenty (20) years, particularly during and after the POA elections. When Jerry D'Arcy was President, there were factions on the Board of Directors who opposed his initiatives. When Jerry Crowley became President, there were again Board members who opposed virtually everything that President Crowley desired. In fact, the elections of 1973, 1975 and 1977 were extremely close races with Crowley barely surviving. When Bob Barry defeated Crowley for the POA Presidency in 1979 a severe split occurred in the Association with two competing factions that resulted in tumultuous elections in 1981, 1983, 1985 and 1987. Though members of the Board of Directors had strong differences of opinion on the direction of the POA, the involvement in City politics and other issues, we did not let outside forces divide and conquer us.

The defeat of President Barry and his allies by Mike Keys and his team in January of 1989 was the result of legitimate differences of opinion, again, as to which direction the Association should move in attaining benefits for the membership. Those differences of opinion will continue and in some way are healthy because when there is discord, there can be a consensus built after varied opinions are reconciled.

But personal attacks, innuendo, and allegations of sabotage have no business being levelled by one POA official against another. This is especially so when the allegations cannot be substantiated and outrageous when a columnist with the track record of Warren Hinckle becomes involved in the internal disputes of our Association.

### Hinckle Record

For the past several years, Mr. Hinckle has been writing his columns, often attacking police officers, often without benefit of an unbiased perspective. When he was arrested by the SFPD on a legitimate warrant, he screamed "bloody murder" and unfairly criticized the officers from Southern Station who made the arrest. He continued his irresponsible columns on the Huerta case and other police actions in a "yellow journalism" manner. Hinckle delights in causing mischief, reporting falsehoods, leaving out the facts and has a reputation that leaves much to be desired. I have been the recipient of his abuse over the past three years ascribing motives to me that don't stand the light of day. I have tried to talk to Mr. Hinckle about his irresponsible attacks on me but it's to no avail. **The membership should understand that Warren Hinckle does not print the truth about me and police officers.**

### In The Mayor's Office

I accepted a detail to the Mayor's office in March of 1988 to work on labor issues for the Mayor with the express understanding that I would have access to governmental operations unlike any that I had before. It has been a difficult assignment, because quite frankly I do not agree with the Mayor on all of his positions on issues. But I have had some success in promoting

issues that benefit the membership. My liaison work with the Civil Service Commission has enabled me to assist San Francisco police officers and my involvement in the pre-tax ordinance will result in a significant increase in take home money for police officers before the end of the 1989 calendar year.

At no time have I engaged in sabotage of the membership. Having been involved as an elected POA Board member since 1972 and currently your Vice-President, I have advocated the POA position on issues consistently, with successes and failures. I have been forceful in advocating that the uniform replacement be reinstated, have urged that the Memorandum of Understanding be signed and urged the Mayor to meet with the POA leadership, without regard to personalities. What is galling is that some members of the POA think that I have the power to change all of the Mayor's policies or that because I am detailed to Room 200 City Hall that I agree with all of the policies. It is far superior to have someone with limited access, then have none at all. The officers that I represent at OCC, Management Control, grievances, etc. know what I am talking about.

### President Keys

During the present terms of the Executive Board, I have and will have the opportunity to work with the new President. Because we may disagree on some issues does not mean that I am disloyal to the Association. We all have feelings about the various issues that affect the membership, but on the big issues such as the 4/10 plan, defeat of Proposition K, aggressive representation of members in trouble, and many more, we all agree.

### Mayor Agnos' Record

There has been criticism of the Agnos record from a number of police officers and as I stated before, I don't agree with all of the policies that have been implemented; however my disagreement is not important. What is important is that the Memorandum of Understanding has been finalized and will be signed very soon. In addition, the uniform replacement that was taken away has been reinstated. The Mayor backed the police on the Huerta case and on the massive demonstration in front of the Federal Building. It is important for the organization to have access to the Mayor and to fight for the things that we believe in. The Association is a key player in the San Francisco community and must use its influence in a constructive and forceful way.

### Unity

To allow an anti-police columnist to divide the Association is crazy. We must all work together for the benefit of the members — that is why we were elected.

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# The Interview: What Are They Asking?

by Robin Rire M.A.

The questions asked in an interview are at best perplexing and generally not easily understood by the candidate. In this article I will endeavor to clear up the mystery of the interview questions. During my research, I was looking for what I thought would be a great number of question types; to my great surprise I found there are only five types of questions. I will explain each of these question types and give some examples of each. It is my hope and desire that when you know what type of question is asked and what the interviewer is looking for, some of the fear will be eliminated. The five types of questions this article will address are: open ended, leading, probing, mirror and direct.

## Opened Ended

The first question that seems to get to most people is the open ended question. This question is usually vague and doesn't provide the candidate with parameters, and if it does give parameters they are very broad.

The purpose of this question is to measure a couple of things. First is how does the candidate think. What process is used to answer the question. Is the candidate analytical, task oriented, thorough, have a tendency to skip (what they believe to be) unimportant areas or are they a perfectionist.

The way a candidate deals with an open ended question tells the interviewer what kind of actions to expect from the candidate in the job assignment when under pressure.

The second area measured is decision making abilities. Since the question is broad in scope the candidate must choose an area to cover and decide how broad or narrow within this area to talk about. The willingness of the candidate to make the decision gives the interviewer an idea of whether or not the candidate can and will make a decision.

The third area is subject or job knowledge. The more a candidate knows about a subject, the more they will have to say about the subject matter. This brings us back to decision making. What part(s) of the subject will the candidate talk about, and to what depth.

Here are some sample open ended questions: Tell us a little about your self? What is the most serious problem facing your department today? What are your strengths or weaknesses? Are you a leader and if so how do you do it? What are the duties of the position?

Just about any question that asks "What would you do?" or "How do you see yourself doing?" will be an open ended question.

Before you answer an open ended question consider the following points: 1. What part do I know the most about? 2. What part most fits the job I am applying for? 3. What part makes the department look the best? 4. If I were asking the question what information would I want to hear? Then choose one or two areas and answer it. Let's look at "Tell us a little about your self?" Don't give a chronological history of your life or your work history, you are not interviewing for the job you now have. Tell them about one or two of your strengths or skills as they apply to the position you're testing for. It doesn't make any difference how many places you've worked in, how many divisions you've worked, how many positions you've held or how many assignments you've completed. What counts is what you've learned and what skills you've acquired and how that knowledge and those skills apply to the new position. Remember T-BAR: T — Topic Sentence (What do you want them to know?); B — Background (Where did you get the knowledge or skill?); A — Actions (What did you do?); R — Results (Now that you did what you did what were the results?).

## Leading Questions

When the interviewer asks you an open ended question you are given free rein to answer anything you feel is proper or seems to fit you. But the interviewer has a hidden agenda that you can't possibly know in advance. If you are very lucky,

your answer to the question will be close enough to what the interviewer is looking for and they will go on. If they are looking for something other than what you answered, they have the responsibility to guide you to the specific area they want answered. They will do this with a leading question.

This does not mean that you screwed up, it only means they are taking the responsibility to help you by guiding you to where they want you to go.

Leading questions sound like open ended questions except that they have parameters to keep you where the interviewer wants you to go.

Let's look at how the leading questions are used: "Tell us a little about you?" (open ended) "Tell us about a time when you used your leadership skills?" (leading). Here are some other examples of leading questions: "What are your responsibilities toward affirmative action?" "What would you do to improve the image of this department?" "What is the Skelly decision?" "What do you like most or least about your current assignment?" As you can see the two kinds of questions are very similar and as such you use the same criteria to answer them.

## Probing Questions

The statement "where the rubber meets the road" indicates the no-nonsense, "just the facts ma'am" type of information. Well that's what the probing questions are for. At some point during the interview, the interviewers will want to find out specific information, verify knowledge or test you for truthfulness. This is what the probing question is all about.

The interviewer may have formed a belief/opinion or may want to check and see if you really have all the knowledge you claim to have. There are some positions that require the ability to do a specific act or the willingness to perform certain duties. The use of the probing question will find out if the information is correct. The side effect of the probing question is that it is emotionally painful.

Sometimes a job requires specific technical, procedural or policy knowledge. The probing questions allow for in-depth digging into the subject matter, and opens the way to ask for details and particular points of information.

Lastly, the probing question is used to verify the truthfulness of your answers. Example: If you said that you had organizational skills, the interviewer may probe for the location, time, what did you do exactly and how did you do it (your method) and the results.

Remember the probing question, except

(See ASKING, Page 14)

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# Disability Claims Problems

September 26, 1989

Clare M. Murphy  
General Manager  
Retirement Board  
1155 Market Street, 2nd Floor  
San Francisco, CA 94103

RE: Compensation Division Adjusting Practices

Dear Mrs. Murphy:

During my eight months tenure as President of the San Francisco Police Officers' Association, two (2) names have constantly come to my attention and that of the Board of Directors. These two (2) individuals have been the subject of numerous complaints by our members. They are:

- (1) James Y. Soong, M.D. and
- (2) Darlene Barnett, Claims Supervisor.

For reasons unknown to us, Dr. Soong has become a great favorite at the Compensation Division as a source of referrals for occupationally injured police officers. He does not enjoy a good reputation amongst our members

and is not considered a physician concerned with the welfare of injured police officers. Likewise, Mrs. Barnett's adjusting practices, specifically, abrupt termination of disability pay and non-recognition of employee selected physician, have been the subject of numerous complaints to this office.

The numbers of complaints and the continuation of these complaints disturbs this Association. It is my belief that police officers are entitled to first class medical care as well as to thoughtful and humane consideration by claims adjusters. Anything less is a great disservice to San Francisco's dedicated public safety officers.

I have asked Mike Hebel, this Association's Welfare Officer, to set up an appointment for us so that we can openly and candidly express our concerns about Dr. Soong and Mrs. Barnett.

Sincerely,  
San Francisco Police  
Officers' Association  
Michael A. Keys  
President

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## Special Board of Directors Meeting September 7, 1989

Call to Order: 1200 hours  
Pledge of Allegiance  
Roll Call:

Present: Rosko/Co. A, Machi/Co. A, Maloney/Co. B, Coggan/Co. C, Fox/Co. D, Paulsen/Co. E, Gardner/Co. F, Ramlan/Co. G, Java/Co. H, Conway/Co. I, Friedlander/Hdts., Sullivan/Inv., Donovan/TAC, Drago/SOB Task Force, Flippin/Muni, Cole/Retired, Johnson/Secretary, Trigueiro/Treasurer, Chignell/Vice President, Keys/President

Excused: Barsetti/Co. D, Goldberg/Co. E, Doherty/Co. K, Shine/Co. K, Alves/Hdts., Fagan/Inv.

**Proposition K:** President Al Waters, Deputy Sheriff's Association, was invited to the POA Special Board meeting for the purpose of answering Board members' inquiries regarding the intent of Proposition K, sponsored by the DSA, that is designed to incorporate peripheral security guard positions (e.g. Park Police/Buildings & Grounds/Institutional Police) within the Sheriff's Department. After a lengthy discussion the POA Board of Directors remained committed to our previous stand of opposing Proposition K and a preliminary fund of \$20,000.00 was approved (See Motion -1) for campaign purposes.

**Memorandum of Understanding:** Treasurer Al Trigueiro reported that his committee will be meeting once again with representatives from the Mayor's office on Friday, September 15, 1989 to resolve several issues involved with M.O.U. matters.

**Charter Amendments:** Members of the Board of Directors were provided with copies of the charter amendments going before the electorate in November 1989, and were asked to discuss these issues with their constituents so that consideration of endorsement can be accomplished at the General membership meeting scheduled for Tuesday, September 19, 1989 at 1700 hours (the regular Board meeting that date will commence at 1500 hours).

**Attorney Contract:** Treasurer Trigueiro prepared a comparison sheet demonstrating costs for compensating our new law firm of Davis, Reno & Courtney under both a flat retainer fee of \$15,000.00 per month as compared to a monthly discount rate of \$9,000.00 for 90 hours (over/above billed hourly rates). After a general discussion period, a motion was made (See Motion #2) to rescind the Board's previous order at the August 1989 Board meeting (i.e. to negotiate a contract with a flat retainer fee only) and approved a motion (See Motion #3) allowing for the Davis, Reno & Courtney firm to be hired at the 90 hour rate.

**Attorney General Endorsement:** Vice President Paul Chignell made two motions

(See Motion #4 and Motion #5) to rescind the 30-day waiting period until a vote for the endorsement of Attorney General was taken and to endorse Arlo Smith, D.A., for the June 1990 primary only. During the discussion period following the motion for endorsement, President Keys related to the Board members that he had received correspondence from the District Attorney's office in which Mr. Smith acknowledged he would formally recognize a Judicial Review Committee sponsored by the SFPOA and meet with its members monthly as well as reviewing all 243 PC cases and doing everything possible to make sure officers working midnight watches would be the first to testify whenever possible.

### Motions

**Motion #1:** Motion/Johnson, 2nd/Trigueiro. To allocate \$20,000.00 start-up costs to the Legislative Committee to campaign against Proposition K (Sheriffs Duties/Jurisdiction). Passed unanimously.

**Motion #2:** Motion/Johnson, 2nd/Ramlan. To rescind the previous motion at the August 1989 Board meeting which required a contract with a flat retainer for the Davis, Reno & Courtney attorney firm.

Votes: Yes - Rosko/Co. A, Coggan/Co. C, Gardner/Co. F, Ramlan/Co. G, Java/Co. H, Friedlander/Hdts., Donovan/TAC, Johnson/Secretary, Trigueiro/Treasurer, Keys/President

No - Maloney/Co. B, Conway/Co. I, Sullivan/Inv., Flippin/Muni, Cole/Retired, Chignell/Vice President, Keys/President.

Motion passed: 10-6.

**Motion #3:** Motion/Trigueiro, 2nd/Rosko. To accept the contract negotiated with the Davis, Reno & Courtney law firm at a 90 hour discount rate with hourly charges over/above for \$9,000.00 per month. This contract will be re-evaluated on January 1, 1990 and the Screening Committee's findings will be presented to the full board at the January meeting.

Votes: Yes - Rosko/Co. A, Coggan/Co. C, Fox/Co. D, Gardner/Co. F, Ramlan/Co. G, Java/Co. H, Conway/Co. I, Friedlander/Hdts., Sullivan/Inv., Donovan/TAC, Johnson/Secretary, Trigueiro/Treasurer, Chignell/Vice President, Keys/President.

No - Maloney/Co. B, Flippin/Muni, Cole/Retired, Johnson/Secretary, Trigueiro/Treasurer, Chignell/Vice President

Abstain - Cole/Retired.

Motion #3 passed: 13-3-1.

**Motion #4:** Motion/Chignell, 2nd/Rosko. Motion to rescind the previous request approved at the August 1989 Board meeting waiting 30 days for a vote before Attorney General endorsement.

Motion passed unanimously.

**Motion #5:** Motion/Chignell, 2nd/Cole. Motion that the SFPOA endorse Arlo Smith for the position of Attorney General of California for the June primary only.

Votes: Yes - Rosko/Co. A, Maloney/Co. B, Fox/Co. D, Ramlan/Co. G, Friedlander/Hdts., Sullivan/Inv., Flippin/Muni, Cole/Retired, Johnson/Secretary, Trigueiro/Treasurer, Chignell/Vice President, Keys/President.

No - Coggan/Co. C, Gardner/Co. F, Ramlan/Co. G, Java/Co. H, Conway/Co. I, Donovan/TAC

Motion passed: 12-5.

Steve Johnson  
Secretary

## Board of Directors And General Membership Meeting

September 19, 1989

### Call to Order

### Pledge of Allegiance

**Roll Call:** George Rosko/Co. A, Frank Machi/Co. A, Pete Maloney/Co. B, William Coggan/Co. C, Gary Cox/Co. D, Larry Barsetti/Co. D, Mike Paulsen/Co. E, John Goldberg/Co. E, Matt Gardner/Co. F, Lon Ramlan/Co. G, Cliff Java/Co. H, Mike Conway/Co. I, Jerry Doherty/Co. K, Ray Shine/Co. K, Rich Alves/Hdts., Henry Friedlander/Hdts., James Drago/SOB Task, Jerry Donovan/TAC, Roy Sullivan/Inv., Alex Fagan/Inv., Tom Flippin/Muni, James Cole/Retired, Mike Keys/President, Paul Chignell/Vice President, Steve Johnson/Secretary, Al Trigueiro/Treasurer.

