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Official Publication of the San Francisco Police Officers' Association

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

VOLUME 21

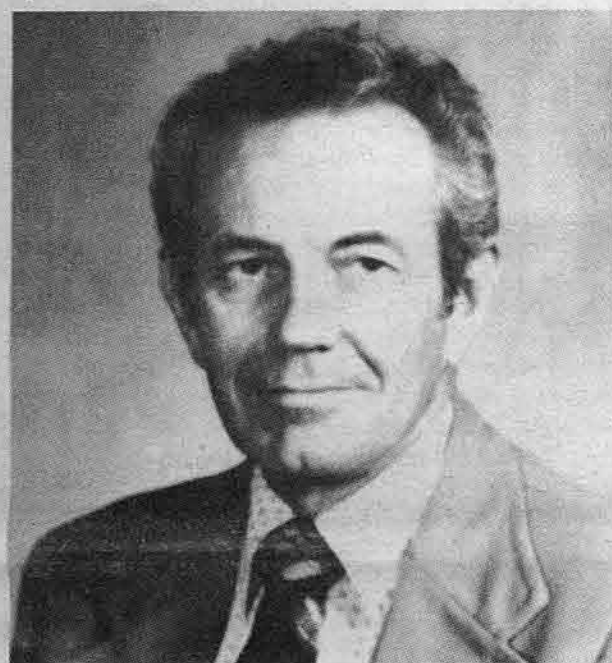
SAN FRANCISCO, JANUARY 1989

204

NUMBER 1

Al Weatherman — A Class Act

by Paul Chignell



On December 23, 1988, Inspector Alban Weatherman of the San Francisco Police Department passed away after a brief illness. Al joined the Police Department in 1957, was promoted to Inspector in 1967, and to Sergeant in 1970.

Al Weatherman was one of the finest police officers ever to grace the San Francisco Police Department. He did everything with such class, with such integrity and with such honesty. His five sons, one of whom, Joe, is an officer at Central Station, and his wife Joan can be so proud of his short life.

Those of us who worked with Al in the Auto Detail were particularly blessed by his presence. He was always available to answer any question that we had and he was the acknowledged expert in auto theft and auto burglary.

I remember coming to the Auto Detail in October 1979 and having so many questions about the operational aspects of the detail and with great patience he would never say, "That was a stupid question", or "Don't bother me now". When any Inspector would ask him to check a V.I.N. on a vehicle or check their work on a complicated salvage switch, Al took great pride in working the problem to a solution.

Ed Paasche was Al's longtime partner in the Auto Detail, a partnership that was quite special and unique to the Bureau of Inspectors. When Ed retired last year there was a void for Al, but he continued on and was ready to retire on January 9th of 1989.

At the Auto Detail Christmas party, it turned into a testimonial for Al with everybody giving a Weatherman story and wishing him the best on his impending retirement. Al was typical, not wanting the limelight and saying only a few words.

A large crowd of police officers paid their respects to Al at St. Dominics Church in San Francisco on December 28, 1988, many retired but also many active officers who had worked with Al over the years.

The passing of Al Weatherman truly means that the Police Department and the Auto Detail will never be the same. God Bless you, Al.

Stephanie Bloesch Awarded Survivors Benefits

by Mike Hebel, Welfare Officer

On August 2, 1988 veteran police officer James W. Bloesch died as a result of an accidental discharge of a weapon which occurred in the locker room at the Police Stables in Golden Gate Park.

Jim Bloesch had served with distinction since his entry into the Department in September of 1972. His assignment with the Mounted Unit began in 1981. In his 16 year career, he had been awarded one silver and two bronze Medals of Valor, two Police Commission Commendations, and 64 Captain's Complimentary Reports. He was a devoted police officer, having developed the Department Mounted Crowd Control Manual which had been adopted for statewide use by the California Commission on Peace Officers' Standards and Training. He was also instrumental in holding the first ever statewide Mounted Police Training Seminar in Sacramento in 1987.

This tragic accident left Stephanie Bloesch a widow with three young children. Stephanie looked to the Retirement System for benefits in that her husband was accidentally shot on the employer's premises, while he was in full uniform, just 5 minutes before the formal fall-in. Jim had been at the Stables about 20-40 minutes before the tragedy occurred saddling his mount and preparing for line-up.

Retirement System Response

Since Jim had completed over 10 years of service, his surviving family was minimally entitled to a 33 1/3% pension benefit. Yet a death in the line of duty provides the surviving family with the officer's salary — financial replacement for the loss of its provider.

Stephanie Bloesch filed an application for death in the line of duty benefits.

The Retirement System took the position that Jim Bloesch's death was not sustained in the performance of his duty as a police officer. The System argued that the tragic death was not industrial because:

- (1) He was off-duty when the accident occurred;
- (2) He was not performing a police function at the time of the accident; and
- (3) He was conducting an activity which was strictly personal.

Stephanie Bloesch's application was heard by a Retirement Board hearing officer on October 19, 1988. A 4-hour trial ensued with numerous Department members testifying as to the events on August 2nd, the Department's firearm and off-duty action policy, and the fine reputation and outstanding character of James Bloesch. Following the testimony, the hearing officer established a briefing schedule in that the application was contested.

The Briefs

Stephanie Bloesch's Opening Brief argued that her husband died by reason of an injury received in the performance of duty. After all, he had reported to the Stables between 9:20 and 9:40 a.m. as was his usual habit. He retrieved his horse and saddled it. He then went to the locker room where he changed into his uniform. At 9:55 a.m. he sustained an accidental gunshot wound to the head. The weapon was one that he had just acquired to use as his "off-duty" weapon. The discharge occurred when the weapon was being examined by a co-employee.

The Mounted Unit works an 8-hour tour of duty which formally begins at 10 a.m. although the observed and actual tour of duty commenced at 9:45 a.m.

The Department's general orders require off-duty officers to take official police action "to prevent crime, detect and arrest offenders, and protect life and property." To better allow off-duty officers to fulfill this mandate, the Department allows officers, at their discretion, to carry off-duty firearms.

General workers' compensation laws in California requires that reasonable doubts as to whether an injury was sustained in the course of employment be resolved in favor of compensation coverage. Also pension legislation must be liberally construed and applied to the end that surviving spouses are protected against economic insecurity.

Stephanie Bloesch and her family were entitled to the benefits she sought.

- (1) The injury occurred during the performance of service to the City of San Francisco;
- (2) The injury occurred on the employer's premises;
- (3) The injury was accidentally inflicted by a third party (co-employee) also lawfully on the City's premises;
- (4) The police profession itself exposes officers to this type of hazard;
- (5) The police employment increases the risks of assaults; and
- (6) The injury occurred while Jim was in uniform examining his "off-duty" weapon.

The Retirement System's Reply Brief stated: "It is the City and County's position that Officer Bloesch was off duty and that Officer Bloesch's death was not arising out of the performance of his police duties." The System argued that Jim Bloesch was not on-duty and was engaged in strictly a personal matter when he was injured. The System urged that since the "off-duty" weapon which was

(See BENEFITS, Back Page)

The Notebook Needs You

We need your articles to make this the
best possible newspaper

Articles should be sent to:
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Deadline for February issue:
January 30, 1989

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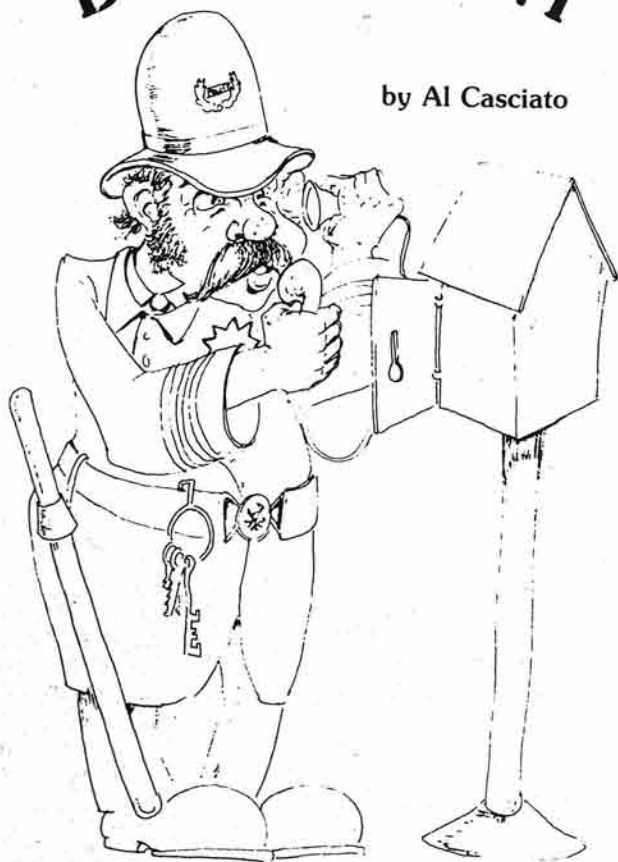
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W.O.N.'s POA Candidates' Night

will be held the evening of
Jan. 18th, 1800 hrs., at Northern
Station's Community Room.

AROUND THE DEPARTMENT

by Al Casciato



Are We Out Gunned?

As I stood at the scene of an automatic weapons shoot-out between two gangs at the Army St. projects, I kept thanking God that they had shot at each other and not us. I couldn't get the thought out of my mind that the six-shot revolvers we carry would fare poorly against their Uzis.

I thought of LAPD Officer Daniel Pratt who was killed Sept. 3rd when he and his partner's unmarked radio car was sprayed with machine gun fire — apparently by drug gang members.

I thought of how LASO has just purchased 10,000 16-shot 9mm pistols in an effort to stay even in the fire power department with the drug gangs.

I shuddered when I thought of what it would take in this city to get the street officers some help. We have old equipment ... no place to practice because the range is closed for winter ... a red tape political nightmare that won't move until we have our own Officer Pratt.

Too Many COP Stories

Ever hear that complaint — Too many COP stories? Well, look at what Sandy Simpson-Sugrue had to put up with during the holidays. Her husband is Ken Sugrue (Tactical), father-in-law is retiree Mike Sugrue, sister-in-law is Julie Sugrue-Martinez (Co K), and grandfather-in-law is retiree Tom Sugrue. On her side of the family, Sandy is the daughter of retired inspector Vince Simpson and the sister of Vince (Mounted Unit) and Chuck (Northern).

Actually, I think Sandy is secretly recording all the stories for a future bestseller.

Exodus to the Airport Police

Nick Allen (Co C.), Luberta Hurst (Co C.) and Mike Rodriguez (Property Clerk) are currently undergoing training at the airport after accepting lateral transfers to that department. Amazing, 12 years ago it seemed as though everyone at the airport wanted to transfer here and now we have reverse flight.

New U.S. Treasury Agent

Joe Bannon (Co D.) became a U.S. Treasury Agent on Dec 19. He's based in Puerto Rico working on a drug enforcement team called FURA (Federacion Unidas de Rapida Accion). Joe can be reached by mail at P.O. Box 3562, Vega Alta, Puerto Rico 00762-3562.

Late Mail

Not U.S. but Intra-Departmental. After the great circle route or sitting in some bureaucrat's in-and-out boxes the announcement heralding the birth of Daniel James Dudley 9 lbs. 7 ozs. (whew), 22" long, on 10-16-88 has arrived. Dad, Jim (Co E.) along with mom, Jeanne and Big Brother Matthew (2½ years) have been busily spoiling lil' Daniel who is growing rapidly — who knows, maybe a future 49er.

Christmas Arrival

The 10th grandchild of Joe and Josephine Dito (Property Clerk) arrived on Dec. 20 in the person of Robyn Noel, 7 lbs. 8 ozs. Robyn is the new joy of Lt. Tom and Therese Bruton (Crime Lab). She joins sisters Dianna and Kimberly and evens the grandchild count of 10 at 5 girls and 5 boys. Uncles Phil Dito (Sex Crimes) and Marty Dito (Co F.) joined their family in celebrating the new arrival.

A Few Sayings

Merit System — It's always been the merit system. It all depends on whether you know Mr. Merit.

Justice — Justice is always there, you just have to pay

for it.

Homicide — For some homicide is a misdemeanor and for others a felony.

Meet and Confer — Meet and confer does not mean meet and agree.

The Shingle Is Up

Tony Santana (Co F.) has taken a leave of absence to pursue a law career in Redwood City. He can be reached at 364-9110. Good luck and best wishes.

Is this Christmas returnable?

... Just a note about one man's Christmas spirit. For six years retired S.F.P.D. Inspector Dave Toschi, of Zodiac fame, has been taking presents to residents of the Cadillac Hotel, deep in the Tenderloin. It started with the 1980 robbery of a 92-year-old WWI veteran named Walter Kahles who lived in the hotel. Toschi investigated the case, took a liking to Kahles and began bringing him Christmas presents. When Kahles died in 1982, Toschi kept bringing candy and little presents to the less fortunate residing in the hotel. What a nice guy.

Reprinted from SF Examiner, Thursday, December 22, 1988

Dear Al,

When I drove to the Cadillac Hotel on Dec. 10, a Saturday, I just left 3 large cardboard boxes of clothing, candy and books. I left them with the p.m. clerk with a note for the manager, Odessa Allen. On 12/21/88, I got a call from Rob Morse of the Examiner and he pretty much knew what I'd left at the hotel and the fact that I'd been doing this for eight years. If what I do will help one SF police officer be more respected by a citizen of this city, then I've done OK. I hope these little gifts help every SF cop active or retired, be better thought of.

I hope the item makes all cops appear more human and not just someone with a gun and a baton. The hotel manager always sends me a beautiful letter.

Happy New Year to you and your family.

David Toschi, Ret.
SFPD



Remember this month is election month. Your vote is important. So please vote.

The following excerpt from Henry Friedlander and Steve Johnson's Headquarters Bulletin I believe is important to share with all, especially the Prop. J and H. info.

Proposition J: Early Vesting — Passed (POA endorsed) If you are considering taking advantage of this measure, be careful! Make sure you look at all the ramifications before committing yourself to a tenuous position...

Proposition J will not pay off your accumulated sick time...

You will not receive a "retired" identification card under Prop. J...

You will not have the right to carry a concealed weapon once retired under Prop. J...

Under Prop. J, if you vest with, for example, 17 years of service at age 39 and plan to collect at age 50 your pension will be determined by **today's salary!!** (11 years will make a big difference).

Prop. J was authored by the Board of Supervisors.

Prop. H: Pre-tax retirement contributions — Passed (POA endorsed). This proposition will allow retirement contributions to be pre-taxed but cannot be implemented until major legislation is passed and important tax studies are completed.

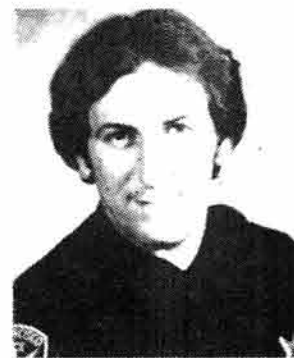
Prop. V: Mounted Unit — Passed (POA endorsed). Policy statement only.

Prop. D: Brophy Plan — Passed (POA opposed). Effectively eliminates 3-wheel section of Co K. from our department along with supervisory positions.

Total POA funds spent to endorse/oppose above measure: \$36,000.00 (POA was overcharged \$12,000.00 by vendor due to "miscommunication.")

V.P.'s Column

by Ron Parenti, Vice-President



February 21st will mark the end of my current career as a member of the Association's Board of Directors. I have served for 8 years, first as station representative from Co. E and, for the past 4 years, as the Association Vice President.

Thank you for this opportunity. It has been challenging, rewarding, educational and, at times, frustrating. I have tried to do the best job I could, and feel I have represented you well. Now, it is time to move on.

In January there will be another Association election. There are several candidates from which to choose; each representing a different viewpoint politically, and each would take our organization in a different direction. Looking at the entire picture and what's best for this organization, the team of Bob Barry, Paul Chignell, Dan Linehan and Ed Garcia is the most logical and the best choice. They all have the necessary experience, leadership and know-how.

San Francisco is a strong political town. Benefits are won (i.e.: time and one half, night differential pay, Honda hazard pay) and protected through the political process. Individuals may not understand or like this; however, that's the reality of the situation. Our Association must have leaders who understand and know how to work in this atmosphere for the benefit of us all.

The team of Barry, Chignell, Linehan and Garcia are proven. They will work hard to represent us and most important they have the necessary experience. They deserve our votes.

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We Need Them

by Al Casciato,
Former P.O.A. President

Mike Keys, Gary Delagnes, Steve Johnson, and Al Trigueiro are running for the P.O.A. Executive Board and I am endorsing them 100%.

The Keys team wants to get back to community politics — they know that if we have the voting public on our side first — then true benefits are attainable through the political process.

They want each and everyone of us involved in the decision-making process of our Association because they know true strength springs forth from the masses.

They want an in-house MOU which addresses staffing levels and officer safety issues.

They want to tell us truly where our monies are going and to whom. A true accounting of all funds, both revenues as well as expenses, is long overdue.

They want to get control of the Association back in our hands - all our hands.

I could go on and on with reasons why we should vote for Keys, Delagnes, Johnson, and Trigueiro but the number of words in this election issue is limited.

The main reason we should vote for them and Board members who support them is because **we need them.**

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Negotiate or Compromise?

by Bill Bray

For a San Francisco Police Officer, the duties and responsibilities are many. One of the most important of these is negotiating conflict resolution. We all do it just about everyday, and there is no reason to believe that this responsibility stops when a member is elected to a leadership position in the P.O.A. If anything, such an election is a vote of confidence by the membership in an individual's ability to carry out such negotiations. It is doubly important when you consider that it is our welfare, and that of our families, that is at issue.

Recently, there have been a number of instances suggesting that such negotiations have been compromised. The most obvious example is the pay freeze that we are even now struggling under, and that was accepted without a whimper. Another equally alarming incident involves the politically explosive controversy surrounding a confrontation between a member following orders and a known communist radical. The public was flooded with accounts of what happened from the point of view of the Mayor's office, the police administration and even the political left, but the voice of our P.O.A. was unnervingly silent.

These issues and others like them, raises the question of what motivates our current P.O.A. leadership. When you consider that our president has openly expressed a desire to run for supervisor and that our vice-president has run for assembly twice in Marin, and used our money to do it, the answer becomes all too clear — personal political gain. This point was effectively illustrated when our president hired a former staff member of Tom Hayden to do political mailings. What better way to gain a political in-road?

These manipulations of our association must stop. The way it is now, there is no limit to the number of terms an association officer may serve. This puts them in an excellent position to offer long term support to those who can grant personal favors to an individual in return. By limiting the number of terms that an officer may serve to two, the monopoly can be broken and the power returned where it belongs, to the members.

We have the power as a united membership to support or challenge the Mayor and supervisors. By limiting the terms an executive board may serve, we will take a step towards regaining control of our destiny.

By limiting the terms an executive board may serve, we will take a step towards regaining control of our destiny. We have the power as a united membership to support or challenge the Mayor and supervisor. I suggest we use it for the benefit of all the membership, not just the select few.

P.O.A. Leadership

by Ed Collins, Co. H

Have you ever been suspicious of our P.O.A. leadership? I know I have. I'm not going to temper my suspicion by qualifying our leading cartel as being fine men with opinions which differ from mine — such remarks soften the fist in the glove.

Our current P.O.A. leadership could sell snake oil to a boa constrictor. Unfortunately, their unctuous tongues have beguiled a naive and often apathetic membership.

Well, folks it's time to wake up and smell the future wage freezes and decreasing benefits. I am convinced that if returned to power, the present P.O.A. executive officers would continue as they have (in the past), which, as we know, hasn't benefitted the majority of the membership.

At Ingleside station, and here one may assume many other stations as well, at least two (who knows, maybe a lot more), major P.O.A. bulletins have been posted far too late for common P.O.A. members to participate in any way. One dealt with the M.O.U. and one with candidates night. Each bulletin was dated late to begin with and then posted at the last possible minute. Interestingly, neither bulletin was posted at Potrero station. Why aren't P.O.A. bulletins and like informational material distributed in a timely manner. The question is more than a little pregnant and raises many others.

I think it's time we changed the leadership of the P.O.A. In all honesty I can't predict the future, but I can learn from the past.

D. Carl Hanson
General Manager

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Nerf and Nerd

by Jim Cole

I recently had the favorable opportunity to stop off at a local pub, of renowned character, across the street from the Hall of Justice to imbibe in one of their rarer spirits of the evening. Once settled in and sipping a drink in my usual prudent manner, I became aware of two well known acquaintances seated across the corner of the bar from me, "Big" Duke Nerd and Freddie Nerf.

There was no doubt in my mind that they were engrossed in serious conversation concerning the upcoming P.O.A. elections. I decided to remain passive and not intrude or hinder their oral exchange. I perceived possible implications of violence regarding my present state of health (which was good), and, with a certain amount of rationale, knowing "Big Duke" as I do, I remained silent.

Duke, sometimes known as "Big Duke the Nerd" by friends of a lesser magnitude was informing Nerf that the P.O.A. membership had to regain control of their association.

"What do you mean?" Freddie said in a soft, placating manner. "Isn't that why we have elections; so members can vote for whomever they want in office. Isn't that control?"

"Yeah," Duke said. "That's why we gotta kick Barry and his cronies out and elect Crowley and his bunch. We gotta put somebody into leadership that's strong and aggressive, with plenty of backbone, who's not afraid to stand up to those politicians downtown. They're all a bunch of liberals and pinkies. Man, you gotta have someone who can stand up to them; let them know whose in charge. Take the Great Police Strike of '75. We showed them they couldn't mess with us. Jerry led us out into the streets on strike, and we got a big pay raise; remember that, Nerf." Duke stated with pride shinning intensely from his red rimmed eyes.

"But Nerd, don't you remember that's the same year the Board of Supervisors turned on us, creating a Tier II pension system and then changed our pay formula from the highest paid to the average of four other cities in the states. I've lost a lot of money on that strike." Nerf murmured apologetically.

"Hey, man." Nerd complained, while raising his voice above the din of noise within the bar, causing me to look deeper into my drink. "Didn't you ever hear about grabbing your losses and moving on to new horizons. You can't be worrying about things like that. And what about Barry endorsing Agnos and causing the wage freeze?"

"I didn't know he had..... Is that right, Cole? Did Barry vote to endorse the Mayor during the election?" Freddie asked despairingly.

Knowing I had been drawn in and entrapped by an enmeshing net, with no place to escape, I straightened bravely and stated that Barry, myself, along with several other members of the Board had actually voted against the Agnos endorsement for Mayor. Furthermore, I said, the wage freeze actually was caused by Feinstein leaving the City with a \$180 million dollar deficit. All city employee wages were frozen.

Big Duke sat here on his stool looking rather hostile for a moment, then said, "Who asked you?"

I gave him my most cheerful smile and babbled "Freddie," followed quickly by "Innkeeperess, a round of drinks for my friends, on me please." The bartender gave me her best smile, indicating she had overheard the conversation and understood my dilemma, which was creating profit for her establishment. Freddie snickered and said thanks...Duke did not smile or say thanks.

Duke turned slowly back to Freddie (causing me no undue relief) creating a small glimmer of terror within the little guy's eyes. "What about all this bunk about guarding members rights and benefits in a sophisticated manner? That word sophistication is just another liberal term meant to confuse the real issues when dealing with liberalcrats."

Freddie Nerf, with one foot on the floor and his hands on the bar in the push off and run position, came alive again, whispering, "Duke, I always thought sophistication meant complex, wise, cultured or shrewd in human affairs. Like, a good way to be or act when negotiating with others for rights of benefits."

Duke, not to be outdone, smiled. "Want to see sophistication?" he said with a slight rattle in his throat. Nerf held up his fist, then came down hard on the bar, causing a tremble throughout the building which most people must have thought was the first wave of an earthquake. "When you deal with politicians this is all you need. You gotta be aggressive and drive reason up their....," Duke paused, aware many people were listening.

Freddie said, "Derriere."

"What's a derriere?" Duke asked.

"It's where you want to put your fist, or what you're sitting on." Nerf casually mentioned, causing a slight chuckle from the patrons.

Duke got off his stool. Nerf prepared to duck. Duke left, not smiling.

We smiled.

Please vote for us Nerfs

W.O.N. News

by Lois Perillo

Remember Potrero

Potrero Station will get the ten-hour-day "as soon as it can be implemented," Chief Frank Jordan said at his November 23rd visit to the station.

After meeting with W.O.N. representatives in early November and discussing low morale and lack of equipment at Potrero Station, Jordan, along with Deputy Chief Reed, told Potrero officers they will get the four-ten plan, according to Officer Lea Militello.

Militello said the station received patrol vehicles recently and a message from the administration that it cares about Potrero officers.

D-17 Goes to the Police Commission

"D-17 is almost ready to go before the Police Commission for approval," said Officer Leanna Dawydiak, who was assigned by Deputy Chief Willis Casey to revise the general order.

Dawydiak also has been working with a committee to assess recommendations made in Morgan Lynn's Race and Sex Discrimination Study.

Lynn's recommendations, which include the redrafting of D-17, are being reviewed by Lt. Sylvia Harper, Officers Richard Corriea, Belinda Kerr and Rose Melindez.

The committee discussed the formation of the Equal Employment Unit, whose proposed duties include investigation of sexual harassment and discrimination complaints, incident documentation, supervisorial training and providing counseling referrals.

In mid-December, Casey met with Belinda Kerr, W.O.N. representative, Bob Barry, P.O.A. President, and Dawydiak on a "meet and confer" basis.

The purpose of the meeting was for the administration and representatives of the affected officers' groups to voice their opinions and propose changes to the General Order before the order goes to the Police Commission for final approval.

Kerr said the meet and confer process was successful so far and she expects agreement among the groups by the end of December.

WANTED: Speakers for Communicating Beyond Words

The International Association of Women Police wants speakers for their 1989 training conference, said Officer Dorothy Shurtliffe, Potrero Station.

COMMUNICATING BEYOND WORDS is the conference theme, which will be held September 27-30 in San Jose.

San Jose Officer Phyllis Trussler, the conference chairperson, asks that potential speakers' names and their topics be submitted to her at:

San Jose Police Department
201 W. Mission Street
P.O. Box 270
San Jose, CA 95103

Trussler's phone number is (408) 277-4641.

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One Member's View

by James Farrell, Juvenile Bureau

I've been a member of the San Francisco Police Department for 26+ years. I have served in Patrol, Administration and am currently assigned to the Inspectors Bureau. I have never been involved in the politics of the POA and don't plan to be in the future.

Remember the strike of 75? The Board of Supervisors wouldn't approve a 13% raise for the police. Instead they offered 6-7%. This broke with past tradition of giving us a pay raise equal to the highest paid to large departments in the State. The Board was not required to give us the raise but had always done so. The POA, under the leadership of Crowley, took a vote to determine what the membership wanted to do. Among the choices on the ballot were: strike, work slowdown, blue flu, etc. Most of the members that I worked with voted for blue flu. The results were announced as 90+ % in favor of a strike, and the police went on strike. This was a time of tough decisions for most members: whether to honor the strike or to go to work. After we "won" the strike, we received a 13% raise for nine months and then the people of San Francisco took their revenge on us. No ballot measures for the betterment of members were passed for the next six years. Many working condition were changed however — salary, Tier II, sick time payoff, etc. These were the times under Crowley. This is definitely not a recommendation for anyone, but a plea to not return to the good old days under Crowley.

I'm also tired of hearing that the POA should not support liberal Supervisors. Who in San Francisco has a chance of getting elected except liberal Democrats. I am a Republican, and I live and vote in San Francisco. If the crying conservative members of this Department would move back to San Francisco and vote here, then they could have their say and complain as much as they want. Until then — tough luck. Without a change in the voting makeup, liberal times will remain in San Francisco and the POA will have to support some strange people. For those who say the POA should support only those who reflect our views, I say look at San Francisco's Republican Party. There are 50,000+ registered Republicans voters in San Francisco. The Republican party can count on these votes at election time. What kind of clout does the Republican Party have in San Francisco — little to none. In fact the POA probably has more. Let's keep it that way!



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Edged Weapon Awareness

by Mark Lundin, Co. F

Knives are frightening things. So are icepicks, machetes, razors, or any other "edged weapon" that can slash or stab a police officer. Man invented edged weapons thousands of years ago, but even in today's world of concealable body armor and high-capacity 9mm autos they still represent a deadly threat to us. Consider...

- * In the last ten years edged weapon injuries to police officers have increased 92%.
- * 80% of police officers have taken edged weapons from suspects who could have used them against the officers.
- * 30% of police officers have been threatened with edged weapons.

How can police officers successfully defeat the continuing threat posed by the "knife culture" and its edged weapons? Part of the answer can be found in a new videotape just released by Calibre Press, entitled "Surviving Edged Weapons." Produced by the authors of *Street Survival*, Dennis Anderson and Charles Remsberg, it uses re-enactments, survivors' personal recollections, and actual film footage to demonstrate the grisly effectiveness of edged weapon attacks against police officers. "Surviving Edged Weapons" outlines what we can do to protect ourselves, and it will definitely increase our awareness of these weapons.

Disguised And Concealed Weapons

Oftentimes the most dangerous weapon is the one we don't see. We've all seen subjects wearing knives in plain view on their belts, but nowadays anybody can obtain well-manufactured edged weapons disguised as pens, lighters, lipstick holders, umbrellas, jewelry, belt buckles and keys. With a little imagination a person can rig up homemade weapons such as:

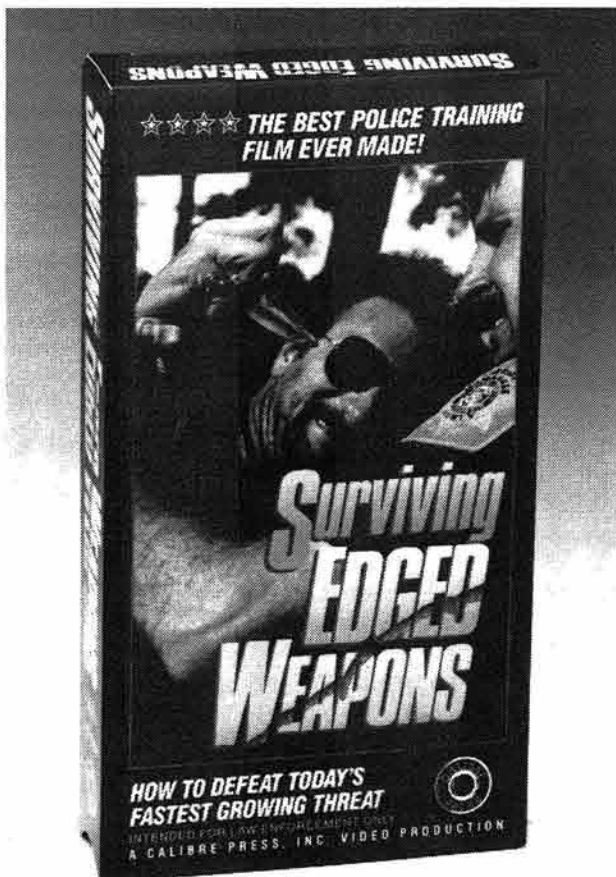
- * a baseball cap with single-edge razors sewed to the back of the cap, which is then swatted at the victim to slash him.
- * an eyeglass frame with a piece of wire extending out behind the wearer's ear. The wearer whips his glasses off and jabs the wire into the victim's eye.
- * a razor blade taped to a driver's license or an ID card. An officer's request for ID may be answered with a sudden attack.

People hide edged weapons almost anywhere: in pockets, boots, up their sleeves, in their crotches, inside a bra or a wig, or in a sheath strapped between the shoulder blades, so a knife can be drawn quickly from beneath the collar. In the Academy we learned how to do a thorough field arrest search, but after a few years on the street there is that inevitable tendency toward laxity

in searching technique. Don't ignore searching the less-likely hiding places like the sleeves or pant legs. For \$2.95 a person can buy a wrist or ankle sheath which will hold three steel throwing darts, each 6" long.

The Knife Culture

The videotape notes that members of certain immigrant groups (Southeast Asians, Filipinos, Middle Easterners and Hispanics, among others) have a long-standing tradition of using edged weapons for defense. Ex-cons are well aware of how effective a crude "shiv" inside prison can



be, and many continue to use edged weapons on the outside.

Contributing to the knife culture mystique are a number of books, magazines and videos devoted exclusively to the use of edged weapons. Movies like "Nightmare on Elm Street" and others of the slasher genre continually heighten the morbid allure of edged weapons; so aficionados of these instruments have a ready source of information and inspiration to draw from.

The knife culture is a very real and potent threat, but its members aren't always the individuals most likely to attack you with one of these weapons. According to the videotape, "800's" (or Emotionally Disturbed Persons, as it politely terms them) represent the greatest threat to police officers, killing more cops with edged weapons than any other category of offender. These EDP's include thousands of homeless people, an estimated one third of whom are armed with edged weapons. Remember that the next time you roust a 914 or take on a panhandler. It's not hard to understand how highly trained practitioners in the knife culture can make successful attacks against police officers. But why are these "800's" and others, who are relatively inexperienced with edged weapons, able to cut and kill cops?

Threat Distance, Threat Assessment

One reason is that officers underestimate the threat of edged weapons. If you were facing a guy about 20 feet away who was brandishing a knife, how many of you would try to handle the situation by keeping a hand on your holstered gun and ordering the suspect to drop his knife? How many of you would draw down on the guy and close the distance to him while you ordered him to drop his weapon? How many of you know that if the suspect were to charge you, he would cover those 20 feet in about 1.5 seconds? That's right — in a second and a half he'd be all over you.

Sgt. Dennis Tueller of Salt Lake City P.D. discovered

this fact when he had "suspects" and "officers" face off 21 feet apart. The "suspect" was clocked from the time he began his charge until the time he tapped the "officer's" shoulder, to simulate a knife strike. The average elapsed time was approximately 1.5 seconds. At a shooting school I attended recently in Missouri we performed this "Tueller Test" in a dirt gravel parking lot. There were 25 of us, and we ranged from 25-51 years in age, 5'7"-6'5" in height, and 150-235 lbs. in weight. Our average time on the gravel surface was between 1.4 and 1.5 seconds.

I'm sure we all have a mathematical sense of how long 1.5 seconds is (more than 1 second but less than 2 seconds), but I'll give you a real-world comparison: When you requalify at the 4 yd. line, your target turns in an average of 1.75 seconds. That seems like a very short time indeed, even with your holster unstrapped and your hand poised to draw. "No problem," some of you may be saying, "I'd just shoot the son of a bitch before he got to me." Well, those of you who read my article on handgun incapacitation effects in the September issue know that incapacitation isn't always instantaneous and that some suspects have reservoirs of strength and wills to survive that defy belief. Now imagine being back in the situation I just described, with the knife-wielder approximately 20 feet away, and suddenly it doesn't seem like such a great distance between the two of you. You are within 1.5 seconds of being stabbed or slashed, should the suspect charge you. As a survivor in the videotape put it to the interviewer, "Things go from bad to horrible real quick ... Right away you're in deep shit ... you're in bad shape, you're in a bad place ... faster than you ever perceive it happening to you." Until you understand this reality, you are underestimating the danger to yourself.

"Surviving Edged Weapons" does a good job of showing how the amount of time you'll have to react to a threat decreases, the closer you are to that threat: At 1 foot or less you don't even have time to get your hand on your gun. At a distance of 5 feet you may touch the butt of your gun but you won't get it unholstered. At 10 feet, unless you already have your gun out and pointed at the suspect, it's doubtful whether you'd be able to get a shot off. If the suspect charged you from 15 feet away you'd have to already have your hand on your gun to be able to draw and fire twice. As the Tueller Test demonstrates, if you are to be able to draw your gun and fire 2 rounds center mass within 1.5 seconds, the *minimum* reactionary distance you need is 21 feet.

So, underestimating the threat is one important reason why cops are injured and killed with edged weapons. Another reason is that some officers respond to this threat with an inappropriate level of force. An edged weapon is a deadly weapon, and whenever possible it should be greeted by the appearance of your own deadly weapon — your gun. On this point, the videotape contains an inconsistency in one scenario where an officer pulls over a possible deuce. He positions his car about 20-25 feet behind the violator's car, and, while remaining behind his vehicle's open door, he tells the violator to get out his license. The guy then emerges from his car brandishing a knife with a 3" blade and dares the officer to come and get his "license." What does the cop do? He points his finger at the guy and orders him to drop his knife, but the guy refuses to do so. So the cop pulls out his telescoping ASP baton, flicks it open and repeats the command, which the driver finally obeys.

What's wrong with this picture? The videotape has just spent several minutes detailing the amount of time and distance you need to draw your gun against an edged weapon attack, and then this scenario comes along and has the cop pull his baton. First, a baton is an inappropriate level of force should the suspect charge the officer. He'll now have to drop his baton and draw his gun to properly deal with his threat, and that may require more time than the officer has available. Second, if the suspect remains where he is (over 20 feet away), the baton isn't going to do the officer any good — he can't throw it at the suspect like T.J. Hooker would.

Using a baton also sends an implicit message to the suspect that almost invites an attack. How so? Most people would rank weapons in their descending degree of lethality like this: Firearms first, edged weapons second, and clubs third — a kind of "Hierarchy of Deadliness." When the cop responds to the suspect's lethal threat with his baton, it's as if he's saying to him, "You're a punk ... you've got a knife (a weapon higher on the list), but I can take you with just this club (a weapon lower on the list). I don't need a gun." The suspect's ego may not allow him to surrender in the face of a weapon which is less lethal than the one he possesses. He may attack, or try to escalate the threat in some way, if only to save face. I think the proper response in that scenario would have

(See WEAPON, Page 20)

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Fellowship of Christian Peace Officers

by Jim Crowley, Homicide

This January we start our 14th year of ministry in the San Francisco Police Department. Our organization was started in San Francisco in January of 1976.

The purpose of the Fellowship is to provide an atmosphere for Christian growth and expression in Law Enforcement. Emphasis is placed on husband/wife relationships and also on family life. We are an Inter-Denominational Fellowship. We are not a political organization.

Every second Thursday of the month at 12:00 Noon we hold a luncheon meeting at the POA Office, 510 7th Street. Each month we have a speaker at our lunch. Our speakers are from a cross section of the community ranging from spiritual leaders to well known sports figures. A hot lunch is served.

In January our meeting will be held on Thursday, January 12, 1989. Our speaker will be Father John Heaney, the Senior Chaplain in the San Francisco Police Department.

The speaker for our February 9, 1989 luncheon will be Norm Evans. Norm is a 6 times all-pro offensive tackle with the Miami Dolphins. He played as a starting tackle in 3 Super Bowls. Norm is also the President of Pro Athletics Outreach and is an outstanding speaker.

Home Ownership, Your Credit Union, & Duane Collins

by Duane Collins

As some of you may or may not know I sit on the Credit Union Loan Committee. One of my duties as a member of that committee is the approval or denial of ALL real estate loans.

One of the cornerstones of America is home ownership. Things begin to happen when you buy a home of your own. You can no longer just pick up and move, you have a stake in your community, you generally have a large financial interest in your home (either in down payment or in equity), you become more stable and more involved in community and school affairs and in general a more reliable employee and citizen.

A trend I have noticed over the past several years is that fewer and fewer police officers and members of the Credit Union are buying fewer and fewer homes. I know the reason for this trend is the skyrocketing cost of home ownership. Most young police officers feel they are priced out of the home market. This assumption is only partially true. Those young officers who have been through the police academy and have had the opportunity to sit through my class on financial planning know there is still hope.