### PRESIDENT'S REPORT

President Keys asked for a moment of silence in honor of deceased officer George Huegle.

The President then stated that we have a tentative agreement with the Mayor's office over approval of our Memorandum of Understanding. The M.O.U. as it stands, will provide for uniform replacement, a grievance arbitration procedure and formal recognition of the SFPOA as the sole bargaining agent along with other highlights. This M.O.U., if approved by the membership, would be in effect for only one year.

### VICE PRESIDENT'S REPORT

Vice President Paul Chignell has been working with the members of the Board of Supervisors in pushing the pre-tax pension benefit and hopefully, it may take effect on November 1, 1989.

### SECRETARY'S REPORT

Secretary Johnson reported that the Office of Citizen Complaints has expressed interest in preparing, in conjunction with SFPOA, a video tape of a mock interview and subsequent hearing for the purpose of training their new hearing officer which, in turn, can be utilized to train our representatives. Anyone interested in participating should contact Peter Maloney, Southern Station Representative.

(Secretary's report approved. See Motion #1)

### TREASURER'S REPORT

Treasurer Trigueiro has been assisting our Legislative Committee in the campaign against Proposition K (Sheriffs Duties/Jurisdiction) and can use the assistance of anyone that might want to help.

(Treasurer's Report approved. See Motion #2)

### COMMITTEE REPORT

**Grievance Committee:** Report deferred.

**M.O.U. Committee:** (See President's Report)

**By-Law Committee:** (Johnson) Copies of proposed by-law changes to our Constitution were distributed to all representatives. A full compliment of amendments incorporated within the Constitution will be available within the next two months.

**Legislative Committee:** (Benson) Chairman Benson arranged to have Supervisor Harry Britt at our meeting to discuss the Board's concerns over the Domestic Partner Charter Amendment. This particular charter amendment was endorsed by the SFPOA. A full slate card of POA endorsements will be available after the Thursday, October 5, 1989 special meeting at which time the Ballpark charter

amendment issue will be discussed.

**Federal Litigation Committee:** (Attorney Duane Reno) Dr. Larry Meyers, POA expert in test development, was unavailable for the Board meeting. He will be present at a Federal Litigation meeting on October 11, 1989 at 1500 hours at the POA office.

The Board of Directors also endorsed an option represented by the Federal Litigation Committee that will seek a ruling that the Consent Decree remains in effect and we will attempt to obtain modifications which will delete provisions that have already been met or reflect changed circumstances and current law. (Bulletin will be issued in this regard.)

Also incorporated in Federal Litigation matters was a request from Lou Calabro for Board approval of one hour per week use of POA attorneys and additional secretarial help in preparing a lawsuit representing L. Calabro before federal court. (See: Motion #3)

**S.L.E.S. Committee:** (Shine) The POA has filed suit against the City for what we consider violations of the SSO (Salary Standardization Ordinance). Relief requested is:

- Immediate payment of all monies owed for hours worked overtime.
- Back-pay interest.
- Penalties for future abuses.

Ray Shine also reported that there are still several problems that need to be worked out regarding hiring practices, but hopefully that can be done within the bounds of the M.O.U.

**Position Paper:** Submitted by our attorneys of record and available from your representative.

The Regular Board Meeting was then temporarily suspended by President Keys and the General Membership Meeting was convened at 1700 hours. There being no quorum, President Keys adjourned the General Membership meeting and the Board meeting was reconvened at 1700 hours and proceeded with the agenda calendared.

### OLD BUSINESS

**Officer of the Month/September 1989:** (Delagnes) Officer Dan Inocencio/Potrero Station. Officer Inocencio is a 20-year veteran of our department who works the school car in the Potrero District and is well-respected and known for his demonstrated professionalism by the children and school administrators he has helped over the years.

**Police Reserves in District Stations:** (D/C Reed) Deferred by author.

**Welfare Officer Report:** (Hebel) Mike Hebel stated that clarification on the new 415 tax law and its ramifications will be explained in next month's (October) Notebook edition along with formal assurances that we will be "godfathered" from any serious drawbacks.

**Endorsement of Charter Amendment:** (Benson) The Board of Directors took an official position on the various charter amendments before the electorate scheduled for November 1989.

This vote will be publicized by slate card after Thursday, October 5, 1989, once the Board determined which posture it will take on Prop. P (Ballpark charter amendment).

### Financial Requests:

Issue: Request for funds to help sponsor the first International Association of Women Peace Officers conference being held in San Jose during the month Sept./89.

Sponsor: Women Officers Network (W.O.N./B. Kerr)  
Cost: \$1,200.00

Discussion: All Board members were in agreement that this conference would mean a great deal to members of our Association and establish a good liaison with officers of other agencies.

Motion passed unanimously.

Issue: Request for funds to help sponsor

(See MINUTES, Page 14)

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# Legal Status Report

by Davis, Reno, and Courtney,  
Attys. At Law

Last week we filed a lawsuit in San Francisco Superior Court in order to remedy the Department's continued failure to pay 10B overtime in a timely manner. As you know, the Salary Standardization Ordinance requires that overtime be paid within 14 days from the end of the pay period during which said overtime has been worked. The Department blames the failure to pay 10B overtime in the time-frame required by the SSO on the private entity's failure to pay for the request police services in a timely manner. However, this does not excuse the Department's failure to comply with SSO. While the Department, through Lt. Robinson, states that it plans to establish a revolving fund by the end of the year to pay 10B overtime in a timely manner, there is no guarantee that the fund will be set up nor does a revolving fund solve the problem for officers who still haven't been paid for 10B overtime worked in June. The lawsuit asks that all currently owed 10B overtime be paid immediately, that all future 10B overtime be paid in a timely manner as required by the SSO and that the Department/City pay interest at the legal rate on 10B overtime pay which was paid to officers after the period required under the SSO going back 3 years. We anticipate that the lawsuit will be heard by the court within 4 to 6 weeks.

We recently learned that the Department has unilaterally decided to eliminate the Tactical Division night shift on or about October 1. We immediately wrote a letter to Deputy Chief Jordan demanding that no change be made in the hours worked by Tactical Division members unless and until the Department first meets and confers in good faith with the POA over the proposed change. If a response from the Department is not received by the end of the week, or if the Department refuses our demand, we will recommend going into court to enjoin the Department from changing the Tactical Division's hours of work until the meet and confer process is completed.

We sent a letter to Mr. Langer of the OCC protesting the use of the officer identification form which asks station supervisors to attempt to identify officers who are not identified by name or badge number in a citizen's complaint. We have asked that the OCC stop using the form and that they meet and confer with the POA over this matter. We also indicated that the use of the form is improper under the Charter language setting up the OCC and may violate the Public Safety Officers' Procedural Bill of Rights Act. We received a response yesterday from Deputy City Attorney Mariann M. Morley on behalf of the OCC. This response basically rejects our contentions, yet states that the OCC is agreeable to meeting the POA over the use of the officer identification form. We are currently developing our plan of attack and intend to pursue the issue to an appropriate resolution.

On the subject of the OCC, it is our understanding that the grand jury is continuing to investigate the illegal disclosure of confidential information by staff members of the OCC. We will follow this issue as it develops further.

A subcommittee of the Federal Litigation Committee met with us to review the consent decree for the purpose of identifying provisions of the decree that are no longer warranted or appropriate in light of changed circumstances or changes in the law since the decree was first approved by the court. The committee's report will be provided separately.

Finally, we have been involved with a few Chief's disciplinary hearings, with fairly good results. The biased and incomplete nature of the OCC investigatory process has been a subject at some of these hearings. We will continue to offer our criticism until the problems are corrected.

## "10851" Award

by Sergeant Jerome Senkir and  
Officer David Ambrose

The California State Automobile Association, in conjunction with the San Francisco Police Department presented 37 police officers with the "10851" Award, for their superior efforts in the recovery of stolen vehicles. The Department recovers over 90% of the automobiles reported stolen in San Francisco.

The officers were honored at a ceremony held on Thursday, September 21, 1989, at 11:00 a.m., in the Police Commission Hearing Room, Hall of Justice, 850 Bryant Street.

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

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

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

### Ninth Award

Off. James Dudley #1946 Co. E

### Sixth Award

Off. Stephen Zimmerman #1355 Co. G

### Fifth Award

Off. Lewis Bronfeld #1840 Co. E  
Off. Arthur Borges #1883 Co. H  
Off. Edward Cheung #960 Co. C  
Off. Eugene Yoshii #1728 Co. C

### Fourth Award

Sgt. Joseph Allergro #6 Co. A  
Off. Craig Tom #1175 Co. A  
Off. Robert Clevidence #502 Co. C  
Off. Bob Davis #411 Co. E  
Off. Ronald Banta #2251 Co. H  
Off. Patrick Tobin #938 Co. H  
Off. David Wright #2247 Co. H  
Off. Barbara Brewster #177 Tac  
Off. David Fontana #1570 Tac

### Third Award

Off. Paul Lozada #389 Co. C  
Off. Jeremiah Morgan #668 Co. C

### Second Award

Off. Mike Bolte #1225 Co. C  
Off. James Gaggero #926 Co. C  
Off. Ralph Kugler #1402 Co. C  
Off. James Lewis #1623 Co. C  
Off. Paul Lozada #389 Co. C  
Off. Robin Matthews #2214 Co. C  
Off. Theodore Tarver #2106 Co. C  
Off. Daniel Gardner #1456 Co. E  
Off. Mark McDonough #825 Co. E  
Off. Joseph Boyle #767 Co. H  
Off. Lindsey Suslow #1086 Co. I  
Off. Robert DelTorre #2043 Tac

### Fifth Award

Off. Ralph Kugler #1402 Co. C  
Off. Joseph Buono #328 Co. E  
Off. Edmund Cota #357 Co. E  
Off. Timothy Flaherty #987 Co. E  
Off. Stephen Paulsen #1336 Co. E  
Off. Michael Becker #564 Co. F  
Off. Michael Cleary #672 Co. F



## SF Police Credit Union

### 35 Years of Service 1953 - 1989

by Joe Reilly

The San Francisco Police Credit Union begins in this issue of the NOTEBOOK a regular feature which will be appearing monthly. SFPCU was founded by men and women from the ranks of SFPD, and has grown to over 12,000 members today. The police officers in those early days had decided upon a way to combine their financial resources, and through the combined strength of their assets, loans could be made available to each other as credit union members. Because membership was required, each person became a part of the credit union by virtue of the savings or shares each member kept on deposit. That is the basic principle in its most elementary form behind any credit union. The same principle is still at the heart of SFPCU 35 years later. Through those years, SFPCU has been an integral part of the history of SFPD. So this month, we will make a brief trip back to 1953 and see how it all began.

The SF Police Credit Union began its history with an idea planted early in those prosperous years recalled by many as the "Fabulous Fifties." The concept of the credit union had begun to enjoy immense popularity as today's baby boomers were being born. Members of the SFPD had agreed to use their common bond as police officers to organize SFPD credit union. The Police Commission gave its blessing, and in June, 1953, the SFPD Federal Credit Union received its character. The police officers who took that first step were John Conroy, Arthur Borland, Edward Cummings, Frank Woods, John Sullivan, Harvey Dector, Sol Weiner, Phillip Lindecker, Jr., James Spillane, and Edward O'Haire.

### First Officers and Committee Members

The newly established SFPD Federal Credit Union held its first meeting on October 27th, 1953. John D. Sullivan, chairman of the original committee, hosted the meetings in his own home in those early days. The first credit union officers were elected at that meeting: President James McGovern, Vice-President James Diggins, Treasurer John D. Sullivan, and Clerk Peter Gardner. Board members: Louis Lang and Theodore Dolan. Educational Chairman: Douglas Watson. Supervisory Committee: Edward Moody, Joseph Mangan, and Edward Naughton. Credit Committee: John Conroy, Dan Carrick, and Louis Cames.

Volunteer legal assistance came from Al Arnaud and Wesley Murray.

### First Members and Staff

Two weeks later, the first fifteen police officers became credit union members, each with a five dollar share deposit (a lot of money for a cop in those days). Account #1 was issued to Peter Gardner, who is still an active credit union member today. The share/savings deposit, the life blood of any credit union, had begun to flow. The Credit union itself still lacked any physical assets except for a few borrowed chairs and a volunteer cigar box that housed the first records and ledgers. The San Francisco Firemen's Credit Union, itself a very young institution, lent advice and experience through the person of Art McIntyre. Federal Credit Union Examiner Leon Armstrong was also a great help to the fledgling financial institution. Success was imminent even in those early days, so Chief of Police Gaffey gave permission for the credit union to occupy some of the former stable space behind Park Police Station. Harry Valdespino became the first salaried staff member as the credit union began receiving its members and granting loans in its first home.

### The Move to Noriega Street

After a few short years as guests of the Police Department, the credit union saw that its Federal charter was becoming restrictive as the number of members grew. In April, 1958, the credit union converted to a state charter after a long and complicated process. (If it was complicated then, can you imagine what it would be like now?) The SFPD Federal Credit Union thus became the SF Police Credit Union.

SFPCU has grown significantly since those aromatic days in its borrowed stable home. The popularity of the credit union soon forced a search for new quarters. In March, 1961, the SFPCU Board of Directors approved the lease of a store front at 1607-1609 Noriega Street, and the credit union opened its doors there the following month. With its new charter, the credit union experienced even more rapid growth as police officers, civilian employees, and their families opened credit union accounts. The still young credit union had reached the point where it needed full management and leadership. Harry Valdespino became full-time Treasurer-Manager, and Ed Naughton Assistant Treasurer-Manager that same year.

(Conclusion Next Month)

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## Honoring William Fazio

San Francisco law enforcement will gather to honor William Fazio of the S.F. District Attorney's office on October 19, 1989. The event will be held at El Oso Restaurant, and all law enforcement officers of the Bay Area are invited to attend.

**October 19, 1989**  
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## Travels With Ehrlich

by John Ehrlich

As the Ivory Coast has no natural harbors it was not devastated as badly as its neighbors by the slave trade. France conquered the Ivory Coast in the late 19th century. Felix Houphouet-Boigny was Ivory Coast's leader at the end of the French rule and he still is in power. Now he is called "Le Vieux" or "The Old Man". After independence he welcomed Frenchmen to help develop his country. A few years after independence there were more French people in the country than before. He emphasized the agricultural sector and an open economy. Ivory Coast prospered and was used as an economic model until the recession of the early 1980's. The crime rate went up with unemployment. After several bad years the economy seems to be coming back. Houphouet-Boigny is notable in Africa for his lack of repression. There aren't political prisoners and there is a free press. Ivory Coast was one of two African countries where the Amnesty International concerts were staged.

Abidjan was a real change. Its downtown has more in common with Europe than Africa. Not only in its gleaming modern architecture but also in its prices. As crime is now a problem we stayed at the Grand Hotel in the central "Plateau" section of town. It was a nice room with a view and air conditioning for \$37 a night. To show how different Abidjan is I will tell the following story. The cold water pressure in our room was so low that our showers were too hot (I've had hot water twice in two months.) The next morning I mentioned it to the front desk before we left for the day. When we got back in the evening — to my utter amazement — it had been fixed!

Abidjan has a large French influence. We drank espresso at sidewalk cafes. The stores have a complete line of consumer goods. It was a nice break from more rigorous travel.