What does this have to do with the Credit Union? The Credit Union makes home loans. But their current policy is to loan for purchase only, no refinancing of existing loans unless all purchases are completed first. This policy is only half right. The purchases I have seen have for the most part been police officers and members who have sold a home and are moving up. We need a FIRST TIME HOME BUYERS PROGRAM.

The major roadblock to this is the Credit Union require-

ment of 20% down payment. This means for a \$150,000 home you need \$30,000 for a down payment plus closing costs that could be another \$5,000. Most first time buyers don't have that kind of cash on hand. So, we resort to some creative financing to get our foot in the door (as in variable rate loans, owner financing, down payment loans from relatives, etc.). Then down the road, after a year or two we hope to refinance into a more stable situation, i.e. Credit Union fixed rate loan, maybe payroll deducted, etc.

The problem is the Credit Union probably will not be there to help you with its current program. I think in the very near future the Federal and State governments will be coming forth with First Time Home Buyer Programs. This very feeling was echoed by the new Secretary of Housing, Jack Kemp. I would like to see the Credit Union move aggressively into these programs and do everything possible to help you achieve the home you want and deserve.

Now, how does Duane Collins fit into this? I am running for the Board of Directors of the Credit Union, and I will work toward the above goal with all my energy, but I have to get on the board to do it. I have friends on the board who will help me, but I can only do it from within. I ask each of you, active or retired, to help me get on the board to help you, your partner, your friends, your children and your grandchildren become home owners. Come out February 14th to the annual Credit Union General Membership meeting at the Hall of Flowers at 9th and Lincoln in Golden Gate Park and vote for Duane Collins for the Board of Directors.

Ten Reasons To Vote For A Strong Leader

by Sgt. Mark Swendsen, Co. I

I am voting for the strongest leader ever to hold POA office — Gerry Crowley and here are ten reasons you should, too.

1. **Crowley has guts.** When the Mayor stole our pay raises and threatened to lay off police, Barry meekly went along. The POA leadership sold us out. They were silent while we suffered. Back when Crowley was President, the slightest move to take away our rights resulted in a whole new Civil War. People in City Hall were afraid of him. I assure you that when anyone attacked the rights of police, Crowley defended us like a bear defending its cubs. The meek may inherit the earth, but they shouldn't run the POA. We need somebody who cannot be bought, cannot be deferred, and cannot be frightened. Crowleys the one.

2. **City Hall is getting ready to steal your pay raise again, and Barry is doing nothing nothing to stop it.** Crowley is the only candidate who actually proposed ways to deal with the deficit. He has the experience necessary to know what to do. We are running out of time to stop another pay grab. Deputy Mayor Yockey says we'll have no raises. The deficit is now over \$72 million, and climbing. What are politicians going to do to balance the budget? The same thing they did last year. So why is Barry promising we'll have a double raise? Because he thinks you'll believe it. The check is in the mail, I'll still respect you in the morning, and you'll have a big raise any time now. Sure you will.

3. **The POA only helps Barry's pals.** First, we supported Agnos when he was behind, so he owed us some favors. It is the duty of the POA President to make deals for such support. So, what was the payoff when Agnos was elected? Great jobs for Reno and Paul. As for the rest of us, our pay raise was taken away, with hardly a peep from Barry. Second, the Consent Decree minutes prove that Barry worked behind the scenes to get his pals appointed to temporary promotions over the rest of us, instead of having a fair appointment system. *Nothing is worse than a corrupt union. Kick the Barry gang out.*

4. **Barry gives our money to leftist politicians who hate us.** We give radical politicians money even if they have a history of voting against us. Why do we support politicians who do not support us? We should save our money.

5. **Barry has done nothing to speed promotions.** We were supposed to have tests every couple of years

(See REASONS, Page 17)



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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Retirement: "Are They The Golden Years"?

After deliberating and meditating for quite a period of time, I came to the conclusion that if I wrote this article I would have to be honest and inform you of the problems that I faced when I was confronted with "Retirement". If this article is of any assistance to anyone who has become disenchanted with retirement, then my intentions for writing it will be achieved.

My main problem upon retirement was I found that I couldn't cope with the sudden change in my life style. I was confronted with boredom, inactivity, and the enormous amount of freedom I was experiencing. This caused me to go into a depression that lasted for seven months. I couldn't cope with it, and eventually I had to see a psychiatrist. The reason I chose a psychiatrist over a psychologist is that the chemistry in your body changes, and a psychiatrist can prescribe medication to balance the changes that take place in your system. Some of you may wonder what causes one to go into a depression. I wish I had the answer, but one theory that the psychiatrists and psychologists have is that it is due to the boredom, the inactivity and the fear of losing one's mind. The three main problems that usually can cause a depression are: Freedom, Boredom, Inactivity.

My solution for battling the big three is:

(1) Freedom: Freedom has to be respected and channeled and put to good use. It can be a beautiful thing, but it can also be a trap if it isn't used wisely and can swallow you up like quicksand. It is not a door to unlimited pleasures but a time to pursue new endeavors and opportunities.

(2) Boredom: It is estimated that approximately 1/3 of all the people in the United States do some type of voluntary work. Look upon voluntary work as instead of putting money in the bank you are putting it in good deeds. One has to actually experience the wonderful feeling that comes from within. Hobbies and exercise are also important ingredients to assist one facing this problem.

(3) Inactivity: The transition of going from an active life to one of inactivity is what causes people emotional problems. It is this inactivity is what causes people emotional problems. It is this inactivity that can cause one to have a mental illness or go into a depression. I personally feel that to overcome the three above mentioned items a person must: (1) be active, (2) be stimulated, (3) have a purpose, (4) be productive and (5) like yourself.

I have adjusted and have acclimated towards a happy and wonderful retirement, but I would be remiss if I didn't give thanks to a former Captain of Police for advice, concern and friendship. To this person I say, "Thanks for a friendship that I shall always cherish and remain grateful for in my remaining years."

I have been able to overcome my problems in retirement by doing something about it. As voluntary work I give one day a week to Saint Lukes Hospital. Mike Sugrue and I spend two days a week on our retirement seminars. I feel that anyone contemplating retirement should attend one of our seminars, as we know you will find them most beneficial and informative.

It is also important to set aside some time for leisure activities. Every person on the face of this planet has enjoyed good and bad times. Retirement is no different, regardless how well we plan for our retirement, it will consist of ups and downs and psychological detours.

My intention in writing this article is to assist anyone who has retired and found it most depressing. I am not a medical man, but I can assure you that I am qualified to speak on the subject as I have been there and back. Those who have been having problems can contact me at the POA building on Mon., and Wednesday from 100 hrs., to 1400 hrs. 861-5060. Needless to say, our conversation will be held in the strictest confidence.

During the blackest days of my depression, I prayed to God to take my life. At times I even thought of suicide, but realizing the effect it would have on my loved ones brought me back to sanity.

Depression affects people in different ways. Relate to depression as being in a room and not knowing how long you have been there. Suddenly you realize that someone opened one of the blinds and a small speck of light appears. Things continue to improve and eventually all the blinds are opened and the rays of the sun makes you feel good. Somedays the blinds will come down, you will experience good and bad days, but one thing is for certain: the blinds will never be completely down and you will never again be in complete darkness and you will always maintain that ray of hope.

Look upon retirement as the dessert that follows the course of our earlier life and the opportunity to replace a well oriented life with a new and equally exciting one.

In closing may you all have a Healthy New Year, may it contain some pleasant surprises and may the love you have for your families grow stronger with each passing day. My last thought is for each one of you to learn to live each day to its fullest, as no one promised us a tomorrow.

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Board of Directors Meeting November 22, 1988

Members Present: Bertsch, Coggan, McDonagh, Garcia, Gannon, Ramlan, Java, Conway, Doherty, Taylor, Johnson, Friedlander, Chignell, Fagan, Flippin, Cole, Rapagnani, Linehan, Parenti, Barry. Excused: Davenport. Absent: McAlister.

President's Report

President Barry reported that after his inquiries for additional EWW watches for Potrero Station, President Barry was informed that six EWW watches were allocated to Company C Personnel.

President Barry also informed the Board of Directors that there was no truth to the rumors that the POA leadership was interested in negotiating away the pay formula or retirement benefits for any collective bargaining agreement.

Secretary's Report

A motion by Chignell seconded by Friedlander to accept the October Board of Directors' minutes was approved by voice vote.

Treasurer's Report

A motion by McDonagh seconded by Flippin to accept the September Treasurer's report was approved by voice

D..A. Warns Against Holiday Travel Scams

San Francisco District Attorney Arlo Smith issued a consumer alert advising consumers to be wary of unscrupulous travel agents who prey upon holiday travelers. According to Smith, "Recent complaints to our Consumer Protection Unit suggest that some travel companies are not complying with California law regulating travel companies. By law, consumers must receive their tickets within 48 hours of full payment or the travel agents must deposit ticket money into a trust account. We advise consumers to deal only with reputable, bonded companies which either deliver airline tickets immediately upon receipt of cash or credit card payment in full or provide proof that your money is to be deposited into a trust account. Consumers are also strongly urged to consider buying travel insurance if the costly trips are planned."

Smith cited the following most recent examples of prosecutions against San Francisco travel companies: People v. Lolita M. Gonzalez, Municipal Court #1129581. Gonzalez, 41, owner and operator of P & L Travel, 477 Sutter Street, Suite 1009, San Francisco, was arrested on November 30, 1988, on

(See SCAMS, Page 17)

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vote. A motion by Parenti seconded by Bertsch to accept the October Treasurer's report was approved by voice vote.

Committee Reports

Publications Committee

Chairman Flippin notified all Board members that the deadline for the election edition of the NOTEBOOK is December 27.

Legislative Committee

Chairman Linehan discussed in detail the additional campaign cost on the No on Proposition D campaign of \$12,600. A motion by Garcia seconded by Ramlan to spend the additional monies was approved by 16 yes and 1 abstaining. Voting yes: Barry, Rapagnani, Cole, Flippin, Fagan, Friedlander, Johnson, Taylor, Doherty, Conway, Ramlan, Gannon, Garcia, McDonagh, Coggan, Bertsch. Abstaining: Linehan.

Contribution to Wendy Nelder

A motion by Rapagnani seconded by Friedlander to contribute \$2,000 to the Friends of Wendy Nelder Committee was approved by a vote of 14 yes, 2 no. Voting yes: Bertsch, Coggan, Garcia, Gannon, Ramlan, Doherty, Taylor, Johnson, Friedlander, Fagan, Flippin, Cole, Rapagnani, Barry. Voting no: McDonagh, Conway.

Old Business

A motion by Gannon seconded by Flippin to contribute \$5,000 to the creation of a Police Museum was approved by a voice vote.

New Business

A motion by Conway seconded by Ramlan that the POA donate \$500 to the International Catholic Immigration Committee for athletic equipment was approved by voice vote.

A motion by Rapagnani seconded by McDonagh to purchase \$500 worth of tickets to the Annual East West Shrine Football Classic was approved by voice vote.

A motion by Johnson seconded by Gannon to contribute \$600 to send Officer Dennis Bianchi to compete in the Boston Marathon was approved by voice vote.

Reno Rapagnani,
Secretary

The Box Trick

by Dennis M. Norris

Lately I can't help but recall my childhood days, when my father would take me to the circus to see the magic show. My favorite part was when the magician, clad in the formal attire required of an illusionist, demanded a volunteer from the audience for the "box trick." Ultimately some eager chap approached, and he would be placed into a wooden box with only his head protruding. Swords were run through him, but he never changed expression. Just as everyone realized that there was no real danger, the good volunteers always feigned an actual laceration. Most of us knew better, however. After all, a trick is just a trick.

When many of us joined the POA, we made the decision to volunteer for the same kind of "box trick." We believed it possible to enclose ourselves within the protection of a union and remain safe from any political swords. We found ourselves nervously confident that our elected leaders would not harm us, while we remained constrained within the boundaries of our own daily activities. Even though we trusted our brothers not to run us through, we could never be absolutely sure. And that is the genius of the "box trick" — it will always allow some doubt to linger.

Unfortunately for us, the wits and the cunning of our union leaders are very sharp indeed — so sharp, in fact, that we don't even know we've been cut. It is time to take a closer look at our own expressions and discover why we have paled as of late. It was not supposed to happen (after all, a trick is just a trick), but the magicians in our

(See TRICK, Page 18)

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408's — Unnecessary And Lengthy Delays

by Matt Krinsky, Co. C

"Headquarters, Code 3 408, 219 victim with the knife still impaled . . ."

"Radio, Code 3 408, 519 victim ejected from vehicle, unconscious with severe head trauma . . ."

"Headquarters, Code 3 408, traumatic amputation of the victim's arm here at the Boatyard . . ."

"Communications, get a Code 3 408, we have an officer down and unconscious . . ."

What do all these circumstances have in common? Well, for starters, they are all real situations, ones which we, as street cops, can relate to. They're *not* like the nonsensical simulations we did in the Academy.

Secondly, of course, they're all conditions which require the immediate (3 to 5 min response of an Ambulance. I emphasize the word Ambulance here, because activating anything else (Fire, Red Cross, whatever) is a waste of time, effort and money, as no other element of emergency service is geared toward *transportation of the victim*, something else that all four scenarios have in common.

What An Ambulance Is

Title 13, California Code of Regulations (formerly CAC), S1100.2, defines an Ambulance as any vehicle, including a "rescue" vehicle, which has been specifically modified and equipped with the "intent to transport the sick and injured." Notice how the key word here is *transport*? The one thing that we are the most concerned with, is getting the victim packed up, loaded down, and moved the hell out to the Hospital. The Department of Public Health is this City's primary EMS provider, and, for the last several years at least, they have been running shorter and shorter handed, claiming monetary cutbacks and lack of equipment. Sounds just like us, doesn't it?

What An Ambulance Is Not

An ambulance is not a "catch-all" piece of City equipment, that puts the elderly to bed at night, should they fall out of bed; nor do they need respond to reports of homeless persons that are distressed, with no medical problems whatsoever; nor are they responsible for the care of every alcoholic, degenerate and 800 in this town (myself included) who, according to some bystanding liberal civilian, is in need of some kind of medical assistance. The unfortunate fact is that this, and many other uses, is what ambulances are being used for, and have been since I worked at CEH as a Paramedic in the late 70's and early 80's.

The Main Problem

Quite simply, the problem(s) at the DPH, and believe me, there's a veritable plethora of them, stem from the fact that they are, essentially, a *bastard* agency. Nobody really wants them. There have been attempts to incorporate the EMS Bureau/Paramedic Division into both the Police and Fire Departments over the years, but none of the attempts ever worked out, because nobody wanted the responsibility for it. Now, the Paramedic Division is part of SFGH, and people were screaming about that hours after the paper work was submitted:

- Paramedics were railing, because they were going to have an upper level administration that was *hospital*, not *pre-hospital*. (That's similar to us being run by civilian advisors, not a Chief and His command structure.)
- Cops who were injured on duty, and treated and transported were in an uproar, because the mutonheads at SFGH were sending out *bills for service* to the injured officer, often times in excess of \$100,000. (In my day, when CEH had its own billing Department, that just *didn't* happen.)
- And *everyone*, from the Mayor on down to the Chronicle/Examiner were all taking on CEH (instead of us, for a change) about the shoddy workmanship, long delays, and bad administration.

Principally, an administration based on apathy has caused this once great agency to fall from grace, and become riddled with enormous personnel, morale, and equipment problems. I do not hold the field medics and supervising medics responsible for this decay, no. I hold the County's Administration and SFGH responsible for this decline.

In theory, we are, as a City, supposed to have a minimum of 10 EMS Ambulances available, on all three watches. The CEH crews work 8 hour watches, and it isn't unusual to have 6 Ambulances on duty, due to per-

sonnel shortages, and equipment failures. That's about one EMS Ambulance per 110,000 people, and that, my friends, is a disgrace. CED Administration will tell you: "At 0400, a time period well away from our Peak Operations Period, it is not *cost effective* to have any more than 6 Ambulances on duty." Okay. I can hang with that. Until my partner is knifed by some offender at 0401 hours, and I have to wait 30 minutes to get an Ambulance. Granted, all of us would simply pack him (or her) into a radio car and go code 3 to MEH, but then we've got the pretty pastel colored lights and the whistle on our cars. What about those of us with families in the City, who might have to wait that long for an *EMS Ambulance*?

I haven't heard an intelligent response to *that* question yet, not in 14 years of Emergency and Enforcement work.

Where does it become cost effective? When it causes a wrongful death law suit, or a wreckless endangerment class action suit? Or, when it *saves just one life*? Maybe even one of us . . . (Sorry, I get carried away sometimes, and lose touch with reality. How silly of me. Who cares about *us* anyway? Please excuse me . . .) So, essentially, the main problem is that the EMS agency in this County has no money, a bad administration, and no equipment.

Stop Gap Measures Ineffective

There's a lot of things that have been done over the years to help ease the CEH burden:


- 1) The *integrated response plan*, established in 1978, joined all the private Ambulance Services together on the same mutual aid frequency with CEH, and, when CEH was 10-7, they would put a "bid" out on the air. For example, CEH would broadcast: "Private Sector, we have a shooting at Pine and Van Ness, report availability . . ." and responses would come in within seconds saying: "King American, at Bush and Divisadero" "Mercy Peninsula at SFGH" "San Francisco Amb" at California and Webster." CEH would then accept all the *bids*, and assign the call to the closest private provider. The main drawback, however, is that Private Ambulance Services are essentially capitalistic (in other words, they're out to make a buck) and were not as often available, so now we're back to square one all over again.

- 2) When all else fails, *call the Fire Department!* Some bright boys and girls down at the Place of Poo must have been up all night on this one and awarded some mighty fancy contracts and gave out some new nifty jobs to pull this one off! Around 1984, the Fire Department began training selected members as "first responders," or Emergency Medical Technicians (EMTs) to work on Fire Units in high injury areas. At first, this was great. It was spectacular. It was even superlative. Just ask them.

The Fire Department does many things very well:

- A) They extinguish fires expertly and quickly.

(See 408, Page 19)



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Vote Barry, Chignell,
Linehan and Garcia

A View To The Future

by Mike Hebel, Opinion Correspondent

Those who do not learn from the past are doomed to repeat it. Those who fail to plan for the future are doomed to miss it. The January POA election poignantly allows the membership, both individually and collectively, to peer into the past while straight forwardly piercing the future.

The Past Remembered

Should the San Francisco Police Officers' Association in 1989 alter a course it has been on since the "Blue Coat revolution" of 1969-72. Decisions were made in the period of 1969-72 by a "new breed" of Association leaders, supported by an aggressive membership, to assertively enter the political process so as to change the balance of power. This "new breed" of confident and reformist minded police officers desired a measure of self determination which was hitherto unknown. They refused to accept the status quo as the way things had to be.

But most importantly, these police officers wanted to take charge of their employment destiny. No longer would police officers be manipulated by a paternalistic political system which commanded subservience. No longer would police officers be afraid of media exposure. No longer would San Francisco officers idly watch the social/political/economic scene pass them by.

While memories may have dimmed, the 1969-72 Police Association transformation did occur and not without struggle and pain. It was an exciting time to be in the middle of this boiling caldron.

A Political Powerhouse

The actions taken by San Francisco police officers, through their newly recreated Association, in 1969-72 have now come to fruition. It was not unplanned nor a random occurrence.

Whether all consciously realized it then, the decisions made nearly 20 years ago produced the exact result that the "new breed" fully intended.

The San Francisco Police Officers' Association has not become the most powerful S.F. labor organization by hap-

(See FUTURE, Page 18)

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CANDIDATES FOR PRESIDENT



Bob Barry

In late January, our membership will have the opportunity of choosing the leadership of the POA for the next two years, and I am once again asking for your support and vote of confidence for re-election as POA President.

I seek your support based on a record of **strong advocacy** in the area of individual representation of members at every level of our department and city government; OCC, Management Control, DABOR, Chief's disciplinary hearings, Commission hearings, Health Service Board, Civil Service hearings and at every legislative hearing at the Board of Supervisors which affect police department policy and funding.