After a couple of days we went inland on a nice video bus. We watched a kung-fu movie and the 1982 World Cup soccer final. On the way we went through the new

capital of Yamasoukro. Houphouet-Boigny started building it in the mid 70's on the site of a small town. It's a little like the Twilight Zone. We were going down a nice paved two lane road in the middle of the forest when all of a sudden the road widens to six lanes with street lights every 100 feet. Then we saw a brand new multi-story five star hotel surrounded by a golf course. We next saw a large mosque on the outskirts of a medium size town. Along the main drag the large companies had built small very modern buildings. The presidential estate is surrounded by 20 ft high walls one kilometer long on three sides with a wide moat on the fourth side. Most amazing was a gigantic dome looming up through the haze. An exact copy of St. Sophia in Istanbul is being built. It's surrounded by empty fields. Gradually the road narrows, the streetlights stop and the road continues through the forest. Yamasoukro just happens to be Houphouet-Boigny's home town.

Man was a nice town surrounded by green mountains. We found a nice hotel for \$15 a night. It had a good restaurant. The next day we climbed a nearby mountain. It was much like hikes I've taken in New Hampshire except for different types of vegetation. We walked through a green forest and then up the granite hill. It was a nice view from the top only partly obscured by the haze.

From Man we took a bus to Bouake on the rail line. Our ride was considerably slowed by frequent stops at customs, police and immigration checkpoints. At one place they searched through all our bags which took over an hour. The road was good as it has been all through West Africa. I had yet to have a hard ride since Zaire.

We bought \$15 second class seats on the midnight train. We figured it would be OK in a modern country like Ivory Coast, especially as a first class sleeper cost \$35 each.

When the train pulled into Bouake all the seats were taken. We managed to find space at the rear of the last car. I squeezed onto a bench while Rick sat on sacks of grain. The car was old and not in good shape.

We sat with some young guys returning to Burkina Faso after working on a cocoa plantation in the Ivory Coast. They didn't all have the correct papers. The authorities came through the train several times. Each time they had to pay bribe money to keep going. Before long all the floor space was covered with baggage and the baggage was covered with people. At each stop more people got on. Being at the end of the car

we were in a relatively good spot. The two doors were a third of the way down the car so people really couldn't get to us to crowd us further. We were in the direction of the bathroom and had to shift every time it was used. The conductor had to walk on the seat backs to get through to check tickets. We didn't get a lot of sleep.

We didn't get exit stamps from Ivory Coast as no one told us we were supposed to get off to go through immigration. That was not a problem going into Burkina Faso as everyone was ordered off the train while it was searched. That took two hours. We pulled into our destination of Bobo-Dioulasso right on time at noon.

Burkina-Faso used to be called Upper Volta. It has some of my favorite names. We stayed in Bobo-Dioulasso, commonly called Bobo. The capital is Ougadougou, pronounced Wagadewgoo.

Bobo was a very pleasant town. It has an interesting market, a picturesque mosque, good restaurants, and tree lined streets. The air is dry which was a nice change from the Coast. There are lots of things to do in the area but as we were in a hurry to get to Mali we skipped them. I wouldn't mind going back.

We ate most of our meals at a restaurant called L'Eau Vivre. It's run by Catholic nuns. During the day the inside is air conditioned while at night it's cool enough to eat in the garden. Classic music played over a sound system. Delicious three course meals cost \$6. The bank had one of the best rates for changing money we saw in CFA countries.

We tried to leave in a shared taxi the next morning. At 7 a.m. five out of the nine places were filled. We waited for more people to show up. We were able to sit on benches in the shade reading, watching life go by or talking with Africans. We went out for lunch and came back. A couple more people showed up. Finally they said we'd leave and we loaded up at 5 p.m. We got gas and then drove 500 yards to the owner's house. After prolonged discussion the owner said that the car needed repair and we'd leave the next morning at nine. He offered us space in his compound for free for the night. We went back out for dinner. When we got back 50-70 people were watching Kung Fu video in the courtyard. They gave us mats and we lay down under an overhang in the courtyard. The people were very friendly. After a while the video ended and most of the people left. I'm not sure but maybe admission is charged to see the video. As we were still tired from the train ride we slept well.

The next morning we left for Mali at 9:30. Well, that's virtually on time.

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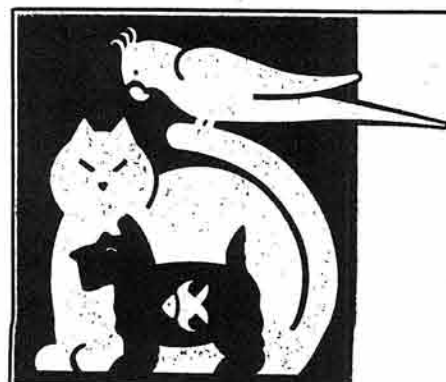


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## San Francisco's First Chief of Police

### Malachi Fallon

by Kevin Mullen

When the steamship "California" landed at San Francisco in the first flush of the Gold Rush year of 1849, it brought the first wave of a flood of argonauts from the Atlantic states, described by the authors of the *Annals of San Francisco* as, "largely composed of the rowdy and the knavish class." They were able to leave "the States" first for California said the annalists, because, "They indeed had required no long time to make preparation for the voyage. Their baggage was on their back, and their purse in every honest man's pocket."

Among the passengers who jammed the decks and cabins of the first of the Pacific Mail steamers to arrive that Spring, was the man who, as its first chief of police, would be charged with imposing some semblance of order on the gold maddened boom town, Malachi Fallon.

Fallon himself in his later recollections was a bit more kind to his fellow goldseekers of early '49. "San Francisco's population was then made up of rough young men with adventurous spirits, excited by the delivery of gold. They needed a strong and experienced hand to keep them in control. Many of them were of the cowboy class, while the worst were deserting whalers coming from all parts of the world. They were not men of evil principles but they felt the excitement of the times and enjoyed the lack of restraint in a town where there was no social organization or adequate legal control. Outside of this looseness of moral forces at the time, they were good fellows."

Whatever the situation, there was little law and less order to be found in the town at the time of Fallon's arrival, for when news of the gold strike on the American River first spread throughout California, the coastal settlements, and such rudimentary institutions of government and criminal justice as existed, were promptly abandoned.

As the news spread outward, the next to come in the van of the Rush of '49 were "the most daring and clever adventurers of blemished reputation" from Pacific ports and "stray vagabonds" from Australia, "where had been collected the choice of the convicted felons of Great Britain." These joined in San Francisco with the dregs of the New York regiment of volunteers, sent previously during the Mexican War as settlers to California, and with the first failed miners who had found work at the placers too arduous to their taste.

As shipload after shipload of goldseekers, who would swell the population of San Francisco tenfold to 20,000 by

the end of 1849, descended on the town, most of the "good" citizens neglected public affairs and scrambled, each looking out for himself, to make a pile, while others vied among themselves for control of the town government.

Against the atmosphere of public apathy mingled with political confusion, the rowdy elements banded together into a loose knit criminal alliance, calling themselves "The Hounds," filled the governmental vacuum, and set themselves up as self appointed guardians of the town's welfare. Encouraged by the statement of the newly arrived military commander that, as foreigners, Latin immigrants were not entitled to mine for gold in American territory, the "Hounds" set about harassing hispanic residents of the town. Under the pretext of raising revenue to support their self appointed law enforcement duties, they brutally extorted money and goods from immigrants from Latin America.

Unchallenged by the disorganized citizenry, they extended their exactions to non-Latin merchants demanding and receiving free food and drink from the restaurants of the town, under the guise of charging for police services. On Sunday afternoons they paraded through the streets of the town to the accompaniment of fife and drum, in a drunken and defiant parody of a military parade.

On July 15, 1849, though, they went too far. After a drunken Sunday excursion to the Contra Costa, they returned to town, and worked up into a retaliatory frenzy by the recent shooting of an American by a Chilean defending his tent, the "Hounds" raged through "Chiletown" on the slopes of Telegraph Hill for the whole night long, tearing down tents, stoving in boats and shooting up the inhabitants of the hill.

The next morning, the citizens of the town roused themselves to anger, formed themselves into a volunteer police force, established the first of the popular tribunals for which Gold Rush San Francisco would become famous, and in the following days, arrested, tried and convicted the leaders of the "Hounds," effectively ending their reign of terror. While the trial of the "Hounds" was going on, a group of merchants, recognizing that predatory crime will grow in an enforcement vacuum, approached Malachi Fallon and asked him to organize a police department in San Francisco.

Malachi Fallon was born in Athlone, Ireland, in 1814. He was taken to New York City as a boy and apprenticed as a saddler. As an adult he joined the New York Police Department and worked as a keeper of the Tombs Prison. It was to this "former connection with police matters" that Fallon ascribed his selection by the San Francisco merchants to establish a police department.

On Christmas Eve of 1848, in the great excitement on the Eastern seaboard following President Polk's announcement of the gold strike in California, Fallon took ship from New York on the steamer *Falcon*. He steamed to the Isthmus of Panama and crossed to the Pacific side where he embarked with 350 other hopeful argonauts on the steamer, *California*, which, before

(See FALLON, Page 15)

## 86th Recruit Class Reunion

### Former, Active and Retirees TENTATIVE — JAN. '90 30th - 31st Reunion

Letters have been sent to classmates for whom I have current addresses. Please contact me for information and questionnaire. Also pass on the information to the classmates you may come into contact with.

Don Sloan

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Supervisor Wendy Nelder

## Anti-Drug Ordinance

The San Francisco Board of Supervisors unanimously passed an ordinance written by Supervisor Wendy Nelder that would require employers in the city to provide anti-drug information for their employees' benefit.

In urging her fellow supervisors to vote in favor of the legislation at this afternoon's meeting, Nelder cited an encouraging telephone call she received recently from a recovering addict who recounted how he lost an \$8 million business at the same time as he was spending \$350,000 on cocaine over a two-and-a-half year period.

According to Nelder, the caller said his moral opposition to using drugs began to disintegrate with marijuana use, easing the progression into cocaine abuse and free-basing. He said that as addiction developed, his family and friends abandoned him, primarily because of the decline in his outward physical appearance.

"I lost my friends, my business, my family and finally my self respect," the caller told Nelder. "The drugs replaced all that."

The lure of narcotics was so powerful, the caller explained that he lost interest in sex, his health and his personal hygiene.

The former addict also told Nelder he wished her drug free workplace ordinance had been in effect when he first began using drugs. "People like me think, 'I can't get addicted,'" he said. "Education is the answer."

"Drugs is big business," Nelder told her colleagues. "It's a matter of supply and demand. Since we'll never be able to reduce the supply, we've got to reduce the demand and education will eventually do that."

Nelder wrote the drug free workplace legislation after conducting an extensive study into the effects of substance abuse and the negative side-effects of various drugs. At minimum, the ordinance would require employers to post in a prominent place information regarding the dangers of drug use and facilities where treatment for substance abuse is provided.

The board unanimously approved the ordinance during last week's meeting and voted similarly during a second reading of the legislation today. Mayor Art Agnos now has 10 days to sign the legislation, which will go into effect 30 days after the mayor applies his signature.



SAN FRANCISCO

## Fellowship of Christian Peace Officers

by Jim Crowley, Homicide

### The Parable Of The Rich Fool

Someone in the crowd said to him, "Teacher, tell my brother to divide the inheritance with me."

Jesus replied, "Man, who appointed me a judge or an arbitrator between you?"

Then he said to them, "Watch out! Be on your guard against all kinds of greed; a man's life does not consist in the abundance of his possessions."

And he told them this parable: The ground of a certain rich man produced a good crop. He thought to himself, "What shall I do? I have no place to store my crops." Then he said, "This is what I will do. I will tear down my barns and build bigger ones, and there I will store all my grain and my goods." And I'll say to myself, "You have plenty of good things laid up for many years. Take life easy; eat, drink and be merry."

But God said to him, "You fool! This very night your life will be demanded from you. Then who will get what you have prepared for yourself?"

"This is how it will be with anyone who stores up things for himself but is not rich towards God." (Luke 12: 13-21 N.I.V.)

We have in these verses a request from one of the hearers of Jesus to interpose between him and his brother in a matter that concerned the estate of the family. Jesus refused to enter into this man's family dispute. He did, however, go right to the root of the matter by giving a stern warning against covetousness. Covetousness is a sin which we need to constantly watch against, and therefore frequently to be warned against. "For a man's life does not consist in the abundance of his possessions." Our happiness and comfort do not depend upon our having a great deal of the wealth of this world. The life of the soul, undoubtedly, does not depend upon it, and the soul is the man. The things of the world will not supply its needs, or satisfy its desires, nor last as long as it will last. Even the life of the body and its happiness do not depend on the abundance of these things. For many live very contently and get through the world very comfortably who have very little of the wealth of this world. And, on the other hand many live very miserably who have a great deal of the things of this world.

The rich fool had gotten his money honestly — through the productiveness of his land. Nevertheless, in God's eyes he was a "fool" (verse 20), because he had his heart on this world and not on the world to come. He was rich in this world, a pauper in the other. This world lasts only a little while for each of us, the other world lasts forever. The rich man had failed to acquire the true riches of a right relation-

ship to God and so he was a fool, a godless and therefore a senseless man.

How, then should possessions be regarded? In the very next section of Scripture, (Luke 12: 22-34), Jesus taught that his disciples should not worry about food and clothing (the two essential requirements of the body) as if they were the most important things in the world. The man himself is more important. If God feeds even carefree birds and clothes flowers, surely he will all the more provide what is necessary for His children. God has given us life and our body and we can put our trust in Him that He will care for us. In any case what good is it to be anxious about these things, when worry cannot make a man live any longer? In a world in which men are set on the rat-race for superior living conditions, let the disciples first seek God's will and his salvation, and they will find that bodily needs are taken care of.

Such teaching may seem to encourage laziness and lack of concern about worldly things — "God will provide; I don't need to do anything." It is, however, not addressed to the lazy but to the worried and to those who are tempted to join the rat-race. They are urged to trust in God and to get their priorities right.

Let them sell their possessions and give to the needy, and set their hearts on a heavenly treasure that will not pass away.

H. H. Halley, in commenting on this portion of Scripture had this to say, "Christians are citizens of heaven, sojourners here a while, cumbered with daily earthly cares, but their eyes ever fixed on the eternal homeland. An estate there which we build while here. Only that which we give to God is ours forever. Said one man to another, of an acquaintance who had just died, 'How much did he leave?' Answered the other, 'He left it ALL.' Even so, shortly we must, every one of us, quit our earthly tent and leave to others that which we called ours. Fortunate for us if we have sent on ahead for a 'Reservation in the Eternal Mansions of God.'"

Think about the incomparable words of Jesus to His disciples. "But seek his kingdom, and these things will be given to you as well. Do not be afraid, little flock, for your Father has been pleased to give you the kingdom. Sell your possessions and give to the poor. Provide purses for yourselves that will not wear out, a treasure in heaven that will not be exhausted, where no thief comes near and no moth destroys. For where your treasure is, there your heart will be also." (Luke: 12: 31-34 N.I.V.)

How does the command of Jesus compare with the priorities we have set in our lives? Are we seeking the spiritual benefits of the kingdom, or are our hearts set on the material goods of the world?

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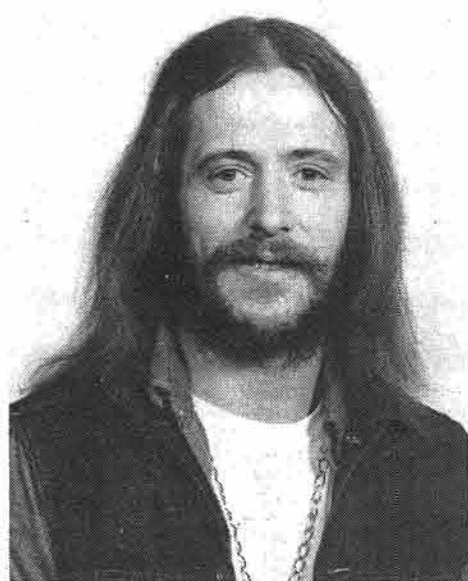
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# IN MEMORIAM



**Patrick A. Wolfe**

by Lt. Jack O'Shea (Ret.)

With the end of the summer of 1989 we, in the Law Enforcement Community, lost a once brilliant star in the battle against narcotics: Pat Wolfe!