Aside from Vice-Presidential candidate Paul Chignell, whom I support for this office, I have provided more officers with individual representation than any other member of the Board during the past ten years. I am proud of that record and have thrived upon the advocacy of ensuring that when our members are in need of help they receive it and they receive it with a level of commitment and expertise which I believe my opponents lack.

In addition to providing such representation, I have also been in the forefront of every legislative and departmental policy change which impacted our membership, and I believe that my record of accomplishments will speak for itself.

During the course of this election period, you will be hearing from a number of candidates seeking positions on the Executive Board who will espouse a philosophy of confrontation and relaxation of political involvement and offering "pie in the sky" solutions toward enhancing pension equity and budgetary solutions for a fully staffed police department.

These claims are easy to make during a political contest, particularly when there is a residue of frustration and anger over last year's city-wide wage freeze. However, the real test in providing quality leadership lies in the accomplishments that have been made as well as the continuing ability to carry out the objectives which best serve our membership. I believe I have stood that test.

Finally, effective leadership cannot rest with the President alone. It takes a team concept with individuals who have a history of dedication — not a group who all of a sudden decided to "get involved", never having gone through the trenches or never having exhibited the true commitment of serving the needs of the membership. Leadership and expertise come through experience, not through a quick on-the-job training program.

Vice-presidential candidate Paul Chignell, Treasurer Dan Linehan and Board member and candidate for Secretary Ed Garcia have demonstrated such a commitment and have been instrumental in achieving our goals and providing our membership with the quality of representation our members deserve. These individuals deserve your vote of confidence as well.

Present Agenda and Accomplishments

- To pass an Ordinance authorizing a tax deferment of retirement contributions thereby increasing your "net" annual wage increase by 60-70 percent. Ordinance to be introduced in January.
- Continue our legislative lobbying at the Board of Supervisors to ensure that Salary Standardization is implemented in July.
- Lobby for a charter amendment for Nov. '89 to upgrade the disability percentage provision of the Tier II retirement.
- To secure a non-economic M.O.U. Negotiations are on-going with a projected date for resolution in March.
- Pass an Ordinance authorizing a "time bank" whereby members may donate comp time, vacation or sick leave to employees who suffer serious illness and non-industrial injuries.
- Secure a Q-35/Q-50 examination by September 1989

(See BARRY, Page 16)



Jerry Crowley

It is only at times of crisis that the character of leadership is exposed.

In times of crisis some leaders rise to meet the challenge by calling upon an inner strength and force of will to exercise leadership.

Others leaders faced with the same crisis will fail because that strength of character was never there to begin with.

This association led by Bob Barry faced a crisis of major importance in 1988 and the character and courage of leadership necessary to meet that crisis was painfully absent.

This crisis will continue into 1989 and beyond. The selection of leadership with the courage, character and will necessary to meet these challenges is now in the hands of the membership.

A Personal View

I became involved in Association work over twenty years ago because I did not want to be part of a system that treated police officers as less than human beings. I could never accept a system that used fear of the loss of job, fear of transfer, and the denial of due process in order to strip individual police officers of their dignity and the power to direct their future.

My hopes and dreams when I first helped organize and build this Association still burn as brightly as before. I would not be faithful to my youth if I did not attempt to stop the destructive forces that are currently tearing our Association apart.

Over the past two years I have seen our membership frightened.

I have seen our organization humiliated.

I have seen the return of political patronage and special preference with the complicity of our leadership.

I have seen political action that was once used on behalf of the membership now used for the personal political ambition of our elected officers.

It is clear to any observer that the leadership is headed in one direction and the membership in another.

It is clear that there is an estrangement between the present leadership of our Association and the membership.

Our present Association has a structure but no substance.

We have a membership body but we have no heart.

We have a political presence but no philosophy.

We have yearly platforms but no purpose or programs.

We have elected officers but no leadership.

As members we are brothers and sisters in a family that is torn apart with jealousy, fears and hostility rather than as equal partners who share all the dangers, violence, regimentation and political recriminations that police officers daily attract which should bring them closer together. For this lack of closeness, solidarity and common purpose I blame Bob Barry and the present leadership of this Association.

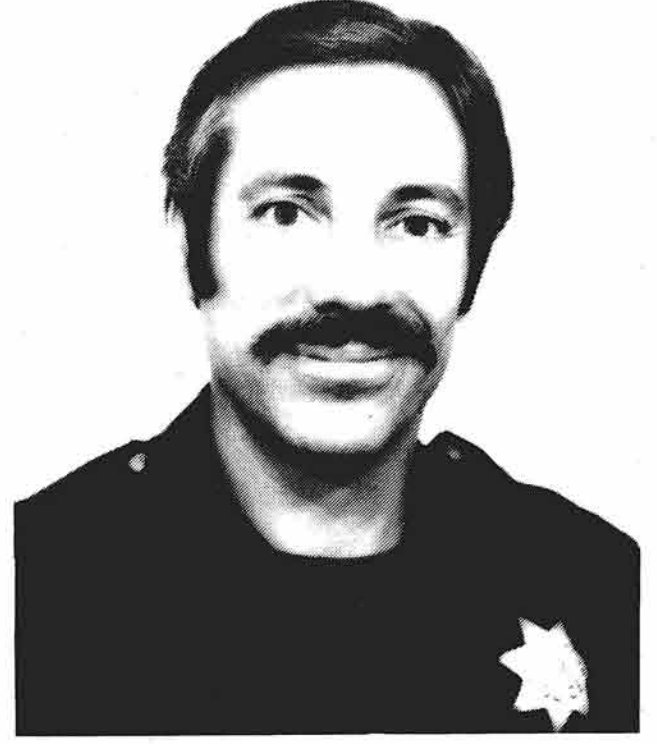
Bob Barry has lost touch with the membership. There has been no personal contact or communication with a membership that cries out for information and justification for the direction this Association has taken. Because of this lack of communication the membership has become embittered, frustrated and angry at the political decisions that have been made over the last several years.

Leadership can no longer insulate themselves from the membership.

Leadership can no longer insulate themselves from the heat of decision making.

Leadership can no longer make political deals with radical groups that will destroy the legal defense rights

(See CROWLEY, Page 16)



Mike Keys

I want a Police Association that is proactive, progressive and accountable to you.

I think Association members are tired of being the punching bags for every politician "Grandstanding" for his/her constituency.

I think Association members are tired of waiting to see what the Board of Supervisors are going to do about our future benefits ... Why aren't we capitalizing on our professionalism now to gain public support.

I think Association members are angry about the fact that the Mayor we supported took our uniform replacement benefit away without anything in return.

I think Association members are upset about the reduction of police personnel by the Mayor we supported which ultimately places the lives of all police officers in jeopardy.

I think Association members want to utilize the November 1989 ballot for the purpose of benefitting all members of our department.

I know I can turn things around ... And, if elected, I will!

Endorsement of Mike Keys

by Jerry Salvador
POA Member

*The Association's failure * The membership's role * Communication and education * Membership apathy * New voices searching * The membership trust * Official responsibility * Participation versus grumbling * Issues and endorsements * Question of power * Reorganization and reform * Mene, mene, tekell, upharsin; ("...whose feet were part iron and part clay.")*

If the San Francisco Police Officer's Association is to avoid the shattering experience of the past two years and yet remain strong, it must reshape its thinking towards a more mature and flexible philosophy. The POA has emerged with enormous credits in the local bank of rights, benefits, and improved working conditions for the department's working officer. However, by thoughtless pursuit of frantic alarms and excursions, it has been allowed to squander a considerable portion of its own inheritance and, in so doing, has jeopardized that incalculable asset of any organization — the members' trust.

POA leadership, or any leadership for that matter, has always been an easy target until one remembers that, in a democracy, to indict POA leadership is to indict a majority of its members. In a democracy, the membership is demonstrably more responsible for the health and strength of the association. The membership, in recent years, has continued to elect officers and representatives, too many of whom have refused to take a long hard look at facts and act intelligently and courageously.

Reasons abound for this major aberration, but membership indifference heads the list. As an example, where was the voice of the general membership on relevant issues in relation to past mayoral race and its endorsement? The parochial attitude by board members is understandable considering the POA's size and high media visibility. One of the most odious phrases in history became apparent in the last issue of our paper when one of the board members referred to our POA as "...the most political force in city government and with the most power." This arrogant, aggressive, and inaccurate phrase thankfully has grown tired. Increasing numbers of members are questioning the association's course. There are two questions of significance that must be asked. Is the "political power" of our POA real or only perceived?, and if it is only a perception, by whom? If it is real, then why must the membership be left in the shadows as we

(See KEYS, Page 12)

CANDIDATES FOR VICE PRESIDENT



Paul Chignell

Serving the membership of the Police Officers' Association has been a way of life for me for the past seventeen (17) years as I have shared the successes and defeats that we as police officers experience. This year I again ask the membership to support me in my bid to remain on the Board of Directors as your Vice-President.

Board Tenure

I was first elected to the Board of Directors in 1972 as the representative of Taraval Station and since that time have represented Northern Station, served six years as the Vice-President of the POA and for the last three years as the POA representative from the Bureau of Investigations. With Ron Parenti stepping down as Vice-President, I am once again asking for your support for that office and have been endorsed by Ron.

During my tenure on the Board I have participated in all the major successes that have brought the Police Officers' Association to be the most powerful public employee group in San Francisco.

Representation

I have represented more police officers in trouble, and more officers with grievance problems than any other police officer in the history of the Association. I have accomplished this service with an aggressive attitude that is well known within the San Francisco Police Department. Many officers who do not agree with my positions on all the issues say one thing, "If I get in trouble, there is one person I would call at the POA: Paul Chignell." There isn't a unit in the Police Department that doesn't have officers who I have represented, and successfully, over the many years of my involvement. On many occasions, I have helped officers who have been unpopular and no one else would assist.

Leader On The Issues

My opposition cannot match the number of important successes on the issues that were either instigated by me or were attained through my involvement. The following is a list of some of the major successes:

* **POLICE BILL OF RIGHTS.** I helped write this historic legislation and worked many hours in Sacramento making sure that this landmark police protection legislation was passed and signed by the Governor. In addition, I have been known as the POA expert on the interpretation of the Police Bill of Rights throughout the State and in the Department.

* **BACK PAY.** In 1978 Paul Chignell was the named plaintiff in a lawsuit against the City that resulted in millions of dollars of back pay dispersed to police officers and firefighters.

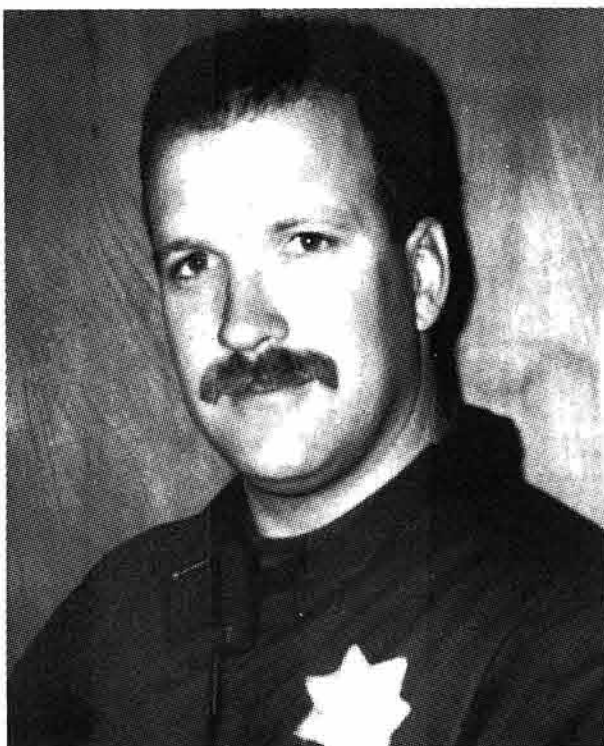
* **CHARTER AMENDMENTS.** Many of the Charter amendments that have been passed that resulted in benefits to the membership were instigated by me and promoted by me including civil service examination for the Bureau, time and one half for overtime, night differential, enhancement of Tier I fluctuating pensions, retroactivity for pay raises, reopening of police stations, vesting for retirement, and pre-tax benefits.

* **RESIDENCY.** I was the chairman of the first residency committee that actively promoted a state constitutional amendment prohibiting residency restrictions for public employees. I was then one of the catalysts that resulted in our successful lawsuit that invalidated a five mile residency limit so that today there is no residency limit for police officers in San Francisco.

* **TRANSFER RIGHTS.** I helped write the historic transfer policy that allows police officers to transfer to specialized units without favoritism. Hundreds of police officers who have transferred to the solos, mounted and tactical were reassigned as a result of that policy. Despite frequent attacks by officers with juice and Administration opposition, this policy remains in effect.

* **BUREAU PROTECTIONS.** I handled the

(See CHIGNELL, Page 17)



Gary Delagnes

I am running for the office of Vice-President of the P.O.A. because I feel that our Association can be so much more than it presently is. I envision an Association where all members have input and feel as though they have an equal say in the process. I also envision an Association that remains politically active, but shows more discretion in those we support.

I feel that these are times when we cannot turn our backs on our own ideology and philosophy in the name of political endorsements. I would also like to see a time when all of our decisions are made not by 4 or 5 people, but by the entire membership. Mike Keyes, Al Trigueiro, Steven Johnson and myself have made a commitment to ourselves, and to you, to make this an Association that truly expresses the interests and ideas of ALL the members. PLEASE HELP US CHANGE A STAGNANT ORGANIZATION.

KEYS

(Continued From Page 11)

are told we wouldn't understand the mysteries of POA politics. Often, we have received conflicting information on the issues, without critical analysis.

These initial failures were due in large part to communication deficiencies — refusal of the board to assign a correct priority to real issues important to its members; a refusal in part occasioned by furtive board activities, that is, official refusal to inform the membership of the extent of board's political involvement and to allow it to share the burden. That indifference continued to exist is an educational failure brought about by membership apathy and frustration and further compounded by erroneous and distorted reporting. It no doubt will be argued that it was primarily the responsibility of the executive board, and at times shared by some correspondents of the Notebook, who allowed personal animosities, singular ambitions, and political preferences to overcome professional objectivity.

The onus must fall primarily on member apathy. However, if a sufficient number of members demand objective, in-depth reporting, the board would respond or go out of business with the next election. Members similarly can influence station representatives to demand communication reforms on the part of the executive board. This is easy to suggest, difficult to accomplish. Member participation in the association is always a difficult question. In some ways, member trust of elected leaders and representatives is comforting; in other ways, dangerous. If trust is borne out, then the association is strengthened; if, as perceived in the case of the current board, trust is misplaced, then the association is weakened. Too often forgotten in a system of checks and balances is the fact that members must form the final check and the final balance.

There will be a number of candidates seeking office; they are neither born in nor driven to it. Each wants to hold these prestigious positions — the job is difficult and no one has forced him or her to serve. In theory, their intelligence, education, qualifications, and experience have fitted them to hold the membership's trust in a manner more worthy and able than his fellows. But, in return, the membership is entitled to expect able performance. Part of able performance in this association lies in instructing the membership as honestly and forcefully and fully as possible on those issues of vital importance. Only then will we begin to recover that forgotten asset — the members trust.

In January, the responsibility, once again, will be ours and ours alone. Vote your conscience and confidence, then vote:

MIKE KEYS, POA PRESIDENT * GARY DELAGNES, VICE PRESIDENT * STEVE JOHNSON, SECRETARY * AL TRIGUEIRO, TREASURER.



Joseph Toomey

I am running for the office of Vice President because this is one of the most important full time offices of this Association. This office cannot be held by part time leadership. This office cannot be controlled by the Mayor's office. This office cannot be occupied by candidates or incumbents who have aspirations to political office and view the goals of police officers as a secondary priority of their agenda. This is the agenda of my opponent, Paul Chignell.

I believe deeply in the independence of the San Francisco Police Officers Association and am deeply disturbed by the events of the past two years during which we have sacrificed this political independence for political expediency.

Paul Chignell has run twice unsuccessfully for the California Assembly while being the full time Vice President of this Association. He now runs for Vice President while being a full time aide to the Mayor of San Francisco. What office will he run for next? Where will his loyalties lie when the Mayor's fiscal and political agenda conflicts with ours?

What further disturbs me is the fact that if he is elected Vice President, the whole decision making process of this Association will be subject to question as to the political motives of our leadership. Our credibility will suffer and our policies and direction will be suspect.

The priorities of the membership come first. We have lost our sense of commitment to the basic needs of Association members. It is time to return to those basics. Our approach is also basic.

1. To get paid and stop any future pay freeze.
2. No collective bargaining.
3. Our Tier II Plan that does not affect Tier I members.
4. An uncompromising legal defense plan.

I have been assigned to the Bureau of Inspectors since 1980 and presently am assigned to the General Work Detail. Prior to 1980 I was assigned to Southern Station where I served as P.O.A. representative for five years. During that time I have served on the C.O.P.S. Committee, Grievance Committee, Labor Relations Committee as well as being a delegate to the Labor Council. In or out of elected office members have continually sought my advice regarding their legal defense as well as their grievance rights. My involvement with the day to day defense needs of our membership will continue to be of the highest priority during my term as Vice President.

As a team — Crowley, Carlson, Bray and myself have the will to accomplish what we proclaim. A lot of people don't these days — especially in the Association leadership. Barry, Chignell and Linehan see doubt as a reasonable posture. They think of themselves in the middle whereas of course they are nowhere. No battle was ever won by spectators, was it?

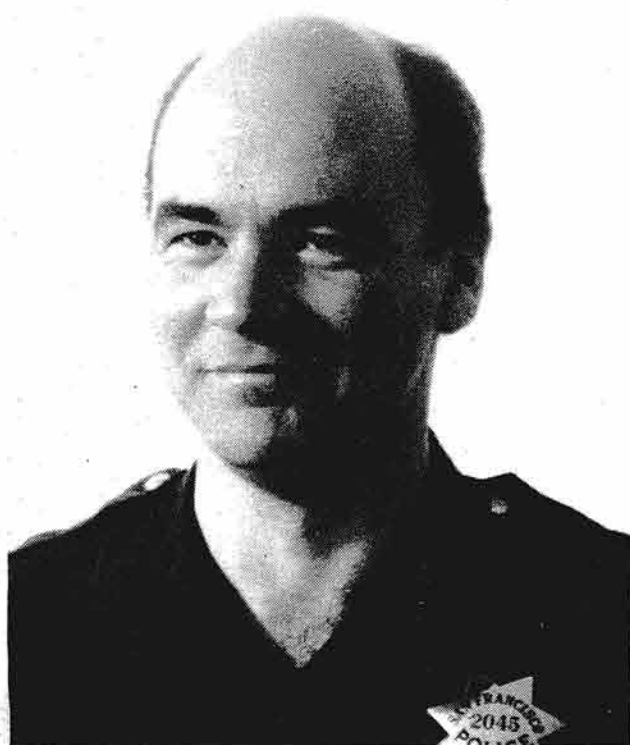
I ask you to help Crowley, Carlson, Bray and myself to help us rebuild our Association and regain our self respect as individuals and as an organization committed to the real needs of San Francisco Police Officers.

Ralph Davies

Men and Women

77 MAIDEN LANE
SAN FRANCISCO, CA 94108
415-397-3200
FAX: 415-362-0414

CANDIDATES FOR SECRETARY

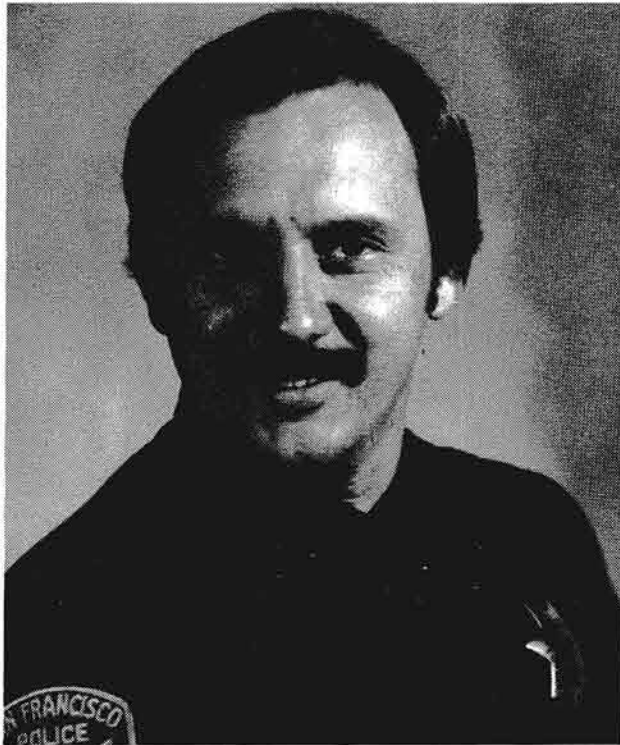


William M. Bray

I am a third generation San Franciscan, born, raised, and educated in the city. I joined the Department in 1972 and have since gained experience at Ingleside, Richmond (where I served as station rep until a transfer cut short my tenure), Southern and the solo motorcycles. I was a specialist team member for five years and was recently awarded a teaching credential from Los Medanos Community College in criminal justice, which I use to instruct at the Police Academy. I am also currently enrolled at S.F. State University where I am completing my work towards a degree in communication studies. I believe very strongly in the value of communication, and when Jerry Crowley tapped me to join his team as secretary, I readily accepted.

Being an active member of the P.O.A., I have been very disappointed of late in the number of issues in which I have been given little or no information. Issues which not only affect me, but my family as well. Political candidates have been endorsed and actively supported by the P.O.A., without so much as a nod to the members it is supposed to represent. I want to know who these people are that control my paycheck and my benefits, before we start throwing our money at them to get them elected. I want to know what I can expect from them if they do gain office. Will my wages be frozen? Will my overtime be cut back? Will my retirement be downgraded? Will I have to work a second or third job in order to support my family?

These are questions about our welfare, the answers to which I believe you have a right to know. It is my intention to give you that information. Information that is vital in deciding who is the best candidate for all of us.



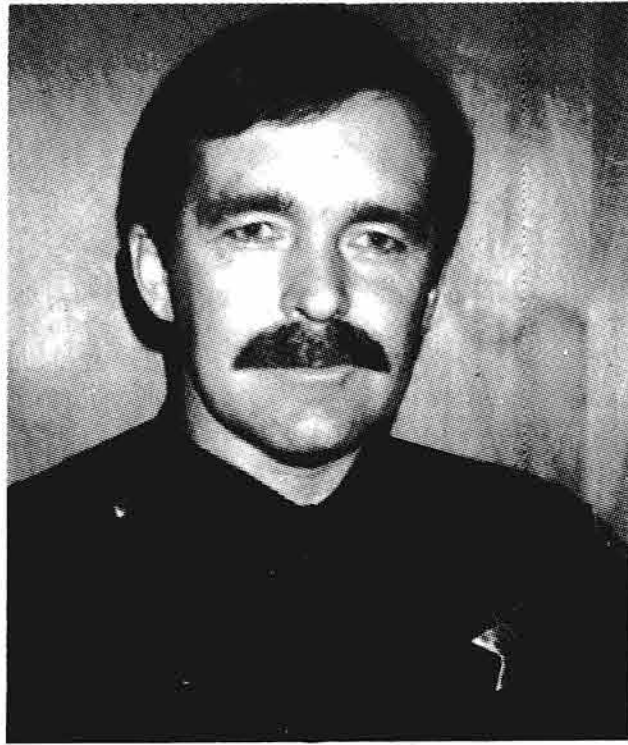
Ed Garcia

I am seeking your support in my effort to serve as the Secretary of the San Francisco Police Officers' Association. I have represented Northern Station on the Board of Directors for the past four and one-half years. In that time I have successfully represented members at the Police Commission, Chief's Hearings, Shooting Review Boards, D.A.B.O.R., O.C.C. and Management Control. I have not represented members from the Northern only, as I have handled matters for members of Potrero, Ingleside, Central and Taraval Stations. I have been on P.O.A. "meet and confer" teams, dealing with the administration on issues affecting our working conditions, and I am also the former chairman of the Grievance Committee. I have been a member of this department for nearly twelve years, and I have spent a decade in patrol at Northern Station, also serving as an F.T.O. for eight years. Working in the streets of the Northern, I have a very clear understanding of the needs of the working police officers and I feel that I am the best qualified candidate to represent working cops.

As a member of the Board of Directors I have worked on issues that concern us all. A primary concern is the long struggle for a promotional system that is not based on race or sex, but based entirely on qualifications and skills, as called for by the Constitution of the United States. A second great concern is the upgrading of the Tier 2 retirement system. Entering the department in March 1977, I was a member of the first class to suffer the economic loss of a second class retirement system. I have a long record of support for efforts to upgrade Tier 2, while remaining committed to the protection of Tier 1 benefits. My third concern is for the proper representation of members when they are accused of misconduct, along with providing quality representation for members when they are subject to civil suits. In departmental hearings, politics often plays a larger role than justice and fair play. I'm sure we can all think of various examples where an objective hearing has been made nearly impossible because officers have been tried in the press or crucified by politicians. I have also been disturbed by the inconsistency in the quality of representation given to members by the City Attorney's Office in civil actions. I feel there are many cases where P.O.A. attorneys should be brought in to oversee or assist the City Attorney's Office in the handling of police cases.

As the sole supporter of a family of five, I realize the economic demands of the day. I have worked at the Board to do what I could to improve the quality of life for every member of this association. In the last five years, the POA has grown from a strong labor endorsement to one of the two leading political endorsements in San Francisco, a distinction that we share oddly enough with the Sierra Club. Almost every serious candidate for the Board of Supervisors, School Board, Community College Board and other offices seeks our endorsement. The San Francisco Police Officers' Association has become a leading power player in San Francisco politics. I believe in the continued expansion of our influence, so that we may continue our gains, such as time and one half for overtime, Honda hazard pay, night differential and tax plans that will save members hundreds of dollars. When Chief Jordan sought 30 day suspension power, he did so with the support of Dianne Feinstein and some members of the

(See GARCIA, Page 21)



Steve Johnson

EXPERIENCE: 17½ years with Department — Served at Park, Richmond and Northern Stations, Narcotics, Tactical, Headquarters Company.

I retired from a labor union in 1969 after serving a brief stint as an apprentice at a local butcher shop in San Francisco, and I considered myself a good union worker since I did my job and never asked any questions.

I tried to change this concept of leaving union members in the dark while serving as the representative of Headquarters Company for the past three years. I would like to expand my role within our Association by serving as the Secretary of your Executive Board.

The Secretary of your Association controls the information you receive and, if elected, I want to make sure you have the opportunity to express your opinion in all matters affecting your working conditions.

There's no doubt that the next two years will be extremely important since we will have to be dealing with an agenda that will include obtaining a full pay raise in July, enhancing the Tier II retirement plan, securing a Memorandum of Understanding that addresses the concerns of all members and getting our promotional opportunities back on track with test validity and sanctions assured.

We must also face the political realities of our city and deal with all factions that will impact our careers with the San Francisco Police Department in a manner beneficial to and approved by you.

I want to be a part of this future serving our Association in a position that will make a difference ... a difference that will result in your being an informed member with an opinion that will be heard.



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Christine A. Boehlke
President

CANDIDATES FOR TREASURER



Ray Carlson

My name is RAY CARLSON, I am seeking the office of POA Treasurer. The Treasurer, is the person accountable for the financial well-being of our Association. The Treasurer is also one of the four POA managers who executes the directives of the Board of Directors (station reps), and the General Membership. Equally important, the Treasurer has a vital role in the development of POA policies and programs.

During the past six months a number of unsought consequences have occurred: A PAY FREEZE; THREATEN LAY-OFFS; REDUCED STAFFING; AND COMPLETE ABSENCE OF PROMOTIONAL OPPORTUNITY.

We have addressed these issues, which in the final analysis, boils down to ONE issue, MONEY. We have offered the present leadership an alternative funding program, the "HOTEL TAX". When this program was rejected, we brought the "HOTEL TAX" to the General Membership, who overwhelmingly endorsed the concept by mailed ballot, and this mandate has also been ignored.

We have demonstrated how an up-grading in Tier II pension can occur. Our program protects Tier I while improving Tier II benefits without any additional cost to the tax payer.

We are committed to an uncompromised legal defense plan, you are entitled to nothing less.

Our position on Collective Bargaining was made crystal clear a six months ago. NO COLLECTIVE BARGAINING!!!

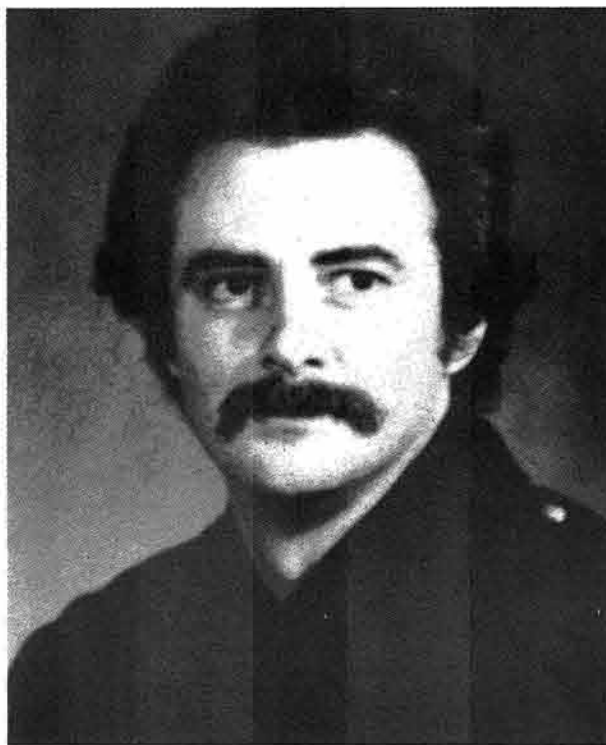
Our platform is simple and to the point.

1. GET PAID (FULL POLICE BUDGET FUNDING)
2. NO COLLECTIVE BARGAINING
3. OUR PLAN TO UP-GRADE TIER II
4. UNCOMPROMISED LEGAL DEFENSE

To use an overworked cliché; who ever takes office in February will have to hit the decks-a-runnin'. There will be no time to sit on the laurels of victory. Our plans are formulated, complete and comprehensive. We are ready to implement these plans of the very first day we take office.

Your vote for Crowley, Toomey, Carlson and Bray is not only a vote for career Police Officers, committed to representing your needs, it's a vote for a leadership team who have planned and stand ready to deliver a comprehensive economic package.

While others see the problems, we see the solutions.



Dan Linehan

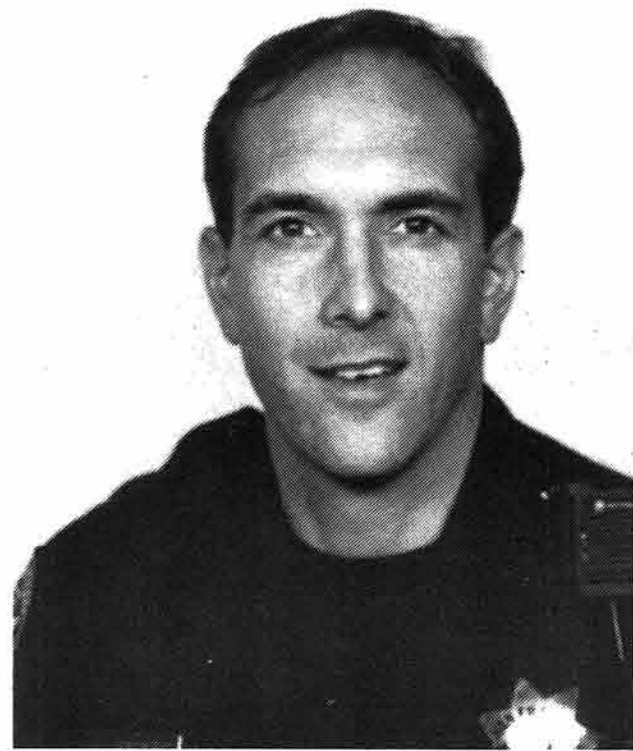
During the last eight years I have been elected to our Association's Board of Directors. I served Southern Station as their representative for four years. In 1984 I was elected department-wide as P.O.A. secretary for two years. Two years ago I was elected to office as our Treasurer. I now ask you to return me as your incumbent Treasurer.

During my tenure on the Board, I have taken on many responsibilities other than what I was elected for. While serving Southern Station, I would provide any member assigned throughout our Department, association services. I have appeared, on behalf of our members, before each level of command, from captains to the Chief of Police. I've defended members in front of every Board of Review our Department has. My record of successful representation stands among the best of our Association. I take great pride in these accomplishments, as it takes a very strong and personal commitment to lend a hand when a member in trouble — another police officer — needs it the most.

Additionally, I have extended my involvement with the Association beyond the Department. As the chair of the Legislative Committee for several years, I have been a part of the Leadership Team that has won more victories at the ballot box than any other group in San Francisco. With the guidance of Bob Barry, Paul Chignell, Reno Rapagnani, Ed Garcia, Ron Parenti and many other concerned members, we have become a major figure at City Hall. Since 1982 we have grown to our current level by being active in the political arena which has benefited our members. Below is a list of victories that exist due to our active participation in politics.

- 1982 - Time and one half for holidays and overtime.
- 1983 - Night differential
- 1984 - Hazard pay for members of the Honda unit.
- 1984 - Defeated Chief Murphy's plan to increase his suspension powers from 10 to 60 days.
- 1984 - Defeated Chief Murphy's plan for an unrestricted probationary period.
- Defeated Mayor Feinstein's plan for the destruction of Civil Service.
- 1986 - Enhancement of our existing salary formula.
- 1986 - Defeated Chief Jordan's plan to increase his suspension powers from 10 to 30 days.
- 1987 - Placed the disability of Tier II for upgrading

(See LINEHAN, Page 19)



Al Trigueiro

EDUCATION: Bachelor of Science Degree/Santa Clara University — 1972; Masters of Business Administration/University of San Francisco — Emphasis: Labor Relations — 1988

EXPERIENCE: 7½ years in the Department, served at Central, Mission, Planning, and Crime Prevention

An informational system forms the foundation upon which correct decisions are made. The slate of Keys, Delagnes, Johnson, and Trigueiro will set the groundwork for that system.

The membership, if provided with timely, clear and concise financial data, can and should decide its future; as the more knowledgeable we become, the more likely it is that we will make the proper decisions.

Information is power and an effective informational system provided for the membership is essential.

As Treasurer I shall:

- Conduct through a neutral accounting firm a thorough audit of all P.O.A. accounts and funds.
- Provide understandable financial statements regularly to all members and publish such data in the Association publications.
- Issue a quarterly financial report which would highlight the major expenses as well as revenues for that period.
- Emphasize a more business-like approach with P.O.A. accounts.
- Market the Association to enhance public opinion by emphasizing the many good deeds and actions performed regularly by the membership.

This election is critical to the direction of our Association, as the immediate future will bring with it a host of problems and questions; the answers of which must come from the entire membership. Our slate doesn't possess all of the answers, but it will provide all of the information in order for you to make those decisions. Please vote.

Thank you.

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CANDIDATES FOR REPRESENTATIVE

CO. A

Paul Bertsch
Frank Machi

George Rosko

Who do the P.O.A. members want running their Association? Do they want professional politicians or policemen? Well, I for one hope the latter. We should be led by policemen aware of politics, not policemen who are politicians using the P.O.A. as a personal stepping stone. The present POA leaders have forgotten the patrolmen who pay the dues in favor of personal gains.

Why hasn't Tier II been upgraded? When was the last time Tier II was addressed via ballot initiative? Now they tell us the city is broke; therefore, it's a bad time to try initiatives. But is there really ever a good time or can they always claim the sky is falling? The city now admits that the deficit wasn't as bad as claimed. Of course not, but you won't get back pay, will you? City officials refuse to guarantee a pay raise again this year. After supporting Agnos for mayor and taking a one year pay freeze, you'd think he would assure us of our just wage increase. Some friend. What would he do if he was our energy? Then we have Harry Britt. Britt always takes our money with a big smile. Britt and Gonzales just led a blood-thirsty mob into the Police Commission in another attempt to open still another investigation into the Huerta incident. With friends like these, who needs enemies?

I for one took this job expecting to pay my dues and get a shot at a promotion. Well, since 1977 that has amounted to one highly flawed test. Only God knows when the next one will be. Remember the Three Year Plan that we overwhelmingly voted down? Well, we are now active participants and no one asked our permission. That's right, permission. The POA board is supposed to represent what we want, not what a few think is good for us or as they say "inevitable".

What ever happened to the second Representative for Central station? Was that idea just shelved because Central doesn't play ball? Mission and Northern also should demand a second Rep. Let's go for it. Let's make sure that we have a POA ballot initiative every election. Let's not give money to politicians the membership doesn't support. Let's tell the politicians that they aren't going to pull our strings any longer.

Let's have a POA that speaks its mind honestly. If the city is going to jam us anyway, what have we got to lose? At least we would have the satisfaction of looking them in the eye without flinching. The Association has no spine right now. Let's put some backbone back into the Association.

CO. B

Pete Maloney
Jeff Smith

CO. C

William Carlin

I am running for POA representative from Potrero Station and ask for your support during the up-coming elections. The past representation from Co. C has been very good, but the direction of the present association leadership must change, and I want to be part of the new POA direction.

As a member of this Department for over nineteen years, I have served in several stations and on every shift. Currently working the midnight watch, I feel that I have an understanding of the problems and working conditions that the street officers face daily. I feel that I can best represent the interests of the members of Potrero Station in matters of working conditions and labor concerns. My main concern is to improve the working conditions of Potrero Station as it pertains to our equipment and lack of a 4-10 plan. My other concerns include attaining a credible promotional system that affords an equal opportunity for all, an eventual change in the retirement system to upgrade the benefits of Tier II members, and better representation for members who may need assistance in legal or other department matters.

I feel that the present POA leaders have abused their positions and have abandoned the membership, only concerned with their own personal or political gains. They have refused to listen to the desires and concerns of the

membership and have become a self-serving closed group, catering to the politicians in City Hall. That is why I am supporting the Crowley-Carlson-Toomey ticket. I feel that they are the best experienced and most qualified to lead our association in a new direction and bring credibility to our labor organization.

I sincerely want a strong association who will stand up for the rights of every member of the POA. I know that Jerry Crowley is the best candidate to lead our association, and he is dedicated to improve the conditions that we work under. I want to become part of the new team and hope that I receive the vote of confidence from members at Potrero Station.

Bill Coggan

CO. D

Larry Barsetti

Gary Fox

My name is Gary Fox, and I am running for the office of P.O.A. representative for Mission Station. My qualifications for the office are as follows: I have been a San Francisco Police Officer since 1969. During my career I have worked in the traffic bureau, background investigations and the patrol force. I have been awarded 4 Medals of Valor and numerous Commission and Captain's commendations. I have been a field training officer since the inception of the program. For the past five years, I have worked continuously at Mission Station in both uniform and plainclothes assignments.

Because of the unique characteristics of Mission Station, I feel that we need a strong, veteran voice to represent all officers equally in both union issues and employee/employer relations. I want to bring back the voice of the line officers in discussions affecting political endorsements and contributions, and I will do my best to represent all officers in adversarial hearings and see to it that they receive all rights afforded to them.

Endorsement of Gary Fox

by Dan McDonagh

As the outgoing POA representative of Mission Station, I am familiar with the duties that are performed by the person in this position. I feel that Gary Fox is the best person qualified to fill this office. He has the knowledge, experience, and drive to represent the people of Mission Station.