Pat surely was one of the best — if not the best — undercover officers that the San Francisco Police Department has had the privilege to employ.

Pat's skills, courage, and the ability to do a damn difficult job, were greatly appreciated by all those working police officers who entered Pat's sphere.

Pat was loyal to a fault. Loyal to his fellow officers and loyal to his Department. A Department that failed Pat when he needed its support and understanding.

Pat was not your stereotype police officer. Pat was a simple country boy, a twelve-year navy veteran, and certainly an uncomplicated human being.

I can recall with great fondness Pat Wolfe: the police officer, the narc, the chameleon. Pat getting the job done, done well, done legally; able to withstand any challenge.

So we again say farewell to a comrade-in-arms, a fellow warrior for the people. A brother and member of our select group of those who were tested by fire and passed the test.

We salute you, Pat, and promise you that we shall all form up again. Form up in Pride and Glory that shall not be denied!

## Pardner, I Love You

by Lt. Greg Corrales

"Oh, it's Tommy this, an' Tommy that, an' Tommy, go away; But it's 'Thank You, Mister Atkins,' when the band begins to play.

It's Tommy this, an' Tommy that, an' 'Chuck him out, the brute!' But it's 'Saviour of 'is country' when the guns begin to shoot.

Then it's Tommy this, an' Tommy that, an' 'Tommy 'ows yer soul?' But it's 'Thin red line of 'eroes' when the drums begin to roll.

We aren't no thin red 'eroes, nor we aren't no blackguards too. But single men in barracks, most remarkable like you; An' if sometimes our conduct isn't all your fancy paints, Why, single men in barracks don't grow into plaster saints."

Rudyard Kipling

Patrick A. Wolfe was sworn into the San Francisco Police Department on April 16, 1969. Inspector Patrick A. Wolfe resigned from the San Francisco Police Department on March 29, 1979. Patrick A. Wolfe died on September 1, 1989. Pat Wolfe, "The Wolfman," "The Chameleon,"

"Judas," Bill Borders. He was known by a dozen names and had a hundred disguises, but in every identity, Pat Wolfe was my hero, my mentor, and my friend. He was also, quite simply, the greatest undercover police officer in the history of the San Francisco Police Department.

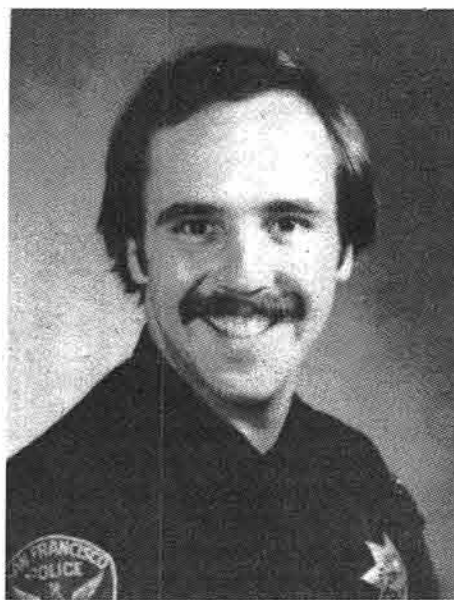
Prior to entering the SFPD Pat had been the Ohio state trampoline champion, the National tumbling champion, and the lightweight boxing champion of the Sixth Fleet. At one time Pat considered being a professional wrestler, and once impulsively jumped into the Springfield Memorial Hall ring with Ruffy Silverstein (a villain), a spontaneous, short-lived bout in which Pat still managed to "give Silverstein a few anxious moments," according to the Springfield newspaper clippings. After spending twelve years in the U.S. Navy, most of that time as a frogman, Pat decided to make a career in the San Francisco Police Department.

The 111th Recruit Class graduated on September 4, 1969. At that time Officer Pat Wolfe, star number 641, was assigned to the Narcotic Detail. It was an assignment that would make Pat a legend, but over the long haul would have fatal consequences. I could, and I might, write a book about the sensational cases Pat made. Pat once bought over two hundred kilos without a dollar in his pocket. He made many multi-kilo cases, and all told sent thousands of dopers to jail. Pat did not know the meaning of fear and was totally dedicated to our Department. He loved being a police officer and he loved the San Francisco Police Department. Even years after his ill-advised, made-in-anger resignation, Pat was never bitter. He gave our Department everything he had to give and when there was nothing left to give, our Department turned its back on Pat.

It is very difficult not to mourn Pat Wolfe. Pat had so many tough breaks. Much of Pat's life could be considered tragic by many, but Pat didn't. Pat made apologies to no one, and lived life by his own terms. In an age of snivelers and whiners Pat asked for nothing. For the first week after my friend's death I had very mixed emotions. I would cry for a while, and then I would remember the good times Pat and I had together and I would laugh aloud. Time would pass and I would cry once again, then I would remember some outrageous caper of Pat's and I would smile again. I finally realized that Pat would want his friends to remember him with smiles on their lips and laughter in their hearts. Although fifty years, two weeks, and six days is too short a life, those of us who were fortunate enough to have known Pat, know that he squeezed more devotion, more good times, and more living into his lifetime than most people could experience in several lifetimes.

I know that somehow Pat sensed that he would be denied a long life. Over the last year Pat would telephone me every several months and make smalltalk. In the midst of conversation Pat would suddenly say, "Pardner, I love you." I thank God that Pat did that. I thank God that I had the opportunity to reply, "I love you, Pat" while he was still alive. Pat Wolfe and I womanized together, we drank together, we brawled together, and most importantly, we combatted the Forces of Evil together and we always prevailed!

I know that there are no dopers in heaven, so I'm sure Pat is busy rodeoing up there and dealing with cows and goats and pits and all that good country stuff, as he did during the last ten years of his life. But just as he never stopped being a cop, I know that Pat will never stop monitoring what is happening in the SFPD on "the streets." As you look down at us, ready as always to provide backup; always remember, Pat: PARDNER, WE LOVE YOU!



**George L. Huegle**

## An Open Letter To The Men and Women of the S.F.P.D.

On Aug. 31, 1989 our son and brother and your fellow officer, George Huegle, Star #603, left us to be with his God.

To each of George's many friends, we are eternally grateful to you for the outpouring of love and support shown to our family during these most difficult of times.

George was a son and brother, who always gave of himself. As most of you know, George had a great sense of humor and enjoyed life, and interacting with people very much. We, his family, would like you to also know what George had a serious side as well, and received his great pleasure in giving to others, and this he did on a continuous basis.

To Captain Dennis Martel and the members of Co. E, we want you to know how much George loved being on the first team. He not only loved being a Police Officer, but more important he respected and cared about the people he worked with. George received a great deal of pleasure out of telling us how great it was to be working with such good people.

To all of you who knew and loved our son, we say "Thank You" for being the kind of people you are, and being with us, when we needed you so much.

May God protect each and everyone of you.

Love

George & Francis Huegle & Family

## A Tribute To A Friend

by Gary Delagnes

As I was patrolling in my radio car last week I was approached by a guy I've known for years in the Tenderloin. One of those guys we all know who is a career criminal but, all things considered, not a bad guy. He said to me jokingly, "Did you watch that show on Channel 9 the other night? They are gonna convince people that you're worse animals than we are." We both laughed, and went our separate ways. It reminded me that criminals probably understand us, and the things we represent better than the public.

No, I didn't see Channel 9's documentary portraying us as a group of "out of control" animals, because I and about 200 other animal's were in Cotati, Calif. mourning the loss of a dear friend, and fellow police officer, George Huegle.

I was driving back from Santa Rosa to Petaluma on Thursday, August 31 when I decided to turn on the radio. The news was on, and towards the end of the broadcast I heard the words we all dread. "Last night an off-duty San Francisco Police Officer was killed in an auto accident." My stomach tensed up in sickening anticipation, and when I heard the name George Huegle I pulled to the side of the road and threw up. George and I were partners for over a year at Central Station. He was the cop that the media never bothers to talk about or write about. George was a kind and gentle person who had the ability to lift the spirits of those around him. He did his job in a fair and even-tempered fashion and possessed many of the qualities that I wish I had. George touched everyone he knew in a positive way and will never be forgotten. We ask "Why is it always the good ones that are taken." Through our experience as police officers we learn there usually are no "whys," there are no reasons. Life goes on, and we are only left with memories. Good memories from a guy who died too soon but didn't die in vain. George spent 31 years of his life being a friend to others, and I'm a better person for having known him. As I write these words I am so frustrated because I feel I should say more, or somehow do more. All there is left to do is say goodbye and not forget the virtues he shared with us. George Huegle went to heaven on August 31, 1989, and as far as I'm concerned KQED can go to hell!

*The Lord bless thee, and  
keep thee. The Lord make  
His face shine upon thee,  
and be gracious unto thee.  
The Lord lift up His countenance  
upon thee, and give thee peace.*



## MISSION HIGH SCHOOL, SAN FRANCISCO...

50-year reunion. The classes of June 1939 & January 1940 will hold their 50-year reunion on Saturday, October 21, 1989, at the Grosvenor Airport Inn in South San Francisco. Classmates should contact Iris Conti Allegrini at 97 Lapham Way, San Francisco, CA 94124. Or phone Iris (415) 584-6314 or Eleanor Moran Devine at (707) 763-3321.

## Ballroom Dance Classes Offered

A new series of Ballroom Dance Classes for couples is being offered for a six-week series beginning Thursday evening, October 19, at 7:30 P.M. Classes are conducted in the Commodore Sloat School Auditorium, corner of Ocean Ave. and Junipero Serra Blvd. There is ample street parking.

The dance program offers instruction in all the popular ballroom dance rhythms, including fox trot, swing, waltz, rumba, samba, cha cha, tango, as well as offering fun dance mixers.

The New Students Class begins at 7:30 P.M. The Intermediate Class begins at 8:30 P.M. Enrollment is \$38 per couple for the one-hour, each Thursday evening class for the six-week series. Register at the first meeting, or to pre-register and obtain additional information, contact the instructors, Ed and Alice Lahl at 731-0746.

## ASKING

(Continued From Page 7)

for truth testing, is not an attack on you; it is a verification of your knowledge.

### Mirror Questions

In most interviews it is necessary to observe the candidate(s) under stress (most positions have those moments). Since it's not possible to create one question that would be stressful to all candidates, we have the mirror question. This is where the interviewer plays back, or mirrors, the candidate's own answer in the form of a question. Or the second type of mirror question is to repeat the same question over and over. This is guaranteed to cause stress in everyone. The reason it works so well is that when we hear our answer being questioned, with qualifiers added or with an air of doubt, we begin to wonder what was wrong with the answer. At this point it is human nature to begin to doubt our own ability or knowledge. So in an attempt to be accepted, we reevaluate our answer and usually change it in an attempt to clarify it. Then the interviewer mirrors back that answer and we attempt to clarify that and so on until we are not sure just what we mean. This will go on until either the interviewer stops or we decide to agree with the last revision.

In this type of questioning the answer is not what is being scored, what is being scored is the way the candidate(s) handle themselves under this stress.

### Direct Questions

The last type of question that is used by interviewers is the direct question. The

direct question serves two functions; first is to get straight information, i.e. "What is your name?" or "Where are you currently working?" The second use of the direct question is to observe the candidate under stress and check for self-confidence.

A salesman uses direct questions to close a sale when the buyer is off balance and the interviewers use it the same way. The method is to ask three or four questions that can be answered yes. Then when the candidate becomes comfortable, because yes equals acceptance, the interviewers next question is one that puts sudden stress on the candidate. Example, "You are 39 years old?" Yes. "You have been employed here for 10 years?" Yes. "You have worked in 4 sections?" Yes. "Why haven't you been promoted?" or "You're 30 years old?" Yes. "You've attended six different department sponsored schools?" Yes. "You seem to believe that education is an important thing?" Yes. "Why don't you have a college degree?"

Here again the answer is not as important as the way you respond, be honest and don't defend the decision you have made about your life. Just tell them what you did and why it was important to you at the time you made the decision.

Well, there you have the five types of questions they can ask in an interview and what the interviewers are looking for. Next month we'll have a look at the five secrets of preparing for an interview.

Robin Ririe retired from the Los Angeles Police Department in 1986 after 26 years to pursue a career in teaching and lecturing, forming his own seminar company.

Since 1979, Robin has been coordinating and conducting seminars and workshops throughout California and Arizona. His classes are lively — his information is current and comprehensive — his advice is incisive. He is a people mover!

As a speaker, Robin is actively sought by professional and community organizations. His topics include various career-related subjects.

For information on upcoming seminars or individual help with interviews, contact Robin Ririe at 29 South Curtis Ave., Alhambra, Ca. 91801, or you can call him at (818) 284-1724.

## MINUTES

(Continued From Page 8)

a hospitality reception during fleet week. Sponsor: U.S. Navy/M. Keys Cost: Approx. \$1,000.00 Discussion: Withdrawn by author. Issue: Northern Calif. Asian Peace Officers' Association dinner.

Sponsor: M. Keys Cost: \$225.00 (\$45.00 per couple)

Discussion: Board members approved the purchase of 10 tickets to this event. (M/Friedlander 2nd/Shine - Passed unanimously.)

Issue: Alice B. Toklas Fundraiser

Sponsor: S. Johnson

Discussion: Members of the Board of Directors approved \$450.00 for attendance at a fundraiser.

M/Maloney 2nd/Paulsen

Voting yes: Maloney/Co. B, Coggan/Co. C, Fox/Co. D, Paulsen/Co. E, Gardner/Co. F, Ramlan/Co. G, Java/Co. H, Doherty/Co. K, Shine/Co. K, Friedlander/Hdpts., Sullivan/Inves., Johnson/Secretary, Keys/President.

Voting no: Rosko/Co. A, Conway/Co. I, Alves/Hdpts., Donovan/TAC, Trigueiro/Treasurer.

Motion passed: 13 yes, 5 no

Issue: Supervisor Maher's Fundraiser

Sponsor: Keys

Discussion: Members of the Board approved a \$200.00 donation to the fundraiser.

M/Sullivan 2nd/Alves

Voting yes: Rosko/Co. A, Coggan/Co. C, Fox/Co. D, Paulsen/Co. E, Gardner/Co. F, Ramlan/Co. G, Alves/Hdpts., Friedlander/Hdpts., Sullivan/Inves., Donovan/TAC, Johnson/Secretary, Keys/President.

Voting no: Maloney/Co. B, Conway/Co. I, Doherty/Co. K, Shine/Co. K, Trigueiro/Treasurer.

Abstaining: Java/Co. H

Motion passed: 12 yes, 5 no, 1 abstaining

### FROM THE FLOOR

Issue: Donation for dinner honoring Mr. Ed. McGovern.

Sponsor: Conway, Co. I

Discussion: Mr. McGovern has overseen the catering of many POA functions in the past. This particular event is being held to honor him.

Cost: \$400.00

Motion passed unanimously

### MOTIONS:

Motion #1 Approval of Secretary's report. M/Friedlander 2nd Rosko. Unanimously approved.

Motion #2 Approval of Treasurer's report. M/Friedlander 2nd Gardner. Unanimously approved.

Motion #3 M/Maloney 2nd Friedlander — Granting Lou Calabro permission to consult with POA attorneys one hour per week and reasonable use of secretarial pool. Yes votes: Rosko/Co. A, Maloney/Co. B, Coggan/Co. D, Ramlan/Co. G, Conway/Co. I, Shine/Co. K, Alves/Hdpts., Friedlander/Hdpts., Fagan/Inves., Donovan/TAC, Cole/Ret. Voting no: Paulsen/Co. E, Gardner/Co. F, Java/Co. H, Sullivan/Inves., Johnson/Secretary, Trigueiro/Treasurer, Keys/President. Motion passed 12 yes - 7 no.

Steve Johnson  
Secretary

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## FALLON:

(Continued From Page 11)

the gold excitement had erupted in the East, had made its way with most of its 75 passenger berths empty, around the Horn, to establish a mail service on the West Coast between Panama and the recently acquired territory of California.