I believe he has what it takes to listen, understand, and take a strong position on the issues that affect each and everyone of us. I know he can, and will, do the job well!

I recommend that you vote for Gary Fox for Mission Station POA Representative.

Dave Oberhoffer

My name is Dave Oberhoffer. I'm running for POA Representative at Company D. I've been at Mission for over 7 years. I've worked every assignment, every shift, and I know what kind of representative we deserve.

I've worked at Mission to improve both the station and our working conditions; I built the weightroom racks, fed the troops at Halloween, New Year's, Super Bowl Sunday, etc., and represented Co. D at the Press Club and Ironman Contest.

I worked at the Department/POA level on the POA Picnic Committee, on the Ballot issue to get better stations, and by getting a corporate donation for the Mounted Unit (\$1,000).

As an organization, we have to keep our lines of communication, and our priorities, open and clear. We haven't been doing that very well lately.

All POA meetings should have a detailed, pre-printed agenda available so that every member can effectively have his/her representative address each issue with individual officer's points of view. (Even if the views upset our "political friends".)

Our concern should be the welfare of our dues paying members, not solely the changing fortunes of political favors and expediency.

I know what POA help (or lack of it) can mean to a

cop in trouble. One way or another, I've seen everything this department can throw at you.

I've represented myself, other people, the Department, and other groups, large and small, effectively for a long time. I know that strong, effective representation is something that I do well.

Whether I live 12 blocks, or 20 minutes, from Co. D, I place the highest personal priority on being there when you need me.

We are told that we are powerful and influential. If this is true, why are people always laughing all the way to their bank with our money and then slam-dunking us on Page 1 the next day?

We need to shift our center of interest from City Hall to the men and women who hold this City together.

How about, just for starters, a POA funded education program, promotional study groups, better equipment, decent food at extended events, a POA Picnic (or Policeman's Ball) or a REAL POA Hall?

There is no argument that we need to work with the political world to achieve our goals. But, we need to balance these initiatives with more of the day-to-day needs of the POA Membership!

I feel that my long term and ongoing interest in our common welfare, coupled with my ability to implement these policies makes me the best choice for POA Representative at Mission.

I ask for your vote.

CO. E

Michael Paulsen

CO. F

Matt Gardner

CO. G

Jim Komarchuk
Lon Ramlan

CO. H

Cliff Java

CO. I

Mike Conway
Hank Fikkers

CO. K

Gerry Doherty
Lawrence McKenzie
Ray Shine

HQ

Richard Alvez

Henry Friedlander

I'm running for re-election for Headquarters Rep. I have 17½ years of police experience and have, in some way, been involved in the POA for over 13 years. I wish to continue to see that our members' rights are protected. My main interest has always been the best interest of the members. I have been before the Chief, before OCC and most important before Commanding Officers on behalf of our members. Please give me your support and VOTE for me.

At the same time, I want to thank Steve Johnson for his dedication of service to the POA. He was a great Headquarters Rep. Thanks for all your help, Steve. Friedlander for Headquarters Rep. Please VOTE.

Reno Rapagnani

As a new member of Headquarters Company, I seek your vote to allow me to serve you as one of the Representatives to the Association's Board of Directors.

I have the longest record of representation of any of the candidates seeking your vote in this year's election. I have been a driving force in stopping the O.C.C. and management control from trampling on our members' rights. I was also instrumental in writing and making sure that General Order P-1 (the transfer policy) is adhered to so that juice is not a criterion in assignments.

I also have an outstanding record of achievement in securing economic benefits including night differential, time and one half for holidays & overtime, interest checks for payroll conversion. I also helped to stop the Chief's plan to increase his powers of suspension from 10 to 30 days.

I now seek your support to continue my efforts to make the San Francisco Police Department the best police agency on the West Coast to work for.

Michael Sullivan

My name is Michael Sullivan. Currently, I am assigned to the Planning Division. I am asking for your vote to join the P.O.A. Board as your headquarters representative.

Some of my concerns are:

- The membership not having a full agenda prior to the meetings for their review.
- The delays in the promotional exams.
- The future of our pay raises in light of the current budget problems.
- Correction of Tier II benefits.
- Establishment of a Memorandum of Understanding that is acceptable to the membership.

I don't feel the membership has a complete understanding of what the Association is doing. As your elected representative I will be available to everyone, and I will make sure that my vote reflects the wishes of the majority of the Headquarters Company.

TACTICAL

Jerry Donovan

INVESTIGATIONS

Alex Fagan

Roy Sullivan

MUNI

Tom Flippin

RETIRED

James Cole

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

One main difference as the representative of the Retired Officers Association is that I have twenty-four regular meetings to attend each year in contrast to only twelve the other Reps. have; as they do not have to attend other association meetings. Plus attending the regular meetings, the POA has four or five emergency and six to seven special committee meetings during the year, not including special functions to attend. That's a lot of meetings.

Sincerely, I enjoy the contact this allows me with members of the retired officers and meeting new active members coming into the department. Mostly, I enjoy the meetings with the "Old Timers" I enjoyed working with before.

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

Last year over half the veteran officers voted (more than the rest of the entire department), and I hope even more do this year; hopefully, for me.

Retired officers: Vote!

Jim McDonald

I am in nomination again for the position of Retired Representative on the Board and request all the voting support I can get! I am very appreciative of the votes received in the January, 1988 election and am most hopeful for this continuing support.

My career with the Department covered 25 years from 1962 to 1987 and included service in the Traffic Bureau, (both solos and AIB), District Station duties, Record room and Communications work, and, on a promotional level, areas of Supervision and administrative responsibility at the Station positions. I also served in the Inspectors' Bureau for a year and a half before Retirement.

I believe that my experiences within the Department and it's procedures can assist me in ably representing our retired members' interests, along with your input.

If elected, I intend to initiate a monthly column in the "NOTEBOOK" with news and opinions on matters affecting us at POA meetings and activities — be it at a political or Department level.

CROWLEY

(Continued From Page 11)

of San Francisco Police Officers.

Leadership, Programs, Platform

I am fortunate to be running with Joe Toomey, Ray Carlson and Bill Bray. We have put together a platform that is not a dream list. Our program is simply getting back to the basics. It is an agenda of realizable goals. It is a well planned approach to alternative funding — The Hotel Tax transfer up-grading of Tier II — The Carlson Plan — A responsible approach to legal defense and first and foremost — Getting Paid in 1989. (No collective bargaining)

The main reason that we believe these priorities that we have presented are realizable and reachable goals is simply because we have accomplished them before.

This Association can no longer be run by part time leadership from an office on 7th Street.

This Association cannot survive as an independent organization if we are led by representatives who also work for the mayor and have offices at City Hall.

The Future Conduct of Affairs

The future leadership of this Association must be physically present in the stations, bureaus and units of this department in order to bring the membership together and communicate their policies directly to the membership.

Leadership must do these things in order to create that lost spirit of purpose designed to win back our self respect as individuals and as an organization.

When elected your President I shall do this with all the energy that I possess.

BARRY

(Continued From Page 11)

and hire at least two Academy classes.

Accomplishments

- Passed Proposition H (Nov '88) allowing tax deferment of retirement contributions.
- Passed Proposition J (Nov '88) allowing vesting of pension benefits.
- Lobbied for and assisted in the passage of the IRS 125 Cafeteria Plan Ordinance thereby increasing our members net income.
- Restored departmental funding for damaged uniforms which was previously removed from the budget by the mayor.
- Restored "weekend re-booking" overtime for the Bureau of Investigations which was previously removed from the budget by the mayor.
- Lobbied for and helped expedite the receipt of Narcotic Asset Seizure funds \$900,000.
- Worked with the Administration to add personnel (on a strict seniority basis) to Potrero Station and proposed EWW watches at Potrero which the Administration instituted.
- Lobbied for and eliminated the B-I Physical Agility Weigh-in except for extreme overweight conditions.
- Lobbied for and eliminated the wearing of ties and, under certain conditions, hats.
- Secured Night Differential pay when members work overtime and select comp time. This payment has been denied since 1983 and will be corrected in January with retroactive pay.
- Settled Like-Work Like-Pay suit authorizing payment to members.
- Lobbied for and secured the 10 hour day.
- Upgraded POA sponsored Life Insurance.
- Secured "up front" posting of the weights for the last Q-80 examination setting the precedent for future examinations.
- Passed the "salary equity" charter amendment mandating the city to adjust salary when jurisdictions settle their contracts after or deadline. Prior to this amendment, salary was adjusted the following year.
- Secured through Congressional legislation the restoration of comp time for all public employees in the United States. This amendment of the Fair Labor Standards Act was initiated by the POA and the Milwaukee POA with the assistance of the International Union of Police Associations in Washington D.C.
- Secured time and one half of overtime.
- Rebuked the City Attorney's effort to eliminate Secondary Employment.
- Successfully killed a proposal to institute random drug testing.
- Secured an annual payment of interest on our deferred salary for the payroll conversion program. No other jurisdiction provides this benefit.
- Rebuked on three occasions two chiefs' attempts to increase their disciplinary suspension powers.
- Purchased property adjacent to the POA building, thus increasing our property value to nearly \$900,000.

Bob Barry for President

Vote Intelligently

by Tony Santana

The membership will soon be called upon to cast ballots for officers that will lead our Association into the future. It's time that you sit down and put aside the rhetoric, mudslinging and name calling of the candidates and look at the facts. You must make the determination of what qualities you believe are essential and necessary for the particular offices and which candidate is best suited with those qualities for the office. I have, and Bob Barry wins hands down.

First, examine what Bob Barry has done for the individual member. I recall in 1981, I was interviewed by the Internal Affairs Bureau concerning allegations of misconduct. This being my first contact with this office I was scared. I called upon Bob Barry for assistance. Without hesitation or reservation, he **took the time out to listen to me and took the time out to advise me of the procedures and took the time out to represent me during the interrogation.** It was quite reassuring to have Bob in my corner looking out for my rights and my best interest. I know for a fact that I am not alone in my belief. All you need do is look around and see other members who have called upon Bob, not only for Internal Affairs hearings, but the Chief's hearings as well as Commission Hearings and they will without a doubt echo my comments. When push comes to shove, Bob Barry was there and he'll continue to be there. Bob Barry always has the time to make sure the individual officer is protected.

SECOND, REPRESENTATION OF THE MEMBERSHIP AS A WHOLE. Another function of the presidency is to meet and confer with the administration concerning matters which affect the working conditions of the on-line officer. You can imagine how easily one may be intimidated in a room where those on the other side of the table have their epaulets adorned with gold stars. This is not the case with Bob Barry. With him, the Association

(See BARRY, Page 18)

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COMING BILLIARDS!

FUTURE

(Continued From Page 10)

penance. The POA did not become the most sought after political endorsee by luck or good fortune. This Association did not arrive as a leading power player in San Francisco through the lottery system. We are today where and what we consciously chose to be by a series of decisions and actions begun in 1969 and carried through to the present.

Over 35 Years' Experience

While acknowledging and paying respect to the past accomplishments of many, if not most, of the candidates seeking executive offices of the POA, there are four individual police officers who deserve, because they have earned, the opportunity to represent, serve and advance the interests of S.F.'s police officers.

The officers are **Bob Barry, Paul Chignell, Dan Linehan, and Ed Garcia**. Together they represent more than 35 years of dedicated service to individual police officers as well as the membership collectively. Time and again they were there representing members at Chief's disciplinary hearings, Police Commission trials, Shooting Review Boards, DABOR hearings, Management Control investigations and OCC interrogations.

They were there fighting for time and one-half for overtime, night differential, salary standardization, improved health benefits, promotional opportunities, and pension reform.

They were there — polished, level headed, sophisticated and professional. Positive results followed.

An Unfinished Agenda

24,000 City employees suffered a wage freeze in fiscal year 1988-89. **Barry, Chignell, Linehan, and Garcia** have been working in the political arena to insure that this freeze was a one time occurrence.

July of 1989 will see a 7.2% raise for police officers with a 9.2% total for fiscal year 1989-90 when all jurisdictions settle.

The fall 1989 sergeant/assistant inspector exam will require skilled management to insure fair and equal competitive opportunity.

The Tier II pension system is a disgrace. Witness the 50 officers who recently took the fire department entry level exam as well as the 3 who transferred to the Airport Police. Unless Tier II, as well as other benefits are improved, San Francisco will become a "feeder" police agency unable to attract the best candidates while its actual strength races toward 1700 officers.

Rear View Mirror

Looking back from the year 1991, the collective efforts of **Bob Barry, Paul Chignell, Dan Linehan, and Ed Garcia** can be perceived.

The tax deferral proposal, the brain child of Bob Barry, has been passed by the Board of Supervisors. Police officers take home pay increased 5 to 7%.

A pay increase of 1989-90 of 9.2% was followed by the wage formula increase of approximately 5% in 1990-91.

A Tier II retirement benefit improvement Charter amendment was enacted. Health Service System benefits were enlarged.

A successful sergeant/assistant inspector examination was held in December 1989. Numerous (over 125) appointments were made in 1990. A lieutenant's exam is planned for early in 1991.

A Charter amendment requiring the funding of the present authorized police force of 1973 officers passes. Recruitment efforts expand; Academy classes are full.

While this may not all happen precisely as described, it is the future that **Barry, Chignell, Linehan, and Garcia** are planning for and exercising their collective energies to achieve.

These four individuals best represent the continuing culmination of the police officer "perception and conceptualization" alteration of 1969-72. Their candidacies deserve your considered and favorable evaluation.

BARRY

(Continued From Page 16)

tion has stood on even ground. I was able to attend a meet and confer session with Bob and Ron Parenti regarding the implementation of the ten hour day. When the door closed and the meeting began, I saw the heightened intensity of the session and that the deference to rank was left behind in the hallway. Bob got to brass tacks immediately and in no uncertain terms took every opportunity to press the Association position. He was able to converse one-on-one and did not accede to, nor did he cover down to, the wishes of the administration. Though tempers may have flared, the meeting was a success. I learned this lesson: When dealing with the administration in the labor/management setting, they are not your superiors but your equals. Bob Barry taught me that lesson.

Examine the legislative benefits that this current POA leadership has fought for. You will see that Bob Barry is a driving force behind the enhancing of the members' financial benefits. More importantly, look at the current attempt to defer taxes on our payroll checks which Bob has been developing for over a year now, which will soon be introduced at the Board of Supervisors. Bob has taken the lead on this issue for all city employees. And when passed, it will put thousands of dollars in your pocket at no cost to the city. This is just one example of the many programs Bob Barry has been fighting in the trenches. It's no wonder candidates and organizations seek out the support of the POA. We are powerful, we are to be respected and we got there with Bob Barry's leadership.

One can say, "but look at us now, what good has all this done?" This is the observation of a near-sighted person. This is not just a bad time for us but for all city employees. The "what have you done for me lately" attitude is naive — **we are a force to be reckoned with.**

Another important quality is the maintenance of the Association's perception in the community. The reality of life is that we are not an island, but part of the whole, and as such we must interact with the community. When City Hall was against homeporting the Missouri, it was Bob Barry's fight that now is helping to bring the Missouri to San Francisco. His meetings with community officials, and even more importantly, his rapport with them enabled the support necessary to master victory. During the past Fleet Week celebration, I was present at a function where Admiral Toney publicly acknowledged the support and help of Bob Barry. Look at the Arrest Hunger programs and you'll see Bob Barry. Good public relations — yes, it's our perception in the community that enables us to be more effective in carrying out the work of a police officer. Plus, building our ties with the community opens the path of communication in the future.

A lot can be made of the direction the POA is taking, especially in the support of a particular candidate or ballot proposition over the other. You must remember that even as president, Bob Barry only has one vote. It takes the majority of the Board to make any decision that purports to represent this Association. In looking at the make-up of the Board, we see that the majority is comprised of representatives elected by the individual unit or detail. They are the true force behind the Association, they dictate the direction. It's a president's job to follow through with the will of the membership. Bob Barry has done this even at the cost of his own personal beliefs and friendships. This is his most admirable of traits.

So when you decide for whom to cast your ballot, talk to someone who truly knows the facts. Don't let rumor, gossip, or innuendo be the basis for a decision. The consequences are too grave and the repercussions too serious. I have made my decision based on the evaluation of the facts, and if you conclude the same as I, there can be but one choice for president — Bob Barry.

TRICK

(Continued From Page 9)

union have taken advantage of us. Slicing here and stabbing there, they have caused us to quietly lose our lifeblood for quite some time.

Chalking down a starting point for the ineptitudes of our current POA leadership is an individual thing. For myself it started when "The Policeman," an innocent, generic, and admirable term all at once was too degenerate and sexist for the name of a newspaper. Our leadership decided instead on "The Notebook," which conjurs up images of what disgruntled employees keep on each other in order to assert their own worthlessness. For others it started when they saw our POA leadership on television standing behind their mayor, then wondering what that stabbing pain was inbetween their shoulder blades. And for others it recently started when our POA leadership accepted without argument the policy that replacement of ripped or worn-out uniforms would be the member's expense. One wonders if cut-offs will be allowed for pants that have holes in the knees.

Regardless of when you feel that the POA drew first blood and violated our trust, the fact remains that it happened. It happened subtly. It was a crescendo of incompetence that ended with outside officials telling us who is the most qualified to do our job, with actual lay-off lists sent throughout the ranks, and with morale so low that everyone knows somebody else who is looking for another job.

First aid is what we need now. Someone to let us out of this box and who is willing to help patch us up. We need a team of leaders who will not place constraints, but will allow us a voice in the decisions that affect a collective US, and not a collective THEM. An extremely loud voice is needed that will reach from 7th and Bryant to City Hall, and beyond. The time for poking around at boxed-up cops is over.

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LINEHAN

(Continued From Page 14)

on the ballot (removed two months later due to fiscal problems)

- 1988 - Passed Charter Amendment to save our Police Mounted Patrol
- 1988 - Passed Charter Amendment to allow our contributions to Retirement Systems to be taken prior to taxes, saving hundreds of dollars for every member every year.
- 1988 - Passed Charter Amendment for vesting rights for members of Tier I Retirement System.

Despite our long list of victories at the ballot box and inside our Department, we have been attacked by people who would like to take our places. These detractors say we have become too political, that we know what's good for our membership. They say that's bad. I ask you to reread our record of victories and point out to me where the membership lost. I don't need to take a poll of our membership to know what they want. They want job protections, fair treatment in discipline, transfer rights, benefits they have (that we won for them), and other benefits enjoyed by other Police Departments. I know that our membership is approximately 53% Tier II Retirement that deserve a better system. I know that the members of Tier I want their system protected at all costs. I don't need to take a survey to understand this. We know that we need six votes from the Board of Supervisors to place a Charter Amendment on the Ballot. It also takes six votes to block a Charter Amendment. We have created an environment at the Board of Supervisors that tells us that we have those required six votes. **Our Record Confirms It!**

I have been proud to serve on the Board of Directors with concerned people like Bob Barry, Paul Chignell, Ed Garcia, Reno Rapagnani and Ron Parenti. They are the leaders of our Association. Too many times, our past P.O.A. leadership chose the safe route. They avoided any idea that might actually make the membership upset, react or even disagree. Creative disagreement and the ideas it generates are the oxygen of political life.

Our current leadership puts forth our own ideas, and our methods of achieving them for you to weigh and consider. I urge you to read all the candidates' material and ask questions. They will tell you what they think we did wrong, but will they tell you what they will do different or how? I do not think so.

I ask for your vote for the team that has the proven record of achievement, the proven record of continued commitment and the proven record of service to our Association members.

Please vote for Bob Barry, President; Paul Chignell, Vice President; Ed Garcia, Secretary; and Dan Linehan, Treasurer.

New "Youth Court" Organizing in San Francisco

by Dee Ziegler

Richmond District teen-agers will become prosecutors, defense attorneys and jurors in a new "Youth Court" that community organizers hope will begin in February.

Under the pilot project, the youths found violating curfews, marking walls with graffiti, vandalizing property or drinking alcohol would be channeled by the San Francisco Police Department into a diversion program under Penal Code §100.1.

In this case, the diversion program will be a Youth Court where teens will be tried, judged and sentenced by their peers, said anti-crime specialist Patricia Bell, of Project SAFE — a national anti-crime group whose local unit is under contract with the San Francisco Police Department to promote community crime prevention programs.

On hand to lend an air of authority and to maintain decorum will be a pro bono attorney or a college student sitting as a judge.

The punishment doled out to offenders would range from substance abuse counseling to performing community service.

Making the System Work

The punishment is just part of what will make the system work in the long run, said police Lt. Jack Ballentine. The long term effect comes from the exertion of peer pressure on teens who have had their first brush with the criminal justice system, he said. The pressure can instill in a 12- to 16-year-old the concept that drinking and graffiti are anti-social behavior, he said.

Now teen-agers committing minor offenses slip through the cracks, said Richmond District Police Officer Richard Corriea. When police see teens drinking, the police tell them to dump the beer out and move along because there are not enough police officers to formally process all similar offenders, Ballentine said.

Reprinted from S.F. Banner Daily Journal
November 28, 1988

408

(Continued From Page 10)

- B) They do CPR on people you and I would run from.
- C) They quell disaster at major disaster scenes just by their fast, professional, and efficient fire/rescue operations (just ask the neighbors of the Haight Street Fire a few weeks ago).
- but
- D) They wash away your accident scenes.
- E) They destroy your crime scenes.
- F) They run Code 3 into large crowds at near-riots in the projects, causing a big problem to get bigger, fast, and
- G) They provide First Aid only, and cannot transport.

It costs around \$500.00 to roll a Fire Engine Company to any call. This fact seems to be lost on the budget analysts in this town, who maintain that the fire department is providing a cost effective service by responding to a medical emergency with their first responders. *Dammit, when I call a code 3 408, I want the victim transported, not played with by a bunch of turnout-coated first responders! I do not want to see the Fire Department at a crime scene unless I specifically ask for them!*

There used to be a pretty good rapport with the Fire Department. Now, when we call a code 3 408, most of us cringe, because the Fire Department is automatically called, because of short staffed and unavailable CEH Ambulances and apparent dislike by CMED to use mutual integrated response with all the privates.

How many of you out there in the field, at one time or another, have had an obvious homicide case, where the victim has bled to death, but is still warm to the touch? Or who has heaved his (or her) last, agonizing, dying breath, just as the Fire Department arrives? You kiss your crime scene goodbye, because you and I know damn well that the Firemen are going to start CPR on this dead person, smear the blood all over everything, push assault and/or murder weapons out of the way, and basically get you an extra two pages of paperwork with a scratch indicating that you did everything Paul Forslund told you in the Academy to maintain the scene, until the Fire Department showed up, and showed you that it's not just your 18 month old who can dirty up a room real quick. In my day, if there was an obvious Homicide, we would walk ever so carefully up to the body, determine whether or not it was viable (and 99 out of 100 times it wasn't) and back out, telling the officer, "Yes, this person, unfortunately, has died."

If the victim isn't:

- A) Decapitated
- B) Incinerated
- C) Showing extensive rigor mortis
- D) Cold as a Cucumber, or
- E) Showing extensive post mortem lividity

then he's (or she's) not dead, and you have to resuscitate. Apparently one Paramedic was decertified for failing to do a "resus" on one homicide after the Physician told the Paramedic to do so. I understand the M.E.'s office went

to bat for the decertified paramedic, and now the paramedic is working again.

So, the problem is, that no matter what is done to try to alleviate the strain on CEH, it becomes worse than simply settling the problem right at the heart of the matter. There's a lot of give and take, and what we've given up is getting taken taken up at light speed. Instead of using the money for Fire Response to these things, in place of EMS when EMS isn't available, why don't we just put that money into hiring more Paramedics and getting more ambulances which is the goal to begin with? Granted, the Fire Department is *extremely useful*, but in *support positions only*, not as *first responders*! Do you know that they're now giving the Fire Department special semi-automatic heart monitors/defibrillators for use on heart attack cases, on the pretense that it takes so long for an ambulance to arrive on the scene that they (the Fire Department) are the only ones capable of delivering an emergency unit within 3 minutes to save the heart attack victim?

The media ran a blitz on this a few months ago, touting the wonder of these marvelous machines, but apparently the fact that this City is admitting it doesn't care enough about its Citizens to add more ambulances went right over everybody's head!

The Solution

Yes, now we come to the pay off, the end of this tease. What do we do now?

Well, for the first time, I'm out of ideas. I have two recommendations, and, unfortunately, neither is going to do any of us any good. But I'll give them to you anyway.

- 1) Write the Mayor, and the Board of Supervisors. (See? I told you it wouldn't do any good . . .)

Have your families, here in the City (if any) voice their most extreme displeasure at the fact that the EMS provider is not being given the support, budget, and assistance it so desperately deserves, to function and serve this City.

- 2) Activate the POA. (Now you know why I got hung with the nickname 3C800.) Getting the present administration to do anything but glad hand with their political cronies is like pulling chicken teeth. Maybe we should just wait for a new, younger, more aggressive POA administration to come into office, and then really start by showing its membership that, as a semi-political body, the POA will no longer tolerate its membership being placed in jeopardy because of ineffective stop gap measures, bad planning, bad administration, and insufficient budget and staffing to a fellow agency of our City, who may, in fact, someday be responsible for saving one of us or our families.

I, for one, would rest better at night, at home, and work with one less thing to worry about on the job.

And I'd be willing to do anything that was reasonable to get on the CEH Bandwagon and get them back up to strength.

The way things are now, I'd drive to MEH with a gunshot wound before I'd wait 30 minutes for a code 3 ambulance.

Richmond Station Plans New Program for Juvenile Delinquents

by Paul Kozakiewicz

At the Oct. 25 Community/Police Forum guest speaker Detective Bill McGinnis of the Danville, California Police Department told concerned Richmond District residents of an innovative and successful "Youth Court" program initiated in that city to battle juvenile crime.

The court is run by kids, acting as prosecutors, defense attorneys and jurors. Only one adult is present during the trial, an acting judge that assures a minor's rights are not violated.

The Danville program is currently being used as a model for a similar program being developed for Richmond District children caught consuming alcohol or committing other misdemeanor offenses, such as graffiti scrawling.

Coordinating the Richmond program is the Richmond District Police Station and the community group Safety Awareness for Everyone (SAFE).

The program could be initiated by February if all goes well, according to Richmond Police station coordinator Lieutenant Jack Ballentine.

If minors agree to a trial-of-their-peers and accept the community service "sentence" of the jury, all the information pertaining to the offense is permanently removed from the minor's record.

The youth court is a sentencing court and does not determine guilt or innocence. If a minor agrees to participate, the police record concerning the minor's arrest acts as the court transcript and sentencing is determined by its contents.

Because the juvenile justice system is overburdened, according to Ballentine, police usually confiscate alcohol from minors, giving them a quick sermon and send them on their way. Taking a minor to Juvenile Hall can take several hours of valuable police time, and the minor is often released without any attempt to correct the problem behavior.

"The process isn't good for ourselves or for them," Ballentine said.

The youth court is a diversionary program which is permissible by the California Penal Code. According to Richmond Station Captain Paul Cotta, the program will not cost the taxpayers anything because of the voluntary nature of the program.

McGinnis said the "youth court" works because peer pressure acts as a deterrent rather than an incentive for aberrant behavior. The kids at school know the results of the court and the community service penalties of between 1 and 40 hours for a first-time offender.

In a juvenile court case the records are sealed from the public, including a minor's peers, and the public may not know of crimes committed. However, because the youth court program is public it keeps minors out of the juvenile court system and in the public eye.

The program was originated to help lower the 25 percent of high school students that abuse alcohol. Kids know the juvenile justice system is overloaded and unable to deal with the large numbers of misdemeanor crimes committed Ballentine said.

"We weren't changing any values," McGinnis said of the problems confronting juvenile crime.

Of the 200 minors charged with misdemeanor crimes in the Danville youth court program, only three have returned for repeated offenses, McGinnis said.

Reprinted from the Richmond Review, November 1988

LET'S GET OUT AND VOTE!
VOTE

WEAPON

(Continued From Page 6)

been for the cop to draw his gun right off the bat, as soon as the suspect brandished the knife. If the suspect charged, the officer would have more time to shoot accurately and effectively. If he stayed where he was, the presence of the cop's gun would allow him to surrender without losing face. After all, only an idiot could be expected to go up against a drawn gun with a knife from that distance.

Some of you may believe the baton *would* be an appropriate response in that situation, thinking, "It's only a 3" knife!" Well, one of the survivors on the videotape tells of the edged weapon attack which "filleted" his face and took 80 stitches to close the wounds, all inflicted with a single stroke. He almost died from loss of blood, spent 2 weeks on a life support system, and had to undergo a series of plastic surgery operations to repair the damage. The weapon used in that attack was a utility knife with a 1½" blade. Nuff said.

One more reason why edged weapon attacks against police officers are successful is because they occur unex-

pectedly. "Surviving Edged Weapons" re-enacted several scenarios in which traffic stops, on-view take ons, warrant service, or dealing with a homeless person suddenly turned into a deadly assault with an edged weapon. The message is clear: any situation may have the potential for an edged weapon attack.

Methods Of Attack

The videotape has examined how officers contribute to their own deaths and injuries by under-estimating the threat, responding inappropriately, or by not expecting an attack. But the members of the knife culture make their own contributions as well. Surveillance videotapes from prison (you've heard about them, now you'll actually see them) catch inmates in their practice sessions with simulated edged weapons. From the wall search position, or in a sudden attack from a non-threatening posture, these inmates turn and make multiple strikes against the neck and groin regions, hoping to hit the large arteries there. Those parts of the body normally covered by body armor aren't immune either, but the thickness of the armor tends to limit penetration depth, so the inmates practice striking the unprotected areas. They go back to their starting position, whirl and strike again, over and over until they get it right. It's chilling to see the intensity and concentration they bring to those killing rehearsals. These guys are deadly serious about getting you.

Edged weapon attacks include either stabbing or slashing strikes, or both. There's the "icepick" grip, where the weapon is grasped by the handle, with the blade protruding from the outside edge of the hand. A variation of this grip, called "palming" has the knifer holding the weapon so that the blade lies close to the inside of the forearm, pointing toward the elbow. In this position it is easily hidden, yet can be wielded almost instantly. The person uses a slashing strike on the forehand stroke and a stabbing strike on the backhand stroke. With the "underhand" grip the blade protrudes from the inside edge of the hand, and again can slash or stab on the forward or backward stroke. And a real expert with a knife has

even more grips and exotic strokes with which to slice his victims.

Defenses

Your attitude, and the skills you carry with you on the street are two important allies in your defense against edged weapons. Distance is another. Sufficient distance from the threat will enable you to respond with the appropriate level of force, and enough time to apply that force if necessary.

Sometimes, because you can't always maintain enough distance in certain situations, or are unable to use your firearm or other weapon, empty hand control techniques may be your only resort. There's a lot of wrong or outdated information out there about how to defend against an edged weapon attack. The old "X" block technique, or punching or kicking the attacker may work on television but not in real life. Many techniques require you to be on your feet to be effective — they might not work if you're down on the ground on your back.

Effective empty hand techniques redirect the attacker's blow, rather than stopping it head on. The videotape illustrates the "Sweep and Disengage" technique, where you parry the attacker's blow past you, then back off and draw your gun. If you couldn't use that technique you'd have to grab the attacker's weapon hand, high up on the wrist so that he couldn't rotate the blade downward to cut your forearms. While prying the weapon from his grasp you'd direct several knee strikes to his abdomen to neutralize or disable him, and as soon as you could you'd back off and again draw your gun. Obviously, just reading about these techniques or seeing them on videotape isn't going to give you the means to protect yourself. No amount of ink or celluloid will substitute for hands-on training and a serious commitment to practice such techniques until you're confident you can defend yourself with them.

What I've written here is just a quick overview of the topics covered in "Surviving Edged Weapons." There's so much information in this 85 minute film that it would take another article of this length to cover it all. This is a good training video; production values are excellent, and the acting (much of it done by real cops) is a cut above the usual hokey performances you get in most police training tapes. Top-notch special affects add to the graphic impact of the re-enactments, and the interviews with the officers who have survived edged weapon attacks (or the partners of the ones who didn't) will leave a lasting impression on the viewer. This videotape is cheap insurance at \$49.95, and it will also make a great gift for anyone in law enforcement. It's available through:

Calibre Press
666 Dundee Rd. Suite 1607
Northbrook, IL 60062-2727
1-800-323-0037

For those of you who are interested, I'll try to arrange a showing of "Surviving Edged Weapons" in the 6th floor auditorium at the Hall of Justice before the end of the year. It'll be well worth your while.

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GARCIA

(Continued From Page 13)

Board of Supervisors. This measure has been defeated twice before by the POA. We were successful in defeating this drastic measure a third and final time at the Board of Supervisors by a vote of 6 to 5. Our two November ballot measures won by margins of 72% and 83%, while over 80% of the voters supported our call to protect the mounted unit. In San Francisco the political power of your representative organization clearly equates to dollars and benefits. That is why I feel we must remain strong and active on the political scene. I hope you will give me your vote in January and allow me to continue to work for the welfare of the membership.

If It Works, Don't Fix It

by Gerry Doherty, Traffic

The next two years will be the most important years for S.F. Cops. With the financial problems facing S.F., I'm sure our Salary Standardization will be under review. When this happens S.F. Cops will need the best qualified members, who understand the needs of working cops, who have worked their way up through the Meet and Confer Procedures, Grievance Procedures and have dealt with, and are respected by the people they will be dealing with.

These are the reasons I feel we need Ed Garcia as Secretary of the P.O.A.

If you have read Ed's request for your support, you know he is a 12 year veteran, who has spent ten years as a street cop at Northern Station.

He has been the Northern Station Representative for four years and has personally been involved in Police Commission Hearings, Shooting Review Board, D.A.B.O.R., O.C.C. and Management Control Hearings. He has been a member of Meet and Confer Teams and was former Grievance Committee Chairman.

I have been on the Board of Directors for eight years, and have seen Ed gain the respect of his fellow Board Members by his performance.

Ed Garcia is running against Steve Johnson, the representative from Headquarters Company. I also have great respect for Steve, but I feel there is a fundamental difference in philosophy between Ed and Steve. Steve feels that the whole direction the P.O.A. is going needs a complete overhaul. Ed does not, and I do not.

When every major candidate for any City office seeks the P.O.A. endorsement, I have to feel our basic situation is correct. Ed feels that there is a need for more communications between the Association and the members, who are the Association.

In these important times ahead, with our salary and pension at stake, it is not the time for experimentation and trial-and-error. I ask you to consider the qualifications and philosophies of the candidates, who will be best suited to handle the difficult times ahead and join me in voting for Ed Garcia for Secretary of the P.O.A.

Endorsement of Ed Garcia

by William Davenport, Co. B

I am writing this to request your support in electing Edward Garcia to the post of POA Secretary. Having known Ed for ten years as both friend, and partner I have no reservations about my endorsement. My perception of Ed is that of a dedicated officer and determined representative.

A police officer for twelve years all of Ed's time has been spent in patrol, and on patrol. Through first hand patrol experience Ed is all too aware of the problems facing the average police officer. Being an FTO for eight years Ed has shown his dedication in actively assisting new officers on the job, while at the same time attempting to keep the standards of this profession high. Ed has been actively involved with the Uniform and Safety Committee. His sole purpose being to provide members with the training and equipment to perform this job, and perform safely.

Ed has obtained valuable experience as the representative of Northern Station over the last five years. His skillfulness in handling OCC hearings, Management Control interviews, DABOR, Chiefs hearings, and Shooting Review Boards has proved beneficial to many members. Like many members Ed is under the Tier 2 retirement system. He is, and has always been committed to the upgrading of this inferior plan. While being committed to the upgrade of Tier 2 Ed remains pledged to protecting those benefits enjoyed by the members under Tier 1. If we realistically hope for an upgrading of Tier 2 it is important to keep a person such as Ed on the board. Retaining his expertise in this uphill battle.

During his five years as a representative Ed has given up much of his personal time. Attending meetings, interviews, and responding to members calls for assistance. Regardless of the time of day or night Ed has always been there for officers in need. Ed possesses the experience, dedication, and the ability to direct the POA. Thus deriving the most benefits possible for our association. I urge you to vote for Ed Garcia for Secretary in the upcoming election.

Open Letter To '160' Club (Potential Lay-Offs)

by Jerry Crowley

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

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

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

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

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

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

When this crisis is over, don't ever forget that feeling of despair that you experienced when the line was drawn through the 160th person on the police administration's list of expendable police officers.

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

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

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

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

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

Reprinted from the August '88 issue of *The Notebook* at the request of Brother Crowley.

Deja Vu 1989

by Bill Bush, Auto Theft Task Force

I have just read our beloved POA President's letter to us regarding our wage increase owed to us and now am totally confused. The POA is promoting the fact that we will get everything we are owed and more, while all I've been hearing from City Hall is that there are going to be some changes. **WHO DO WE BELIEVE?**

In the last issue of *The Notebook*, our representatives were waxing poetic about how the wage increase owed us from the freeze added to the coming fiscal year wage increase was going to amount to almost a 10% wage increase. Everything was hunky-dory, as we had "assurances" from City Hall that this was so.

Then, I hear that Supervisor Maher, in a speech to a merchant's association, is proposing a special election in June for the purpose of changing City employees' wage formulas. Then, I read in the newspaper, a copy of which I have attached, that the City is facing a predicted deficit of \$72 million for 1989. In this article, the Deputy Mayor of Finance is quoted as saying, "I refuse to guarantee to the (city worker) unions that they will get a double salary raise until I have a plan to deal with the \$72 million shortfall." I'm feeling strange...

Now President Barry is telling me that we are going to get our due, that we should get our wage increase because there is no support on the Board of Supervisors for a special election to change our pay formula. I feel like I've seen this before.

With the "new Board" at Silly Hall, the mayor has a clear majority to do what he wants. If the mayor says that the City can't afford to pay these people what it owes them, let's get out of it somehow, what do you think he's going to do. Listen to us who basically put him in office??? Agnos has already shown his colors as witnessed by his comments after the Bush demonstrations, as have most of the other members of the Board of Supervisors. I'm having this incredible feeling of deja vu.

Yes, it's deja vu 1988, 1978, or insert date year. Why? Because, despite all the assurances from the POA, despite what City Hall says, despite everything, one thing's for sure...it's working cops like us that are going to get screwed in the end.

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Thanks

Bob Barry, President
SFPOA

Dear Bob:

Thank you for your generous support of Glide Church's daily free meal program which this year prepared and served more than 800,000 meals - three meals a day, seven days a week - to the hungry, homeless and poor of our City. Your contribution to Mo's Kitchen at Glide 1988 Holiday Festival event has helped assure that this essential program can continue to function.

For those of you who were able to be with us on December 8th, you know what a successful and delicious event San Francisco Master Chefs Howard Bulka of "Silks" in the Mandarin Oriental Hotel, Joyce Goldstein of SQUARE ONE and CAFFE QUADRO, Bradley Ogden of Campton Place Restaurant and Tommy Toy prepared for us. With the superb organization talents of Richard Mazzera of Chez Panisse, Glide was able to offer donors a feast!

On behalf of Reverend Cecil Williams, the Board and staff of Glide Church, allow me to extend to you our deep appreciation and wish you every good fortune in the coming year.

Cordially,
Ellen La Follette
Mo's Kitchen at Glide
Event Coordinator

Bob Barry, President
SFPOA

Dear Bob:

Please extend my thanks to the members and Board of the SFPOA for the beautiful floral arrangement you sent me while I was in the hospital having my disc removed.