Upon landing in San Francisco with the *California* in February of 1849, Fallon, as did most of the new arrivals, left for the gold regions, setting up a mining partnership in the Jamestown region of Tuolumne. It was while on a business trip to San Francisco a few months later, during the trial of the "Hounds" that he was approached by the merchant group and reestablished himself in San Francisco, as its Chief of Police.

The political and social confusion which characterized San Francisco in the first months of 1849 were brought to an end by an election on August 1st, proclaimed by the military governor, at which was elected a town government headed by Alcalde (Mayor) John Geary and a 12 member *ayuntamiento* (council). Prompted to quick action by the affair of the "Hounds," the *ayuntamiento* as one of its first acts on August 13, 1849, appointed Malachi Fallon to be the town's first Chief of Police. And in the following weeks, Fallon in turn appointed an assistant chief, three sergeants and 30 police officers as the members of the first department. They established themselves in a station house at the head of Portsmouth Square and set about policing the town.

From the beginning of his tenure as chief, Fallon was faced with a moderate amount of that sort of crime which can be expected in gold rush towns. On August 20, 1849, he arrested a Frenchman, Joseph Daniels, who had murdered another, his partner, near the road to the Mission, for his poke. In October, a Chilean stabbed a Black "servant" to death in a drinking tent. And in November, the trussed up body of a John Doe murder victim was found on the beach on the East side of town. In mid-December Ruben Withers, while attempting to remove sleeping patrons from the rear of the Bella Union saloon, became engaged in a dispute with Arthur "Bones" Reynolds (so called because of the instrument he played in a negro band) and stabbed him to death. And at the end of that month the body of Thomas Browne with 24 stab wounds was found in the bushes near the road to the Mission.

Still, despite the exceedingly heavy rains of the Winter of 1849-50, which restricted miners to their tents or to the saloons of San Francisco and other settlements, there was at first relatively little of that predation which would in a short time cause the rise of the Vigilance Committee, eclipse the activities of the Police Department, and end Fallon's police career.

*The Alta California*, in reporting on only three arrests having been made in the preceding three days remarked on January 18, 1850, "We believe there is no place in the world with the same amount of population, where crime exists less than in San Francisco at the present time." And as late as November of that year, the paper

described the Police Department as, "equal to any in the world" and complimented them warmly saying it would be hard to find a "set of men their superiors as regards gentlemanly conduct and intelligence."

But in the summer of 1850 the city began to experience a very real increase in predatory crime. The incidence of murder doubled, and housebreakings and street robberies increased alarmingly. Gradually, press and public opinion toward the authorities began to harden in the face of a growing crime wave thought to be the work of Australian ex-convicts, unimpressed by the criminal justice apparatus.

Taking their cue from the mining regions, where in the absence of adequate criminal justice facilities, summary justice had been administered to those who preyed on their fellows, and from the promptings of the press, private citizens moved to take matters into their own hands. There were several attempts, even in instances of relatively minor crimes, when groups of citizens tried to take prisoners from officers and deal with them summarily. And on January 6, 1851, the *Evening Picayune*, while allowing that the department wasn't large enough to be everywhere, reported on the well known fact "that out of the vicinity of the drinking saloons, a policeman is scarce ever to be found, day or night," and endorsed the idea of volunteer patrols as long as the volunteers were, "permitted to take their own way in the treatment of public offenders..."

By late February the people were ready to act on their own. On the occasion of the beating robbery of a popular merchant, the town was thrown into a general frenzy for three days. Because of the widespread belief that regular institutions of justice were incompetent to handle the matter, "the people" formed a popular tribunal. Two suspects, later shown to be innocent, were tried publicly before the entire population of the town assembled, and to the accompaniment of several rushes on the police guard for the purpose of seizing and hanging the accused. Fortunately for the defendants, the jury could not agree on their guilt and they were eventually released.

Dissatisfaction with crime conditions were quieted for a time but were not dispelled. And the disgruntled citizenry next turned to the ballot box. In the municipal election at the end of April, Fallon and his fellow Democrats were turned out of office in a rousing Whig victory. The Whig mayoral candidate bested the Democrat by a margin of 414 of the 6,000 votes cast. And Robert G. Crozier, the Whig candidate for City Marshal defeated Fallon by 1,709 votes, receiving 64% of the vote to Fallon's 36%, a landslide by any definition.

For a time, the people and the press believed, with the change of officials, that conditions would improve. But on the very day that the new city government was to be sworn in, the town was devastated by the fifth and greatest of a series of fires, thought to be set by arsonists. And as luck would have it — bad for the new police — there followed a series of escapes from the station house, due, for the most part to the flimsy construction of the jailhouse, but thought at the time to be the result of police

incompetence or their collusion with criminals.

There was a steady drumfire of criticism of the town authorities kept up by the press, and when, in early June, 1851, the trial of an Australian arrested for setting fire to his rooming house on Central Wharf (Commercial Street) was postponed on what was considered a meaningless technicality, the "people" had had enough. A group of prominent citizens formed themselves into a Committee of Vigilance, vowing in their hastily composed constitution that, "no thief, burglar, incendiary assassin shall escape punishment either by the quibbles of the law, the insecurity of prisons, the carelessness or corruption of the police or a laxity of those who pretend to administer justice."

The Committee had hardly organized itself on the evening of June 10 when an Australian thief named Jenkins (or Simpson) was arrested by nearby boatmen while burglarizing a shipping office on Central Wharf. At the suggestion of a member of the newly formed Vigilance Committee he was turned over to that body and not to the police. The Committee was assembled by the prearranged tolling of fire bells, and in the next few hours Jenkins was tried by the secret tribunal, convicted of burglary, and sentenced to death by hanging. In the early morning hours of the following day, he was escorted to Portsmouth Square with a rope around his neck and hanged from a beam of the Custom House. And in the months which followed, to the general approval of the press and public, the Committee, in secret conclave, conducted a number of hearings at which testimony was taken from suspected criminals and others, resulting in the execution of three more Australian criminals and the banishment of a number more.

Though Fallon was a month out of office by the time the secret tribunal was convened, his conduct in office came under their scrutiny. In testimony before the Committee in July, Thomas Ainsworth (aka Tommy Roundhead), an Australian with an extensive criminal record, charged that Fallon had tried to set him up in business as a burglar, and, when he refused to cooperate, caused his repeated arrest.

And in August Fallon's name again came to the lips of a criminal, this one doomed to hang. While San Francisco seethed with Vigilante turbulence, the Governor allowed a one month reprieve to a man in Sacramento, sentenced with two others to hang for highway robbery. An enraged mob seized him from the authorities and promptly hanged him. But before he hanged, with the rope around his neck — in his speech from the gallows, as it were — he

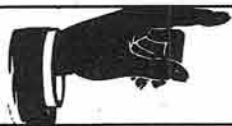
made "grave charges" against the Mayor of Sacramento and "Marshal Fallon of San Francisco."

Some later chroniclers, present in San Francisco at the time of the events described, characterized Fallon as, "a good officer and an honest man." And the testimony of Ainsworth, the only one who accused him before the Committee, must, if standing alone, be suspect, for Ainsworth was on a first name basis with others of the Australian criminal band, notwithstanding any efforts by Fallon to turn him to a life of crime. Also, when the charges made against him from the gallows in Sacramento were publicized, the establishment press, who as supporters of the Vigilance Committee missed no chance to discredit its official opponents, discounted them as merely an attempt to create a sensation.

Still, Mary Williams, who with her *History of the San Francisco Committee of Vigilance of 1851* has produced the most definitive treatment to date of the 1851 Committee, includes Marshal Fallon, along with three other police officers, in a listing of the criminals implicated by other members of the gang infesting San Francisco in the Summer of 1851. The Committee didn't call Fallon to answer the charges made against him, and the papers of the Committee, from which Williams was able to draw her conclusions, were not released to anyone outside the Committee by its Secretary until 20 years had elapsed, so there was no way for Fallon to know of them, let alone refute them in a timely way.

However, still later, when interviewed about his early days in law enforcement, Fallon stayed away from any discussion of the subject. He spoke of experiences while working in the Tombs Prison in New York, and in general terms of the rowdy conditions in Gold Rush San Francisco, but he made no mention of the charges of misconduct laid against him decades before. He served as Chief of Police in unsettled times, in a society where normal values were to a large extent suspended for the duration of the Gold Rush, and in the absence of evidence to the contrary, Williams' conclusions about his affiliation with criminals must stand until refuted.

After his removal from office in the April election of 1851, Fallon never again worked in law enforcement. He opened a saloon, the Rip Van Winkle, on the corner of Pacific Wharf and Battery Street, later moving to the Knickerbocker House at Central Wharf and Battery. In 1852 he left the City and moved to a 17 acre parcel he purchased on the Peralta grant on the Contra Costa. There he lived at 7th and Fallon Streets in Oakland until his death, full of years, in 1899 at the age of 85.



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# Rebuttal to Hinckle, Keys and Courtney

by Bob Barry

Warren Hinckle's "Cops get cold shoulder" story in Sunday's Examiner, where he took license to accuse Paul Chignell and I of blocking POA leadership access to the Mayor is a preposterous notion not worthy of print even in the trash tabloids. That is exactly what his story is — trash.

Hinckle's yellow journalism style is well known around town, especially amongst police officers, and his unsubstantiated diatribes are hardly looked upon with any semblance of credibility, but one is nevertheless forced to respond to his inkspots.

Although Hinckle authored the story, the actual focus of my rebuttal is newly hired POA attorney Vince Courtney and POA President Mike Keys.

Courtney was recently hired by the Board of Directors to represent the

membership in legal matters. He was not hired to become a "political spokesperson" for the organization as he is now doing. When POA attorneys become engaged in such antics, they immediately come into disfavor with many Board members and their objectivity comes into serious question.

Courtney's assertion that "the cops won't get diddly squat until Chignell and I are back in power" and Keys' statement that "they are suborning the POA because we are not in the driver's seat" could not be further from the truth. In fact, the exact opposite is true.

I have been working behind the scenes to help arrange "a meeting of the minds" for some time now. The request for my assistance came from the POA through another elected official in San Francisco, so why is Mike Keys and his now "political" attorney uttering such nonsense that we're blocking his access to the mayor? They are burning bridges with elected and appointed officials before they are fully erected, and no one's best intent is being served.

Mike Keys and a few of his associates have, in the past few months, hurled a lot of political rhetoric at the mayor. Some of it was no doubt justified, but when that happens, one has to expect that a little distance will be created and bad feelings will result. That is just a fact of life.

In the case of the Hinckle article though, the barbs that were thrown were totally unnecessary and out of line, because the

POA leadership had a meeting scheduled with the mayor for this week — then came the Hinckle story. The meeting was abruptly cancelled by the mayor. So, Mike Keys (ultimately the membership) is now experiencing the fallout from that article because of his and the POA attorney's political shortcomings and not from any interference from Paul Chignell or myself. Such articles, even if factual, might play well with the membership for awhile, but in the long run, Mike has to accept responsibility.

There are many issues confronting the POA and I will continue to assist in attempting to arrange a meeting with the mayor and Mike Keys because I have worked too hard for too many years to want to witness this type of acrimony.

In addition to providing this assistance, I have also been urging the Mayor's staff to abide by their prior commitment to restore full uniform replacement (which is in the mill), and I have been relentless, along with Paul Chignell in pursuing the tax reduction benefit on our pension contributions. The legislation has now passed the Board of Supervisors and awaits the mayor's signature. You will, by the end of the year, see a substantial increase in your net pay.

In conclusion, there is no basis in fact in the Hinckle article that Chignell and I are blocking access to the mayor. If Mike Keys truly wants harmony with City Hall and with the Police Administration, then he should pull in his horns and start talking responsibly, and his attorney should start practicing law and stop engaging in political science theory. Calling for a vote of no confidence on the mayor will accomplish absolutely nothing but to burn down the remains of these already broken bridges.

*Editor's Note: Readers are reminded that opinions and statements expressed by individuals within this publication are not necessarily those of the S.F.P.O.A.*

## Mansourian For Novato City Council

Farhad Mansourian and his family have lived in Novato for 10 years. As a long time employee of the Marin County Public Works Dept. involved in Traffic Engineering, Farhad Mansourian has enjoyed an excellent working relationship with the California Highway Patrol, Marin County Sheriff office and all other local Police Depts. including Novato.

When elected to the Novato City Council, he will provide an atmosphere that would encourage new business to come to the community and keep existing stores & companies from leaving. Farhad Mansourian will provide independent leadership that will expand beyond special interest groups and work to the benefit of the entire community.

"We are long time residents of the City of Novato. We are concerned about the future of our community and will vote for Farhad Mansourian for Novato City Council. We urge you to join us."

Inspector Frank Falzone, San Francisco Police Dept.

Inspector Whitney Gunther, San Francisco Police Dept.

Undersheriff Robert Doyle, Marin County Sheriff Office

Captain Jerry Miklos, Marin County Sheriff Office

Chief Walt Potter, Fairfax Police Dept.

Officer James Baker, California Highway Patrol

Officer Bill Brosseau, California Highway Patrol

Retired Deputy James Hickey, Marin County Sheriff Office

Bill J. Thomas, Marin County Coroner Office

Jim Mann, Marin County Fire Dept.

Keith Parker, Marin County Fire Dept.

Ed Maestro, Marin County Fire Dept.

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# Legislative Committee Report

by Ray Benson

This last month has been exceptionally busy for your Legislative Committee. Re-establishing contact, on behalf of the POA, with various city and state legislators and their administrative aids has been a full time job...let alone working with the POA Executive Board in putting together a response to the sheriff's proposition.

Meetings have now occurred with over half of the members of the Board of Supervisors, to discuss current POA issues and problems. We have also addressed future plans for the POA. In addition to the Board, meetings with state legislators are moving forward at an accelerated pace.

Pleasantly enough, we have found the majority of legislators interested and supportive of the issues we have presented and found a willingness to continue meeting and working on an ongoing basis to achieve mutual goals for the city and our Association.

A healthy and vibrant Police Officers' Association can only be a plus for the city and you. Those who would keep our Association in turmoil and at odds with our elected representatives only cause low morale and a sense of frustration. This leads to a less responsive department and directly lowers the quality of service to the public.

We must make every effort to work within the processes of government to achieve a positive relationship with all elected representatives and move the Police Officers' Association's agenda for action. The Legislative Committee will continue to work toward our goals to improve your working conditions and all other issues that relate to this department. The Committee continues to invite members who are interested in the legislative process, and willing to spend time and energy on this to contact your Legislative Committee through the POA offices.

## How to Know You Are Growing Old

Submitted by Gino Marionetti

Everything hurts and what doesn't hurt doesn't work.

The gleam in your eye is from the sun hitting your bifocals.

You feel like the night before and you haven't been anywhere.

Your little black book contains only names ending in M.D.

You get winded playing cards.

You join a health club and don't go.

You know all the answers, but nobody asks you the questions.

You look forward to a dull evening.

You need glasses to find your glasses.

You turn out the lights for economic rather than romantic reasons.

You sit in a rocking chair and can't get it going.

Your knees buckle but your belt won't.

Your back goes out more than you do.

You have too much room in the house and not enough in the medicine chest.

You sink your teeth in a steak and they stay there.

YOU WONDER WHY MORE PEOPLE DON'T USE THIS SIZE PRINT.

## WIDOWS & ORPHANS

(Continued From Page 2)

stay at Vice, he returned to Northern where he remained until his early death from an automobile accident at age 31.

CHARLES SMITH, JR. — Born in Denver, Colo. in 1920, worked as an operating engineer before becoming a police officer in 1954 at age 33. He was assigned to Fixed Post Detail, Traffic, then to Southern, 4 years, Taraval a year and then Communications for 3 years. Promoted to Sergeant, 1965, went to Northern for 5 years, a year handling complaints at the Hall of Justice, before he transferred to Bureau of Criminal Information. Promoted to a Lieutenant in 1973, he served at Park then Potrero where he remained until his retirement on service in 1979, age 59. In 1965, Charlie was awarded a 2nd Grade for the arrest of two armed suspects who had committed a burglary of a Safeway Store. (Charles was only 68 when he passed away. (Charlie passed way in July 1988, but the Widows and Orphans was not advised of his death until September 1989.)