I'm at home now but hope to be back in business (at least 1/2 June) by December

12 and look forward to seeing you at our office Christmas Party.

Chris Burdick

SFPOA
510 - 7th St.
San Francisco, CA 94103

Dear Members:

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Thank you for the beautiful plant.

Jackie Williams & Family

Bob Barry, President
SFPOA

Dear Bob:

On behalf of our organization, the Retired Employees of the City and County of San Francisco, I am expressing our thanks for your donation of 1 case of liquor for our Christmas Party, December 7, 1988.

Your donation contributed to a very successful party.

Happy Holidays to you and yours.

Very truly yours,
Cornelius Murphy,
President
Virginia R. Rochester,
Secretary

Tom Flippin, Editor
SFPOA Notebook

Dear Tom,

A while back I found myself stuck between a rock and the other place. A swirling set of circumstances had jammed me pretty well into an uncomfortable bind that I was having a hard time wrestling free from.

Over the years I had read this column and probably felt glad that when guys/gals got into s--- that there were able folks to represent them. Maybe with some smugness I figured I would never need

any of that. I was wrong.

While I wasn't up on charges, I had a need for some advocacy and intervention between myself and the administration. I contacted Paul Chignell.

Over the years I've admired Paul and have probably given him a razzing at times about his politics, but I'm glad that, when I found myself in a sling, I called Paul. He displayed a professional, thoughtful, and concerned stance and was able to effectively relate to administrators in a way which brought my situation to what felt like a just resolution. This, after I had had little success on my own.

I hadn't needed Paul Chignell in twelve years, but I thank him for being there when I did.

Fraternally,
Bob Rogers

Bob Barry, President
SFPOA

Dear Bob:

Please accept my apologies for the delay in getting this letter off to you. It seems that grief doesn't keep a calendar — and the months passed as days.

My family and I are very appreciative of the beautiful flowers and your kind words of sympathy that you sent to us from the Police Officers Association.

Policeman's funerals have always, it seems to me, seemed sadder than most goodbyes. I suppose it is because the family that they leave behind share so deeply and become so emotionally involved in their profession and seem so lost when their links of the chain are broken. The unspoken comradery and a support system that encompasses the department, through its members, can hardly be broken in spirit — even by death.

At the end of my husband's funeral, when I stood to leave, my eyes caught glimpses of some of those

wonderful and familiar faces and some that I had never met who came in uniform to say goodbye.

I shall never forget that sad but proud moment.

My very best to all of you. You will always be in my heart and most especially — in my prayers.

Sincerely,
Geni McDonough

Unrated?

San Francisco
City & County
Employees' Retirement
System

Dear Mei On Kir:

In July 1988, I requested a review of my file due to an opinion that my cola raise was incorrect.

I received a letter from you on August 8, 1988 telling me that I was paid COLA for 02 instead of 02M (motorcycle) for fiscal year 87-88. The difference was for 14 months and we received the increase effective September 1988.

We just received our December 1988 retirement check and again I am questioning the cola increase which I feel to be incorrect and rated at Q2 again and NOT Q2M.

I certainly can justify an error once, however, I can not understand it happening a second time.

Please look into this matter and adjust accordingly.

Sincerely,
Leonard A. Engel

Dogging It

Editor
SFPOA Notebook

Editor:

I retired from the SFPD in May 1981 and moved immediately to Truckee, California. Jim Gallagher retired from the SFPD about a year ago and lived for a time in Reno and recently moved to Truckee also.

We are both active members of the Truckee Lions Club and both very involved in the production of the annual Sierra Sweepstakes Sled Dog Races here in Truckee. We are on the Race Committee, which, ironically is chaired by a former Los Angeles PD Motorcycle cop, Bob Hossfeld. We've called our committee "The Hossfeld Takeover!"

Since moving here in 1981, although I've owned

Letters

a house here since 1961, many former SF cops have purchased homes here, some moving here. Jim and I would like to stay in contact with them, if they'll have us. We might even get them involved in the Lions and the now nationally known Sled Dog Races!

We would appreciate a little plug in the Notebook for our event.

Hello to all the gang and please don't tell everyone how great it is to live in Truckee! "How can we live like this?"

Sincerely,
Ed McMills

Not So, Lou

Dear Editor:

Recently Lou Calabro alleged that I feel that the membership is not intelligent enough to vote. I would like to clarify this issue. As the representative of Southern Station for the last year I have always kept an open ear to the feelings of the members. If Lou was at all familiar with my record he might of thought before sending out his last bulletin. But alas, I feel that the thought process is not of

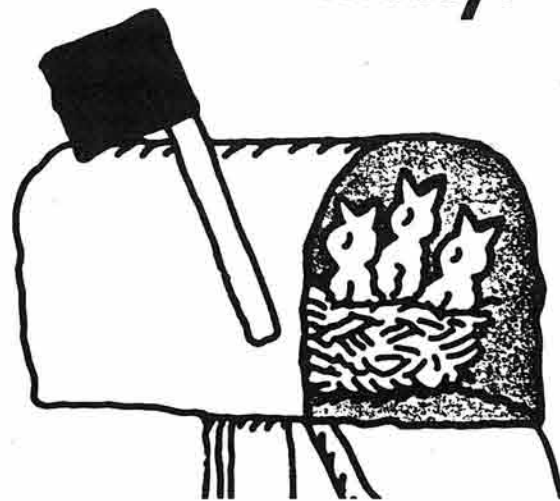
great concern to Mr. Calabro.

At the November POA Board meeting Lou Calabro proposed putting before the membership a general vote on whether to extend the consent decree or end it. The problem being that the court has specifically designated this as a responsibility of the City and County of San Francisco. I could not see supporting a meaningless vote just to avoid the wrath of Mr. Calabro. If Lou had put forth a measure asking the membership to vote on whether the POA should remain party to the Consent Decree I would of supported this. I feel the membership should be in control of this issue.

I emphatically deny Mr. Calabro's allegation over the memberships possessing intelligence to vote. I feel that the men and women of the SFPD are highly skilled, intelligent professionals. As to my opinions on Mr. Calabro's intelligence I will remain silent. I feel his actions speak better than my words.

Sincerely,
William Davenport
Southern Station

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SPORTS



S.F.P.D. Sweeps Christmas Relays

by Dennis Bianchi, Legal

The morning's icy wind was doing its best to keep everyone's warm-ups on and everyone's legs stiff. We all knew December in the midwest was snowy and much colder than what we had to endure, but damn, it was cold. The Christmas Relays were being run for the 15th time. Years ago this Northern California event was run over the 50-mile stretch from Santa Cruz to Half Moon Bay, with seven runners taking their turn traversing Highway 1. It was beautiful. Too beautiful, apparently. The event grew to such a great size that the CHP would no longer allow it and the race, for the last several years, has been held at Lake Merced, San Francisco.

There are several divisions of teams, including the law enforcement division. I recall 1977 when the S.F.P.D. finished almost dead last. I also recall 1987 when Lucio Perez led our team, not just to first place in our division, but the establishment of the course record. This year the pressure was on. S.F.P.D. was fielding not one, not two, but four teams! We had our hearts set on blanking out the Fire Department for first or second place.

The pressure mounted when the "A" team was advised, just two days before the race, that one of their faster runners was unable to compete because of illness. Team leader Perez made some urgent calls. The rules would not allow anyone to run twice on the same team, but a runner could run one time for two different teams. The strategy was set.

Perez took the first lap and set the tempo for the rest of the day. He was afire, scorching the route at a pace beyond our belief. Veteran Mike Mahoney took off next and proved to everyone that Mike's back. He was strong, and ran quickly back to touch the speedy John Payne. John was borrowed from the "B" team and we B team members were rooting for him to shine. When he touched off to Steve Mulkeen the race was won. Mulkeen was the first law enforcement member across the finish line. Now the race was for second place. The B team had Steve Balma burning his way to a personal best time for the lake. We were in the thick of it. This reporter was next. I know I was working as the pre-holiday goodies I had eaten in the past week were screaming from my stomach. I was thrilled to touch off to Stan Buscovich. Stan flat out cooked as I retched. Stan was in outstanding form but we had given up one of our team members. Who was our anchorman? None other than Lucio Perez. After catching his breath he was eager to finish this race. Catching and passing two other law enforcement teams, he powered his way to an even faster time than his first lap!

A look at the finish board was something to be proud of! S.F.P.D. A, first place in 1:46:22, S.F.P.D. B second place in 1:47:04. The Fire Department was nowhere to be seen.

This was not the only drama and heroics of the day. Walt Gary had attempted to put together a team of Grand Masters (over 50 years old). Besides himself, he had the speedy Marty Walsh and had brought Hugh Emerson out of retirement to aid their cause. Race day came and the team was at the starting line without a fourth member. What to do? The "S.F.P.D. Unknowns" had four strong runners; Homer Huddleston, Walter Scott, Bab Mammone and the idelfatigable Joe Finnegan. The guys gave it their best, as attested to by Scott setting a personal best for the lake, but Finnegan was something else! He ran second for his team and, without a second thought, slipped on the number of Walt Gary's team and took off as the fourth-place runner. His time was not as fast as Perez's but then, he had less time to rest. Joe Finnegan, hats off!

By the time the finisher ribbons were handed out and the winning cups awarded, there were so many warm smiles and good feelings that the icy wind had no choice but to disappear. The sun was out and the great feeling of an exciting event being shared was everywhere evident.

Christmas was only a week away and we had given each other the gift of having a good time with one another.

With all of the good runners in this Department, next year can only be better. Give yourself a treat and get together at the 1989 Christmas relays. It's a healthy, happy way to celebrate the holiday season.

Other Running News

The month of December has a few very interesting and fun races every year, including the "Nike Half Marathon" run every year in and about the area of Golden Gate Park and The Great Highway. Several of our Department members were there putting in a good showing or a quality training run. Meanwhile, Inspector Jeff Brosch of the Homicide Detail, was up in Sacramento running his ... are you ready? ... 43rd marathon!

Jeff has been known to check the papers to see if something strikes his fancy and then decide to run a marathon if he can't find anything else to do. The word tough doesn't adequately describe him.

Jeff was running the California International Marathon. This race is known as potentially fast. However, last year the wind and rain were so overwhelming that there were many non-finishers and plenty of slow times all around. This year, Jeff was having none of that and ran a race 20 minutes faster than he has for several years. No matter what his time, it was his 43rd marathon! That alone deserves respect. It adds up to over 1,126 miles in just race miles alone. If you multiply out how many times that figure it takes to train for each one, the mind skips a thought or two. Congratulations to a tough, determined runner and a very nice guy.

Sled Dog Races

The first of two event dates of the Truckee Lions Club's Sierra Sweepstakes Sled Dog Races will be the holiday weekend of Saturday, January 14 and Sunday, January 15, 1989. The spring track race and the weight pulling events will be held again at the Truckee-Tahoe Airport.

The amateur 3-dog track races will start at 8:30 AM, with the rest of the track and weight pulling events starting at 9:30 AM. The very popular weight pulling events, in our U-shaped bleacher arena, will run simultaneously with the track races. This will keep the action going and provide better spectator enjoyment, in addition to shortening the previous day long event. The various events and action area have been redesigned into a more compact area, again for spectator enjoyment and convenience. There will be the usual great Lion's cooker with breakfast and lunch served each day at reasonable prices, along with other quick items. A warming tent will also be available for eating and just plain warming too! There will also be several souvenir booths selling everything from race sweatshirts, hats and pins to beer and soft drinks. Also special parking for the Press and Handicapped persons.

Admission will be a donation of \$6 each for adults, \$3 each for seniors and young people 6 to 16 years. Children 5 years and under are free. The admission will include a souvenir race program (explaining each event, history) and convenient parking on plowed pavement. All net proceeds will go to helping the less fortunate in the area.

The Lions' second big race event will be on the President's Birthday weekend of Saturday, February and Sunday, February 19, 1989. Subsequent press releases will be forthcoming each month. Spectators are advised to dress warmly and to please leave their dogs at home!

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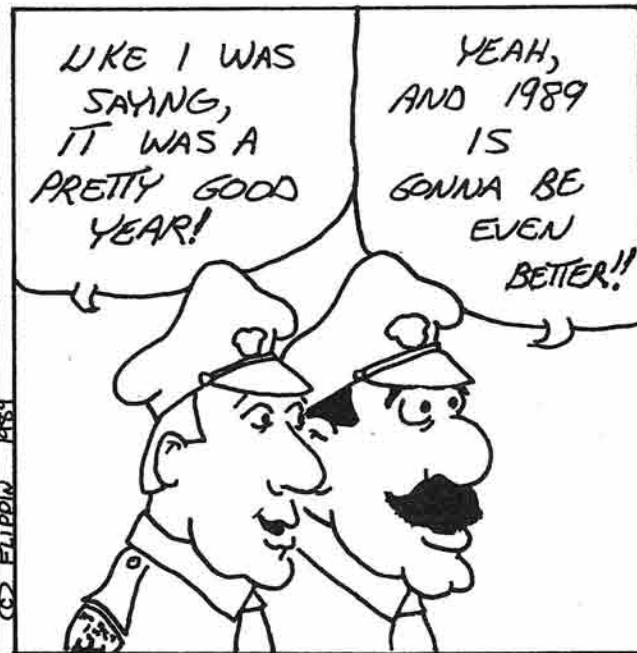
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ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

Wish I May, Wish I Might

At this time of the year, it seems as though everyone with access to a pen and paper... or typewriter... or word processor... or microphone and mini-cam feels an irresistible urge to review the events of the past year. Most of these reviewers act as though their audience spent the entire year in a cave or as PLO captives. I know you all remember who won the presidential election. How could we forget ole whasname and his running mate, whozit? And I'm sure no one has forgotten the "greenhouse effect" and how it's going to dry up the world ("Is it still raining, honey?").

Well, I'm not going to review the past year in all its depressing aspects. I'm not going to make any predictions for the coming year either (another favorite activity of media types at this time of year). How would I know what's going to happen six months from now? I have a problem remembering what happened six minutes ago. No, it's not senility, just distraction... I hope. Instead, I'm going to make a list (a **short** list) of things I would like to have happen during 1989.

- **Pay raise:** I hope this city will come to its senses and realize that city workers must be paid and be given equitable raises if qualified, committed employees are expected to stay in the workforce.
- **Street safety:** I hope the Department will act quickly and responsibly on its review of handguns by the Uniform and Safety Committee. Cops are seriously outgunned **right now**. We need the option of going to a 9 mm weapon **now**, before someone gets hurt (or worse) because he couldn't match the firepower of some street punk.
- **Member involvement:** One of the best signs for this Association, recently, has been the interest (and involvement) of members in the upcoming election. Despite all the misinformation, bull---, and outright lies flying around, most members are conscientiously trying to decide what direction they want the Association to go. Let's hope this interest doesn't sag back into the apathy of the past couple of years.
- **Media muggers:** Last but not least, I hope the media in this city will pull back from its sensationalist cop-bashing articles and editorials and give some indication that the reporters and news editors really do know there are two sides to most stories.

So, there's my list for 1989. Not predictions, just a small "wish" list of things that would really make this job a bit more satisfying. Next time someone says, "Best Wishes for the New Year," I'll think hopeful thoughts.

BENEFITS

(Continued From Page 1)

accidentally discharged was not going to be used "on-duty" the injury was not compensable.

In Closing Brief Stephanie Bloesch again argued that her husband was on-duty, was properly on the employer's premises, and was performing a function which conferred substantial benefit on and to the employer. She urged that under the specific facts of the case, public policy requires that the financial burden of this tragic death be borne by the City and County of San Francisco and not by her and her three young children.

The Kelleher Precedent

In 1948 the California Workers' Compensation Appeals Board held as compensable an injury which occurred when a student police officer was accidentally shot by a fellow police officer. Kelleher — a San Francisco police officer attending the Police Academy then located in Golden Gate Park — was walking down the Academy's driveway with 3 other fellow officers. One of the officers drew his pistol and it accidentally discharged, inflicting a gunshot wound on Officer Kelleher which severed his spinal cord.

In the Kelleher case the City and County of San Fran-

cisco contended that Kelleher's injury: (a) Arose out of horse play and (b) Did not occur in the course of employment because Officer Kelleher had completed his day's work and was on his way home. The Appeals Board rejected these arguments holding that Kelleher's disabling injury arose out of and during the course of employment for it occurred on the employer's premises.

Hearing Officer Decision

By award dated December 6, 1988 the application filed by Stephanie Bloesch for a death in the line of duty pension allowance was granted. The hearing officer declared that the situs (locker room at the Police Stables) and timing (during his actual, observed tour of duty) of the accidental shooting was determinative.

The hearing officer found that James Bloesch "had commenced performance of his duties, had changed into his uniform and had readied his mount for the day's shift."

The employment relationship begins when the employee enters the employer's premises.

This decision brings to conclusion a heart-wrenching tragedy which had caused much emotional pain and grieving within and throughout the Department.

Jim Bloesch was the BEST — an outstanding and exemplary police officer and devoted husband. We shall long remember and value his contribution to the SFPD.

E.T., Don't Phone Home

TO: All Commanding Officers
FROM: Frank M. Jordan
Chief of Police
DATE: December 19, 1988
SUBJ: Unauthorized Use of
Department Telephones

An audit and review of the department's most recent telephone billings indicates that a substantial number of outgoing calls do not involve legitimate police department business.

Please advise all personnel under your command that greater responsibility is expected in the future, and to limit their calls to official business. The San Francisco Police Department will take all necessary steps to recover our costs from those individuals who persist in using official telephones for personal matters.

All The News ...

Editor
San Francisco Examiner
P.O. Box 7260
San Francisco, California 94120

Re: Your article on Thursday, December 15, 1988 at page A2, entitled "Punishment Rejected in Huerta Protest"

Gentlemen:

On Thursday, December 15, 1988, your "Three-Star Edition" carried on Page A2 an article written by Mr. Bill Boldenweck, of your staff, entitled "Punishment Rejected in Huerta Protest Case". The undersigned is counsel for Police Officer Frank Achim and the San Francisco Police Officers' Association, and we wish to point out to you that there is a striking misstatement of fact contained in this article, an error which we pointed out to Mr. Boldenweck by telephone at approximately 8:00 p.m. on Thursday, December 15. In particular, the article states as follows:

"Jordan said the two crowd-control experts recommended by the State Commission on Peace Officer Standards and Training had reviewed all tapes of the incident. Huerta suffered broken ribs and ruptured spleen when Achim jabbed her **repeatedly** with his riot baton." [emphasis added]

When I advised Mr. Boldenweck that the KRON-TV tapes of the incident clearly and unequivocally show that Officer Achim had struck Ms. Huerta only once with his baton and that neither Ms. Huerta nor her advisors had ever contended that she had been struck by Officer Achim more than once, he conceded that he personally had never seen the KRON-TV films and had no personal knowledge (direct or indirect) of Officer Achim's exact actions in regards to Ms. Huerta. In fact, he stated that this portion of the article has been "rewritten" by someone else and this misstatement was not in his original draft.

Indeed, the video tapes of the incident in question clearly and unequivocally show that Officer Achim was required to use his baton only once on Ms. Huerta and there was only a single contact between his baton and Ms. Huerta at any time. Thus, the constant repetitions (both in your publication and in the "other" paper) that Ms. Huerta was "beaten" by Officer Achim on December 14, 1988 are factually and legally erroneous. We respectfully request that an appropriate correction of this statement be promptly made in your newspaper, so that the record may be clear.

Very truly yours,
Christopher D. Burdick,
CARROLL, BURDICK & McDONOUGH



VOTE

- ★ Ballots will be mailed on Friday, January 20th.
- ★ Ballots must be postmarked by midnight, Friday, January 27th.
- ★ Ballots will be counted on Monday, January 30th.
- ★ Ballots **MUST** be returned by U.S. Mail, in envelopes provided.