EUGENE VARNI — Another San Francisco, Gene, born in 1918, worked as an iceman before he became a member of the Department in 1949 at age 30. From the Academy to Richmond, one year before transferring to Solo Motorcycles. Gene remained on this detail until his retirement for disability in 1972 at age 53. He was awarded a 2nd Grade in 1955 for the shooting of an armed holdup man who had already wounded a police Inspector: and a C/C in 1950 for the arrest of 3 men who had kidnapped a man and woman. Gene died while attending a family reunion. He was 71 years old.

REPORT OF TRUSTEES — Mrs. Dulak — Sec. Pac. Bank. — All stocks in portfolio are performing nicely with the exception of Black & Decker. Yield on Bond Market is low, so all maturing bonds will be placed in money market account, which at present is paying more than the Bond Market. Squibb deal is possible, unless the news of junk bonds will cause leaders to back away.

NEW BUSINESS: Secretary reported that he had been contacted by a daughter of Charles Smith, Jr. who had found checks showing payments to the Widows and Orphans, and that the family had received no benefits from the Association. Search of the records showed that Charlie retired in 1979. Paid dues for the balance of that year, paid dues for 1980. Name was on cash list for 1981, May, but September list did not show name. Records searched to see if he had been suspended for non payment of dues. Had not. Name had been inadvertently dropped by Bank (Hibernia) and he received no notice of dues payable, nor had he been dropped from the Rolls of the President at any time prior to his death. Trustees voted to pay each benefit to the beneficiaries, less dues owed.

GOOD OF THE ASSOCIATION: V. Pres. Kurpinsky set the next regular meeting for 2:00 P.M., Wednesday, October 18, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:45 P.M. in memory of the above departed Brothers.

Fraternally,  
Bob McKee,  
Secretary

REMEMBER — PROP E APPLIES TO RETIRED MEMBERS ONLY, BUT ACTIVE MEMBERS REMEMBER THAT YOU WILL ALL BE RETIRED SOMETIME. VOTE YES.

## San Francisco Veteran Police Officers Assn.

MEETING: We meet on the 2nd Tuesday of every month, at the Immaculate Conception Hall. October 10th is the next meeting. Mary O'Shea, our hired political consultant, will speak about our campaign in October. Visit and refresh starting at 11:30 a.m. Business starts at 12:30 p.m. and lunch is always served right afterwards.

PRESIDENT'S MESSAGE: We had a nice turnout at our September meeting. As you know we are going on the November ballot, "Proposition E" with the retired firefighters, to amend the charter so we will get our pay raises at the same time the working police and firefighters get theirs.

I would like to thank all members whom have sent in their checks. At present, about two-thirds of the membership, along with other retired members, have contributed. It would be wonderful if we made it 100% with every retired member responding. Please send in your checks promptly for \$25.00 as follows: S.F.V.P.O.A. "Campaign Fund," P.O. Box 22046, San Francisco, CA 94122.

Also we could use some help in the campaign. Call Sol Weiner at the Credit Union, 564-3800. I hope to see you all at the next meeting.

SICK CALL: Martin Casserly is in Laguna Honda Home. Fenton Nannery is in Kaiser for a by-pass.

DEATHS: Bill French, Arthur Broland and Eugene Varni. We will miss all of you.

NEW MEMBERS: Lee McVeigh. Welcome.

BILLS: Bills approved for August, as read by Treasurer Ed Cosgrove.

COMMITTEE REPORTS: JIM COLE: Prop E — The SFPOA contributed \$10,000. Thank you!...Pay Raise — 1989-90 is 8.8% for actives. San Jose and Long Beach have yet to settle. If Prop E wins, we could get a little more retro to 7/1/89. If Prop E loses, any increase would come on 7/1/90. Vote No on Prop K, which would give the Sheriff law enforcement duties to police the airport, parks, public buildings, etc. — SOL WEINER: We have several donations and endorsements for Prop E. Now we need more volunteer

help from YOU to win. Winning means phone calls, stuffing envelopes with our flyers, writing "Dear Friend" cards, and informing groups why a YES vote is asked (to correct an oversight of 2 years ago and make our payraises retroactive to July 1). Contact Sol at 564-3800...Good jobs part time, court security in Contra Costa, phone Sol 564-3800 — MARTY BARBERO: We are disappointed by some of our own members who have not contributed to the costs of winning Prop E. We have 786 members, but only 67% or 525 members have sent in their checks for \$25. 18 non-members have contributed \$25 each. Your \$25 contribution will be earned back several times over. If our other 261 members contribute, this would add \$6,525 to our budget. We can't afford to be low on necessary funding.

UNFINISHED BUSINESS: Congress and the President are now looking seriously at repealing or lowering the surtax costs of the Medicare Catastrophic Coverage Act of 1988. However, too often politicians will try to compromise instead of repealing. Compromise may be to lower the \$800 ceiling (\$1600 married) to \$400 (\$800 married). And still, these ceilings go up every year for 5 years, or longer. Let them know, again and again, how we feel:

Hon. Alan Cranston    Hon. Pete Wilson  
Hart Bldg. Rm 112    Hart Bldg. Rm. 720  
Wash., D.C. 20510    Wash., D.C. 20510

Hon. Nancy Pelosi    Hon. Barbara Boxer  
Longhor H.H.    Longhor H.H.  
Wash., D.C. 20515    Wash., D.C. 20515

NEW BUSINESS: The members voted to donate \$200 to the Retired City Employees Association's Prop F to upgrade their retirement income.

GOOD OF THE ORDER: Gale Wright recommended that members read the "Howard Jarvis Taxpayers Assn." letter they will or have received. If the Prop 13 of 1978 is repealed, your property taxes could go double or more.

Attendance 62    George Cathrell, Pres.  
Membership 786    Gale Wright, Sec.



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## DA

Michael Keys, President  
San Francisco Police Officers Association  
510 7th Street  
San Francisco, CA 94103

Dear Mike:

The last several weeks have been very instructive for me. The June meeting of your general membership, speaking one on one with individual POA board members, and addressing and listening to officers at some of the stations has given me a better understanding of the importance of communication between my office and the POA on a regular basis.

As I mentioned in an earlier letter to you, I think it would be a good idea for representatives of the POA or their Judicial Review Committee to meet personally with me on a monthly basis to air any grievances and discuss issues affecting both of our departments.

Additionally, I or a senior member of my staff will personally review all 243 PC cases.

I also understand the concern regarding officers who work the 6 PM to 4 AM watch, having to appear in court the following morning and sometimes having to wait for hours before being called. While the District Attorney's office does not set the schedule of court appearances, my office will work with the judges and defense attorneys to see that the officers' cases are heard as early as possible.

I look forward to hearing from you at an early date for your response to my suggestions.

Very truly yours,  
Arlo Smith  
District Attorney

## Info

Dear Friends,

Would you please place this information in your bulletin so that our alumni and friends may know of our upcoming Memorial Mass? Thank you for your consideration in this endeavor.

The Ninth Annual Memorial Mass for the clergy, alumni, teachers, parishioners and friends of St. Paul's School will be held on Saturday, November 4, 1989 at St. Peter's Church, 24th and Alambarna Streets at 3:30 p.m.

Following the Memorial Mass, there will be a no-host cocktail hour and a Dinner Dance at the Immaculate Conception Elementary School Hall, 3255 Folsom Street. The theme will be "Amateur Night" with entertainment provided by guests. A delicious dinner of antipasto, salad, pasta, half a roasted chicken, dessert, wine and coffee will be served at 6:00 p.m. The cost will be \$16 per person and includes a donation to cover a complimentary dinner for the Religious who wish to attend.

Reservations must be in by October 27th. No tickets will be sold at the door.

Very truly yours,  
Mary O'Rourke  
St. Peter's Alumni  
Memorial Mass Committee

## Unbalanced

Ms. Beverly Ornstein  
KQED — 500 8th Street  
San Francisco, CA 94103

Re: Program "Express" Police Brutality

Dear Ms. Ornstein:

Your program regarding Police Brutality aired Friday, September 1, 1989 on "Express," depicts the San Francisco Police as brutal and irresponsible. I feel that the views aired on that program were not balanced. You neglected to mention that the majority of the police officers put their lives on the line every day trying to protect the citizens.

Case in point: our son Robert, a police officer stationed at Potrero Station for the last six years, was almost killed last Friday at midnight. (Story of the incident as printed by the Sunday paper is enclosed.) This episode is repeated almost daily and it involves many other members of the police not only in the Potrero area, but other sections of the city as well.

I believe it is important to portray the positive image of the members of the

police force, rather than the negative, often inaccurate, image which creates headlines but does nothing to reduce the crime rate in San Francisco. Many of the individual members of the San Francisco Police Force participate and contribute positively to help the youth and aged voluntarily and without any compensation. By presenting those facts to the public, you will be fulfilling your duty as a responsible media and you will create a better atmosphere between the citizens and the police, and that in effect will help to reduce the crime in the neighborhoods.

Sincerely,  
John B. Totah

## Counterpoint

Editor  
SFPOA Notebook  
510 7th Street  
San Francisco, CA 94103

Dear Editor:

As the Attorney in Charge of the Misdemeanor Trial Division of the D.A.'s Office, I was saddened to read in the September Edition of the P.O.A. Notebook the "article" by Officer Ed Collins (Nightmares and Deputy District Attorneys) describing his frustration with a Deputy District Attorney who dealt a case out for 90 days in the County Jail.

Without even considering the question of whether the disposition in question was appropriate or inappropriate, I wonder if the Notebook feels that it wants to become a forum for the public airing of frustrations between two departments that should be attempting to work together toward a common goal.

Would the Notebook care to print a letter every time an officer failed to come to court, despite a properly served subpoena, and the case was dismissed as a result of that non-appearance? Would the Notebook care to print a letter every time a D.A., in preparing for trial, went out on his or her own time and discovered a crucial witness to the event that the reporting officer did not bother to, or think to, include in the arrest report? What if one of those witnesses turned out himself to be a San Francisco Police Officer? Would the Notebook care to print a letter every time a juror came back and said that he/she just "did not believe the officer"? Would the Notebook care to print a letter every time the local media came out with another embarrassing departmental expose that made picking a fair jury in San Francisco all that much more difficult? Would the Notebook care to print an article every time an assault on an officer case was materially compromised by the production in court of independent witnesses who directly contradicted the testifying officer's version, but who were conveniently left out of the police report? I hope not, because neither I, nor the D.A.s in my unit, would care to write such letters, although we certainly are in a position to do so.

Perhaps the Notebook, and Officer Collins, would do well to consider that prosecutors in this county are being asked to handle more cases, with fewer resources, than in any previous years. While other county prosecutors' offices are growing to meet a burgeoning crime and crack problem, the San Francisco District Attorney's Office is asked to absorb a \$400,000.00 cut in its budget, amounting to three lawyers and five in-

## Letters

vestigators. At a time when the senior prosecutors of this office, including the chief homicide deputy, are asked to handle narcotics cases because of the unexpected illness of one lawyer, perhaps the failure to revoke one defendant on misdemeanor probation, in return for a county jail commitment on a new case, does not merit a public tantrum.

As for the article itself, it characterizes the incident as a "minor war," where the sergeant involved ultimately "went to the hospital." Considering the fact that the police report written by Officer Collins indicates that neither officer sought treatment for the "minor" injuries, that the report describes the suspect as being struck in the testicles and on the head with batons, that four officers ultimately sub-cued him, and that the defendant was the one who went to the hospital, it certainly sounds like the officers won the battle and the war. Consider too that the sergeant, who fared far worse than Officer Collins according to his own report was herself in the courtroom when the case was disposed of, was herself sitting right next to the D.A. when he settled the case, and herself indicated that she had no objection to the disposition!

Finally, what makes Officer Collins so sure that had the matter gone to hearing and that the defendant's full 6 month suspended sentence would be imposed? As almost any officer who has been in the courts in San Francisco can attest, a revocation of probation is often immediately followed by the imposition of a modified sentence of less than the full suspended amount, and often in the form of SWAP time, instead of county jail time. The disposition in question, resulting in a 90 day county jail commitment, was not inappropriate given the information provided in the police report, the realities of operating in today's Municipal Court, the reality of jail overcrowding, and given the apparent approval of the officer who was in court when the disposition went down.

In the future, I would respectfully recommend that Officer Collins address his concerns regarding allegedly inappropriate dispositions to persons in this office who are in positions to evaluate such claims and to act upon them. Airing frustrations in the public forum with inaccurate and misleading attacks can only lead to resentment, and a deteriorating relationship between two agencies that have enough problems without counter-productive sniping at each other. Moreover, the Notebook, when presented with such "cheap shots," should consider whether printing them serves to "Promote the Efficiency and Good Name of the San Francisco Police Department," as its logo promises.

Should the Notebook choose to print this letter in response to Officer Collins' diatribe, I would appreciate it if it would do so in its entirety.

Sincerely,  
George Butterworth  
Assistant District Attorney

Editor's Note: The Notebook is happy to offer rebuttal space to Mr. Butterworth. Considering the many letters and articles received recently concerning the D.A.'s Office, and in light of D.A. Smith's letter (printed herein), the Notebook stands by Officer Collins and his article.

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# Letters

## Thanks

BAN TOT PROGRAM  
Center for Southeast Asian  
Refugee Resettlement

Dear Friends,  
I wish to take this opportunity to express my sincere appreciation for your efforts in assisting and sponsoring the volunteer team of Mike Conway, Reno Taini, Cort Stark and Randi Dubois to travel to the Philippines to guide us in the establishment of an "adventure ropes course."  
ICMC is under contract with the U.S. Department of State, Bureau for Refugee Programs, to provide English as a Second Language and Cultural Orientation Training to Indochinese refugees who have been approved for resettlement in the United States. We are providing this training to over 28,000 refugees annually, a significant portion of whom will ultimately resettle in California. The program offers mandatory training to all refugees aged 11½ - 55 years of age. Two subcomponents of the program are the Preparation for American Secondary Schools (PASS) for those aged 11½ - 16 and the Young Adults program for those aged 17 - 22. With the passing of the Amerasian Homecoming Act which provides for the resettlement of an estimated 30,000 Amerasian children and families over a two year period, approximately one-half of the refugees in our program are Amerasian cases enrolled in the PASS and Young Adult Programs.  
While the Amerasians are certainly in need of English and cultural orientation training perhaps just as importantly they are in need of programs that address what for many is a lack of self-esteem and arrested socialization skills that have resulted from growing up in an environment where they were largely despised, discriminated against and out-cast because of their American parentage. Unfortunately, our mandate and funds from the Department of State limits us to providing only English and orientation training. Thus, funds are not available to directly address the psychological and social development needs of this deprived and vulnerable group. It is for this reason that your assistance in sponsoring the ropes course team has provided such a valuable service not only to the refugee youth, but because as they are soon to be new Americans, to American society as a whole.  
During their short stay here in the Philippines the ropes course team has guided us in establishing a ropes course and training staff in its use at the PASS program. However, this will only reach those aged 11½ - 16. With funds provided by an American private voluntary agency we are currently constructing two Youth Activities Centers that will be the focus of positive recreational and socialization programs designed for youth aged 17 - 22. It is envisioned that ropes courses will be a cornerstone of this program as well. Therefore, while thanking you on the one hand for so generously supporting this current trip I will be so bold as to request your future support in assisting the team's return to construct two additional ropes courses for the Young Adult program.  
Even if this is not possible I can't stress strongly enough the importance of the contribution you and the ropes course team have made to our efforts to prepare these refugee youth for what can only be a traumatic and bewildering journey to a new life. Again, for this and on behalf of the ICMC staff and the refugees who will benefit I offer my sincere and heartfelt thanks.

Yours sincerely,  
Steve Cook  
Director, ICMC

(Ed. Note: POA's Community Services funded the settlement with \$750 in July.)

## Tax Alert

August 24, 1989

Clare M. Murphy, General Manager  
Retirement system  
1155 Market Street, 2nd Floor  
San Francisco, California 94103

Re: IRS Code Section 415

Dear Mrs. Murphy:  
The attached article appeared in the August 1989 edition of *The California Law Enforcer*, the publication of the California Organization of Police & Sheriffs. The article is entitled: "Tax Time Bomb." It refers to section 415 of the Internal Revenue Code.  
As you can see the article would be likely to arouse great concern amongst active and retired police officers. It has raised that concern. The Police Association has received a large number of telephone calls from its members regarding this section inquiring as to whether the Retirement Board is aware of this section and has taken proper precautions so as to prevent the types of taxations mentioned in this article.

I recall that myself and prior president Bob Barry had numerous discussions with you on retirement sections and these discussions did include Section 415.  
A brief response from your office regarding this section and more specifically regarding the actions which the Retirement System has or will take to prevent any adverse consequences would be greatly appreciated. Please be advised that I would like to have your response printed in the official publication of the San Francisco Police Officers' Association in that we have received so many inquiries from our members on this issue.

Thank you for your kind attention to this matter.  
Sincerely,  
Michael S. Hebel  
Attorney at Law  
Welfare Officer

August 29, 1989

Michael S. Hebel, Welfare Officer  
San Francisco Police Officers' Association

Dear Mr. Hebel:  
Thank you for your letter of August 24, 1989 and the opportunity to provide Retirement System input on the "Tax Time Bomb" article by Mr. Bill Hemby that appeared in the August 1989 edition of *The California Law Enforcer*.  
I agree with the overall message in the article: that compliance with IRS rules, specifically Internal Revenue Code Section 415, by public pension plans is very important in order to escape increased taxes for members. Also, that utilization of the "grandfathering" provisions for employees hired before January 1, 1990 is the best approach to the problem of all those available. I do not agree with some of the particular consequences of non-compliance that Mr. Hemby predicts. For example, in the case of non-compliance, the Ci-

ty's contribution to the pension fund would not be taxable to the member; nor would the member's full contribution account be taxable, only the (6%) interest credited by the Retirement System in that year.  
However, the message that I would like to get across very clearly to your members is that none of these problems are at all likely to arise with regard to the San Francisco retirement plans. In November, 1988, voters passed a Charter Amendment allowing the Board of Supervisors to amend the plans in order to comply with the tax law. A proposed Ordinance has been prepared by the Retirement System staff for Board approval and we expect it to be considered by the Board next month. This Ordinance will provide a continuation of current plan benefits (through grandfathering) for all employees hired before January 1, 1989. All future employees after that date will be subject to the new IRS limitations, but as Mr. Hemby acknowledges those limits should affect only a tiny fraction of employees.  
It is expected that IRS rules will continue to change in the future and that the retirement plans will have to be adapted accordingly. I can assure you and your colleagues, however, that preservation of current benefit levels and of available tax advantages for retirement plan members will continue to be a matter of prime importance to the Retirement Board and staff members. We are confident that this can be accomplished into the foreseeable future.

Very truly yours,  
Clare M. Murphy  
General Manager

## Thanks

Michael Keys  
President S.F.P.O.A.

I want to personally thank you and every member of the board of Directors for your support in attaining new equipment for the Police Gym. Your generosity and consideration is greatly appreciated by all the members that use this facility. A special thanks to Board members Alex Fagan, Roy Sullivan and Pete Maloney for their extra effort in my behalf.

Les F. Adams #1788  
Police Gym

Police Officers Association  
c/o Officer J. Dominguez  
1240 Valencia Street  
San Francisco, Ca

Dear Officers:  
We sincerely thank you for the money which you provided to help us present our anti-drug play, *Nightmare in Dreamland*. We performed the play at the Western Addition Cultural Center in San Francisco on July 29th. We presented two performances on that day to enthusiastic audiences comprised both of adults and children. Due to limited financial backing we've had to limit ourselves, for now, to doing only those two performances. Nevertheless, we plan to continue to pursue our goal of presenting this important educational and inspirational piece of work to our most at-risk communities here in the Bay Area. We also plan to approach the Board of Education and see if they will allow us to present the play at some of the elementary and intermediate schools. Our essay contest was also a success. We received forty-two entries from young audience members under age twelve. Enclosed please find the entry that won first prize.  
We have a video tape of the performances available. If you are interested in receiving a copy, please notify us at the address below.  
Again thank you very much for your support. We will continue our anti-drug, anti-crime work as we know that you will. Thank you.

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lacking in financial opportunity. Our youth see little logic in going to school and working at a job that pays minimum wage when they could earn several hundred dollars a week selling drugs for gang members.

Some youth join gangs primarily because gangs are a sort of "family" that can provide a sense of belonging for youth who have no other family structure. In fact, The Lakeview gang leaders have told me that they specifically look for youth with such emotional needs and cater to those needs to attract members. For some young gang members who do have families, the families' dependence upon a young gang member's drug sales income also can lead to families' encouragement of illegal activities and gang membership.

Today, the likelihood that a juvenile will be caught, charged, and incarcerated for a crime is very low. And youths that have been involved in the juvenile justice system soon recognize that there is absolutely nothing to be concerned about.

Tougher law enforcement measures are needed. Punishment of offenders is the only solution. The job of the juvenile justice system is to make sure enough space exists to commit serious juvenile offenders to incarceration.

School administrators must follow the rule that students be clearly informed that gang and drug activities at school will not be tolerated. Steps to ensure that students understand that message could include locker searches, suspensions and expulsions, and limitations on visitors and off-campus activities when signs of gang activity become apparent.

Outreach and intervention programs also are needed. Programs that bring counselors to the streets to work with troubled youth have been effective in Los Angeles and Chicago. Why not here? Highly visible mobile units that allow contact on a daily basis between gang members and trained counselors, including former gang members, are part of those programs in Los Angeles and Chicago. The one-to-one contact and street setting make counseling effective.

Community involvement is needed and is a key aspect of the Los Angeles and Chicago outreach programs. Advisory councils comprised of citizens, community leaders, educators, and youths have been used to address problems caused by gangs. The need for networking and information sharing among all organizations that deal with gangs and troubled youth is necessary.

Let's do something. San Francisco PAL is willing.



### COMPUTER TRAINING CLASS

Pacbell's Key Contact Manager, Guy Milano, and a member of the PAL Board of Directors will conduct a computer class consisting of Introduction to the Computer and MSDOS. The introduction will explain what a computer is and how it works. The MSDOS is the computer language and how it works. It is a 6 hour course and the maximum class size is 8. If you are interested call Vera at 821-1411. Guy was able to obtain from Ricoh a fax machine for the PAL.

### Second Annual Oceanview Family Picnic

Last year the OMI was shocked when over 2,000 residents, friends, and others came out for a barbecue, games, booths of information. But more important, Captain Philpott, Joe Mollo and a most distinguished guest, McGruff was there. Don't miss this Family Barbecue. The cost is right!! Just your presence and your family. It's October 14th, 10 AM - 6 PM, Oceanview Park. We'll have San Francisco's finest as security.

### IN MEMORIAL

Peter Franceschi was involved with baseball, sports, and PAL for many years. He was the Joe Di Maggio League.

On the day he died, Pete was doing what he liked best, watching teams from the Joe Di Maggio play, being at Big Rec and mingling with baseball minded people.

Pete was a native son of San Francisco. He was a linebacker on the first 49ers team. He graduated from USF, before entering the service and before signing with the 49ers. Pete and his wife Margaret had three children, two girls and a boy. The PAL is grateful to Pete and his family for the many years of service. The PAL is instituting a Memorial Trust Fund in Pete's name for a future PAL Pete Franceschi Baseball Tournament. Make your donation in Pete's name and send it to PAL, 350 Amber Drive, San Francisco, California 94131.

### WAS THAT YOU, THELMA?

On October 3rd, by now PAL's most famous, Thelma Williams, accompanied by her daughter, bordered a jet for the Big Apple. She already had received an autographed picture and a personal letter from Mickey Mantle, threw out the first ball at the Giants game against the A's during the Bay Bridge Series, and was interviewed by Emerald Yeh. What could be next? A guest appearance on the Joan Rivers Show. Staying at the Plaza Hotel, she enjoyed the pleasures "anything you want, Miss Thelma." Well, she got Joan's monies worth. So be sure to watch the Joan Rivers show this week.

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# POLICE ACTIVITIES LEAGUE

Ron Exley  
Dir. Program Development



## WHO'S THAT?

In May, Lt. Tom Bruton, Crime Scene Investigations gave up his PAL post of Basketball Coordinator that he graciously accepted in 1979 for one year. But the kids keep you going. Thanks Tom!! The kids at Oceanview Park and St. Michael's School have swept Mark Ballard (Ingleside) off his feet so much so, that he said "yes" when asked to be the PAL Basketball League Coordinator. Since last October Mark has been a PAL officer at Oceanview and weekly conducted physical exercises for grades 4-8 for kids from St. Michael's School. Welcome Mark. He was promised that Vera would do all the organizational matters and Joann Dillon of St. Emydius would do the scheduling. But Mark's job would be the referees. Well, Bob Twomey from Notre Dame Des Victoires has agreed to help coordinate Mark's hardest job — those men and women in zebra shirts. Good work Mark.

## PARK STATION JOINS THE PAL

Since last March the PAL under the direction of John Meek has been operating a program for homeless children (see your May issue). Benny Fong (Central) has been working with 200 kids from the Tenderloin, Randy Williams (Mission) worked with 30 kids that were living at the Apollo Hotel and although they are now housed at Geneva Towers, he still visits them monthly.

Well, the need arose in the Haight Ashbury for the homeless children project. The only family shelter for the homeless is the Hamilton Shelter. The shelter invited us to do our program there weekly. The uniqueness of the program is that it's a joint project between the Girl Scouts, PAL and Park station. We hope to start this project soon.

Neighborhood groups (The Cole Street Merchants, The North Sunset and others) have been requesting from the ISHA Poly Coalition to allow the PAL to operate its programs out of the Male Poly gym. The PAL has presented three proposals to ISHA Poly, still no response. We're ready. **MESSAGE TO THE MAYOR FROM EMPEROR NORTON I**

I have recently joined the PAL staff. For the first time we have a chance for our own building. Don't forget us. Support the Chief's request for 2024 Oakdale as the new PAL and Juvenile Headquarters. This is your chance to keep your promise to the PAL kids. Also it would fulfill your promise to the Bayview Community for a gym in their community. It won't just be a gym, but a valuable program for the community. Remember Mayor, I did you a favor, 208 homeless were given jobs and over 60% are still working with the carnivals. You did not thank me, but if you give the PAL kids a home, I will be grateful.

## PAL GOLD MASTERCARD

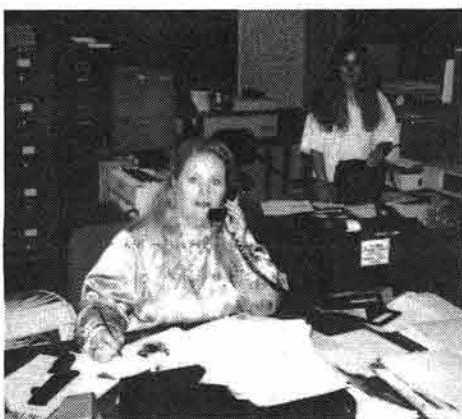
The San Francisco Police Activities League (PAL) is pleased to offer the POA another benefit for being a booster of the Police Activities League, designed to benefit both POA members and the youngsters of our city. A special SF PAL Gold MasterCard card has been created which provides exciting benefits, while at the same time provides the PAL with financial support to carry on our organized sports and other programs that help

children toward a more mature citizenship.

Best of all, the SF PAL Gold MasterCard card is issued free of an annual fee the first year. After the first year you pay a low annual fee of only \$30 per year. Besides possible credit line up to \$15,000, there are many other outstanding features that are offered to our members at no additional cost, Gold Passage Travel Benefits, Premium Access Checking, Lost Card Protection and other emergency services, flexible payments, a no-finance charge option for purchases, and around-the-clock customer service make this PAL Gold MasterCard card the one credit card to carry. That is why we recommend that you take advantage of this program...even if you currently have other credit cards.

As you can see, the SF PAL Gold MasterCard card is an outstanding value. Couple that with the prestige of using a card that proudly displays the PAL name, it is easy to see why we are urging all of our boosters to apply. Call the PAL office for more information 821-1411.

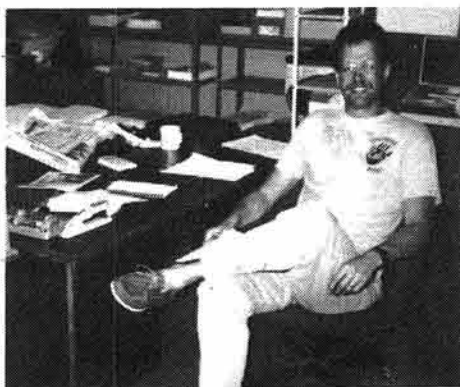
Each time you use your new SF PAL MasterCard, the credit issuer, MBNA, will pay a royalty to the SF PAL. So, just by using your card, you are helping to support the youth of our city...at absolutely no cost to you.



Sondra Christian joined staff on September 18th as an assistant for fund raising. She is a mother of two PAL girls and one PAL son. She has been involved in the catering business and fund raising for Hamlin School for the past 15 years.

Sondra is a native daughter of San Francisco. We expect high returns from Sondra.

Joining Sondra on staff a week later was Dale Allen.



Dale Allen is a 5th generation San Franciscan and a 12½ year veteran of the San Francisco Police Department. He and his wife Sharon live in San Francisco. Sharon is a 6th generation San Franciscan and is a teacher. They have two children, Courtney who is 10 years old is currently playing in the PAL basketball league and Kevin is 8 years old.

Dale has been a Field Training Officer, a member of the Tactical Canine Unit, the Patrol Bureau Task Force (for the last three years) and the Special Operations Task Force with an emphasis on narcotics and gang violence. Dale has his Bachelor of Arts degree in the Administration of Justice from Golden Gate University and recently received his J.D. from Golden Gate University School of Law.

Dale first came in contact with PAL when he played PAL soccer, baseball and football as a youth and later, after becoming a police officer, served as the Director of the PAL Rugby program.

He is the 1st police officer to be assigned to the PAL in 3 years. He will be the PAL Program Coordinator. His present task is the redevelopment of the PAL Law Enforcement Cadet Program. In this route he will design a program to take the cadets into the 1990's. He is looking for suggestions and particularly referrals of youth ages 15-21 who have shown an interest or career aspirations in law enforcement.

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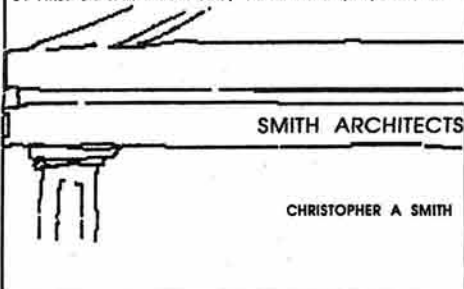


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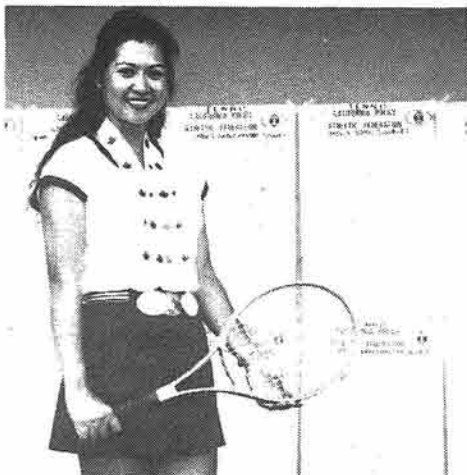


# SPORTS



## More Tennis Awards for S.F.P.D.

by Dennis Bianchi



The form and smile of tennis champ Beth Pedrodalasol.

The S.F.P.D. was, once again, short on participants in the tennis events, but big on winners at the World Police and Fire Games, held this year in Vancouver, British Columbia. Beth and Larry Pedrodalasol were the only tennis playing members to make the trek north, but they came back with six medals!

Beth had a particularly great showing. She won the Gold Medal in the Women's Senior Singles in straight sets, beating a local favorite who showed up with her family and friends. Beth then teamed up with a Culver City Police Department member, Susie Grimaldi, to win the Senior Women's Doubles Gold Medal. Beth said she concentrated on all the support given her by our members at the last two Police Olympics to overcome the feeling of being alone and gave it her best. She felt she played her best tennis yet, which is great news for us and her, as next year's Police Summer Games will be here before we know what happened. Beth picked up a Silver Medal in the Open Mixed Doubles with her husband Larry. They credit their success against top-notch younger players to their good feelings toward one another, which promotes teamwork. Teamwork is really the heart of success in doubles tennis. It is valuable to successful marriages as well. The Pedrodalasols are excellent examples of both.

Larry ran into physical and scheduling problems, but still won three medals. In the semifinals of the Master's Men's Singles he sprained his ankle and still had the rest of that match and another match to play, but came up with the Bronze Medal. Larry then teamed up with Sgt. Jim Coleman of the Oakland Police Department to win a Bronze Medal in Master's Men's Doubles. Coleman had to fly back before the tournament was over. This gave Larry the chance to recuperate and win the Silver with Beth in Mixed Doubles, Open



Beth Pedrodalasol receiving another gold medal.

Division.

They will no doubt be winning their lion's share of medals in the summer of 1990 in Sacramento, along with Larry's longtime buddy and partner Rich Leon. Since the competition will be held so nearby I hope more of our tennis players will be joining us in the fun in Sacramento. There's plenty of room for competitors and our competitors are always happy to have some support and camaraderie.

Lastly, a big sincere congratulations to the Pedrodalasols and an equally sincere "thank you" for giving the S.F.P.D. such fine representation.

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## Running News

by Dennis Bianchi

This month's running news is less news that forecast. The only news I can report is that a few of our runners are preparing themselves for some big marathons in November. Mike Mahoney has stated he will be representing the Department at the New York City Marathon on November 5. Mike is a seasoned NYC marathon runner and will, no doubt, deliver a fine, gutsy performance. Stan Buscovich has stated he intends to be running the Marine Corps Marathon in Washington D.C., which is also being held on November 5. Based on the kind of running Stan has been doing this year, we can expect another terrific performance, perhaps another "personal best" performance. We wish these runners the very best and know that they will be representing us with their best effort.

Locally, the CCPM, Waterfront 10 Miler will be held November 5. This race is run by Pamakids and is, therefore, well organized. Their phone number is 681-2323. Start time is 0800. For you party-type runners, the Monster Chase 5K and One Mile Halloween Parade will be held in San Francisco on October 27. It's being run by Rhodyco, 3929 California St. S.F., 94118. The race begins at 2100 hours!

Looking a bit farther into the future I see three good races, each a different length and type. December 3 is the date of both the Nike San Francisco Half-Marathon and the California International Marathon in Sacramento. The Nike Half-Marathon is fun, challenging and can be done by the average jogger, if you put in a few 10 or 12 mile runs beforehand. The International Marathon is a big, popular, highly competitive affair where serious marathon runners try to come up with a fast time. This kind of competition can only help you run faster, if that's what you're interested in doing. The third race is a big event for our Department. On December 17 we will have the opportunity to defend our title as the Law Enforcement champs at the 16th Annual Christmas Relays. We really cleaned up last year, taking first and second. There are plenty of runners out there who can run, and run fast, over this course. Once around Lake Merced is about 4.6 miles. Lou Perez will, no doubt, be there to demonstrate just how fast it can be done. There will be plenty of not-so-fast runners showing up just to enjoy the competition and the feeling of doing something good for one's health at Christmas time. Now is a good time to start training. Don't read the word drudgery into training. Have fun, breathe deeply and take your mind of the usual problems for 30 or 40 minutes while you exercise your legs, lungs, and heart, and at the same time give yourself a short mental holiday. See you on the trails.

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# SPORTS



## SFPD Soccer Returns to Canada

by Nicholas (Nick At Night) Shihadeh

The SFPD soccer program, represented by a mix and match team of Kickers and Killer Bees, went to Calgary, Alberta in mid September for the tenth annual "North American Police Soccer Tournament." It was a trip that almost wasn't, as there was some uncertainty on whether or not to go. But, with the encouragement of Steve Roche and Brian "Moose" Canedo, the troops were rallied and a team was organized.

Other players making the trip included: John Conefrey, Brian Delahunty, Mike O'Brien, Jimmy Miranda, Brian Olcomendy, Frank Machi, Nick "Someguy" Shihadeh, Rollie "The Goalie" Canales, and new addition to the SFPD soccer Program Joe McCloskey. This was a shaky team of no reserves, but they were still determined to improve over last year's fourth place finish in Seattle.

The trip started out fairly well as "Someguy" Shihadeh (with his Middle Eastern heritage) had no problem getting on the plane and eventually through Canadian customs; things went down hill from there as far as play on the field was concerned.

The tourney started on Friday with a 1-1 tie against Edmonton. They were a team that ~~should've been easily beaten~~, but many missed goal opportunities by SF kept them in the game long enough for the draw. Next SF was trounced 7-0 by a very strong Calgary team — they were hosting this

event so of course they wanted to make a good showing.

On Saturday, despite losing the ensuing game 4-1 to last year's champions, Toronto, SF still had a chance to make the playoffs on Sunday with a win over Saskatoon. Unfortunately, the SF players were worn out, and a very much improved Saskatoon team beat them 5-0.

This was the first time in seven years that SFPD didn't make the playoffs; there was nothing else to do on Sunday but watch the Niners on satellite dish (at least they had won against Tampa Bay).

Despite the poor showing on the field, the players still had a very enjoyable trip. The team stayed in the beautiful downtown area at the Skyline Hotel across from the Calgary Tower, which is very similar to Seattle's Space Needle. There were many "chortles and chuckles" as SF maintained their close comraderie with the Vancouver team (exchanging police memorabilia and the like).

Canada won't be the same until SFPD returns for next year's tournament in Toronto, who by the way won the whole thing for the second year in a row. These Canadians will in turn invade the Bay Area in the following year as San Francisco is the site for this fine event in 1991. For the time being, the team played in the annual "Mike McFadden Police Department vs Fire Department Game." This was held on September 30th to help raise money for the Special Olympics.

## Wheelin' With Brosch

by Dennis Bianchi

A few issues ago an article announced the arrival of Jeff Brosch as one of our Department's top bicyclists. Jeff has since offered more evidence to the truth of this announcement. At the recent "Tour de Tahoe," Jeff could be found near the front at most times, refusing to be dropped by riders more than twenty years his junior. This prompted a few "Hey, who is this guy" type of remarks among the usual top riders. It was also but one example of Jeff's endurance and tenacity.

Vancouver, Canada was the scene of the World Police and Fire Games, the setting for Jeff's latest accomplishments. Jeff entered four events: the road race, the sprints, the time trials (where Jeff was only five seconds out a medal), and the criterium, where Jeff competed in this event for the first time and, would you believe, won a Bronze Medal! Jeff said the numerous tight curves was something new for him. Jeff also has shown that his real strength is stamina and I expect to see Jeff bringing home medals next summer from the California Police Summer Games in Sacramento.

Seeing how Jeff has been successful at



Jeff Brosch, one tough cyclist!

several athletic endeavors, the medals may not only be for cycling. He certainly intends to bring home some skiing medals from the next International Police Winter Games. Whatever he intends to pursue, you can be certain that Jeff will be giving it a tremendous effort, and no one should be surprised to see him finishing at or near the top. Nice job, Jeff. Just keep wheelin' and winnin'.

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# ON THE STREET/Tom Flippin



## Editorial Comment

by Tom Flippin

## Words Fail Me

So we've come down to this sorry state ... that special bond shared by the police officers of San Francisco has degenerated into something resembling a tabloid TV show, complete with pointing fingers and flapping lips, double-dealing and backstabbing. I mean, this is getting embarrassing; I'm speechless.

Since this sort of thing seems to have happened in the past, many illustrious writers have had something to say about such behavior. I leave you to reflect on their words ... and our actions.

### On Arguing

"It oft falls out, to have what we would have, we speak not what we mean."

Wm. Shakespeare

"... speaks an infinite deal of nothing ... his reasons are as two grains of wheat hid in two bushels of chaff: you shall seek all day ere you find them, and when you have them, they are not worth the search."

Wm. Shakespeare

"The true use of speech is not so much to express our wants as to conceal them."

Oliver Goldsmith

"I find you want me to furnish you with argument and intellects too."

Oliver Goldsmith

### On Those Who Argue

"I would my horse had the speed of your tongue, and so good a continuer."

Wm. Shakespeare

"There's neither honesty, manhood, nor good fellowship in thee."

Wm. Shakespeare

"Keep a good tongue in your head."

Wm. Shakespeare

"Men of few words are the best men."

Wm. Shakespeare

### On Good Manners

"The great secret ... is not having bad manners or good manners or any other particular sort of manners, but having the same manner for all ..."

George Bernard Shaw

"... draw men as they ought to be, not as they are."

Oliver Goldsmith

"For manners are not idle, but the fruit of loyal nature and of noble mind."

Lord Tennyson

"The greater man, the greater courtesy."

Lord Tennyson

### On Complaining

"It is singular how impatient men are with over-praise of others, how patient with over-praise of themselves; and yet the one does them no injury, while the other may be their ruin."

James R. Lowell

"People are always blaming their circumstances for what they are. I don't believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and, if they can't find them, make them."

George Bernard Shaw

"Silence is the most perfect expression of scorn."

George Bernard Shaw

### On The Future

"The worst is yet to come."

Lord Tennyson

"Truth is truth to the end of reckoning."

Wm. Shakespeare

## Complaint Definitions

*Editor's Note: The following definitions are printed as an aid to officers trying to understand OCC complaints. These are OCC's own definitions.*

## Definitions of Allegations

**U.F. - Unnecessary Force:** Any use of force which exceeds the level of force reasonably needed to perform a necessary police action.

**U.A. - Unwarranted Action:** An act or action not necessitated by circumstances or which does not effect a legitimate police function.

**C.R.D. - Conduct Reflecting Discredit on the Department:** An act or action which, by its nature, reflects badly on the Department and undermines public confidence.

**N.D. - Neglect of Duty:** Failure to take action when some action is required under the applicable laws and regulations.

**R.S. - Racial Slurs:** Behavior or use of language meant to belittle or defame because of race or ethnicity.

**S.S. - Sexual Slurs:** Behavior or use of language meant to belittle or defame because of sex or sexual preference.

**DIS. or D. - Discourtesy:** Behavior or language commonly known to cause offense, including use of profanity.

## Definitions of Dispositions

**Sustained:** A preponderance of the evidence proves that the conduct complained of did occur and that, using as a standard the applicable regulations of the Department, the conduct was improper.

**Not Sustained:** The investigation fails to disclose sufficient evidence to prove the allegation(s) made in the complaint or to disprove such allegations.

**Proper Conduct:** The evidence proves that the acts which provided the basis for the allegation(s) occurred; however, such acts were justified, lawful, and proper.

**Unfounded:** The evidence proves that the acts alleged in the complaint did not occur, or that the named member was not involved in the acts alleged in the complaint.

**Information Only:** The evidence proves that the actions complained of did not involve a sworn member of the Department, or that the actions described were so obviously imaginary that their occurrence is not admissible by any competent authority. "Information Only" allegations are not counted against sworn members of the Department. Complaints against non-sworn employees of the Department or employees of other agencies are referred to the appropriate agency or agencies.

**No Finding:** The complainant failed to disclose promised necessary and essential information to further the investigation; the complainant is no longer available for questioning.

## The Carl Jackson Story

by Mike Hebel, Welfare Officer

When Sergeant Carl Jackson appeared at his Retirement Board hearing on June 10, 1988 he was in obvious stinging pain. He was unable to wear any clothing other than a light synthetic fiber jump suit. His large back brace was apparent. Carl had assumed that his application would be, considering the nature and extent of his case, routinely granted by the hearing officer. I felt as confident of the outcome as did Carl.

By order dated June 27, 1988 the administrative law judge denied the application finding that Carl was not disabled from a limited duty assignment of a sedentary nature.

### Light Duty Policy

Carl Jackson first injured his back in December 1980. In November 1981 he underwent a laminectomy. He was off work on disability pay for 82 days.

In November 1986 he reinjured his already vulnerable back. After 130 days of disability leave, he returned to work in a light duty capacity. After two months, he was unable to complete this work assignment. He last performed police duty on July 30, 1987. When his 365 days of disability leave were exhausted in March 1988, he was carried on sick and vacation leave.

The police department's light duty policy does provide permanent light duty jobs for police officers whose injury/illness precludes full duty but who, with certification from their treating physician or the police physician, are capable of performing a light duty capacity. The department's personnel sergeant stated that light duty would again be made available to Carl if he was released to limited duty by his treating physician. Jackson's treating physician would not return him to light duty; rather he urged the sergeant to retire.

### Rehearing Sought

Following this startling denial, Carl Jackson was evaluated by his own physician and by the police surgeon. His physician advised him of the severe negative consequences of returning and would not so release him. The police physician concluded that Carl was totally disabled and unable to perform even a light duty position with the SFPD.

A petition for rehearing was filed. The city attorney's office deferred to the judgment of the police physician.

Rehearing was denied. The hearing officer stated that the light duty policy was not applicable to the proceeding and that the opinion of the police physician was entitled to little weight.

**It was now radiantly clear that the hearing officer understood neither the facts of the case nor the applicable law. Sadly, for Carl, he was now off the payroll — without a retirement allowance — and without physician clearance to return to work.**

### Writ of Mandate

A petition for writ of mandate was filed in Superior Court challenging the hearing officer's decision on the ground that the

decision was not supported by either the facts or the law. On May 5, 1989 the Superior Court issued the writ remanding the case back to the Retirement Board and holding that Jackson was not capable of performing the light duty capacity.

### Second Retirement Board Hearing

On June 30, 1989 — over one year after his first hearing — Carl Jackson again appeared before another hearing officer. This time the decision was correct — Carl was awarded an industrial disability retirement. The administrative law judge, following the Superior Court's judgment, determined that Carl could not perform in a light duty capacity. This time the hearing officer adhered to the light duty policy and did give substantial weight to the opinion of the police physician.

### A Painful Ending

Carl has been a San Francisco police officer since June 1966 — a member of the 103rd Recruit Class. He wanted to complete 30 years in his chosen profession. He served the department well as an exemplary employee.

Occupational injuries collapsed his career and left him with severe disc degeneration, constant slight to moderate pain and substantial limitation of back motion. Carl leads a very sedentary lifestyle constrained by a severe spine condition.

Carl lives in Novato with his wife and family. Say hello to him!

The Police Association extends its best wishes to Carl and his family.

## YOU

(Continued From Page 1)

fice did not want to rebook the suspect on felony charges. It was after much insistence on the part of the Inspector that the D.A. reluctantly rebooked the suspect on one of the felony charges.

I then attempted to get a court order for a forced blood test as mandated under the recent law. I started at the D.A.'s Office, was sent to the Victim of Violent Crimes Office, who sent me to the Sick Sgt., who sent me to our Legal Office, who sent me to the City Attorney's Office. I was then informed that although I met all of the requirements of the new law, they would be unable to get a medical expert who would say that transmission of AIDS was possible through my kind of injury, even though there was saliva to blood transfer. To add insult to injury, I was then informed that a clerical error had been made at the Sheriff's Dept. and the suspect had been accidentally released.

At the time of this writing, the suspect is still at large with two felony warrants for his arrest. The truly sad part of this story is that four months after my attack there is still no department procedure on how to handle voluntary blood tests that fall under the March '89 law. So if this were to happen to you today (God forbid) you too might go through this living hell of not knowing if you could possibly contract AIDS. That little lingering doubt, no matter what any expert tells you, that the possibility still exists that you could get this deadly disease.