

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 21

SAN FRANCISCO, APRIL, 1989

204

NUMBER 4

Downsizing The SFPD

by Mike Hebel, Opinion Correspondent

A subtle and significant change has been imposed on the San Francisco Police Department. Subtle because it has occurred slowly and has been viewed as temporary and transient. Significant because it has now crossed the 10% threshold and, for the foreseeable future, is permanent in nature.

That change is the downsizing of the SFPD. While the authorized sworn personnel strength is 1,773, the actual strength is 1,775 and, by year's end, will be near 1,720 police officers. Adding to the dramatic decline in numbers of sworn personnel was the passage of Proposition D on November, 1988 which, when fully implemented in calendar year 1990, will capture 220 civilian jobs (traffic and parking control officers).

The last SFPD Academy Class occurred over 2 years ago (February 1987). The next one is tentatively scheduled for October 1989. The department is losing 60 to 70 officers per year as normal attrition.

While San Francisco remains a "world class city," its police department is edging and spinning into a lesser status. Maintaining the quality of the organization while reducing the numbers of people who were doing the work is the real emerging challenge.

In Transition

The department is in a state of gradual and unfinished change. While it still believes itself to be a larger (1,973 sworn) department with some temporary vacancies (198), reality strongly suggests that it is, and will be, a department of 1,700 to 1,750 sworn personnel.

The department has yet to completely let go and end its "what was" perception of itself; the old identity lingers on.

The powerful impact of this change on department personnel has now begun to occur. The psychological reorientation process from the "what was" department to the "what is" department is underway.

The results of the change are already making themselves known.

—police officers departing to what were once SFPD feeding agencies (i.e. SF International Airport Police)

—inability of station commanders to meet their priority foot beat coverage

—restructuring investigators' work due to huge numbers of inspector position vacancies

—police department budget reduction

—increase usage of peer councilors and the employees assistance programs

—large number of employees in various degrees of "burn out" and employment related stress disablement

—the struggle with the crack/cocaine epidemic

—working harder and feeling overwhelmed just to keep up with the increasing demand for police services

—a general sense and feeling of being in



a wilderness or void (disoriented, uncertain, and in new territory)

—diminishment of self esteem and organizational esteem.

Managing The Neutral Zone

The neutral zone is the gap between the old "what was" and the new "what is" department — a space where the old and new overlap but neither works.

This neutral zone experience now requires attention. Unmanaged transition results in: decreased effectiveness, loss of team spirit and morale, anxiety with loss of energy and motivation, resentment and malicious rumors, loss of self and organizational esteem, and more illness and injuries due to this situational stress.

Managing the neutral zone requires: a candid acknowledgment of the "what is" police department, repairing and building solidarity, protecting people from further changes that can wait awhile, encouraging people to "hang in there," clearly communicating a vision of the organization's future, and helping people adjust to this change.

POA Challenge

While a mayoral candidate, Art Agnos distributed 225,000 copies of his campaign book entitled *Getting Things Done — Visions and Goals for San Francisco*. On page 51 of that book under the heading "Battling Crime" appeared:

"There's more a mayor can do to protect San Franciscans from crime. We can put more beat officers on the patrol in the neighborhoods so they can see and interact with merchants and residents. I will fight for full funding of the police department. We can bring it up to authorized strength. That means 2,000 officers instead of the 1,830 we currently employ."

While Mayor Agnos took office in January 1988, the police department had an actual sworn strength of 1,860 officers. Since he has been mayor (14 months), the department has lost 91 sworn officers.

Candidate Art Agnos promised "full funding for the police department." A FY 1988-89 deficit of \$180 million followed by a projected deficit of \$62 million in FY 1989-90 prohibit the present completion of this campaign pledge. But the Mayor's budget office has stated that fiscal year 1990-91 and following will be without deficits.

Should the POA pursue this campaign pledge in FY 1990-91 of FY 1991-92 (mayoral election) with a

(See SFPD, Page 2)

0-0-100 Decision Provides No Relief For Victims

SFPOA Prevails

by Dave Clisham, POA Attorney

In a unanimous decision, the United States Court of Appeals for the Ninth Circuit reversed the decision of the District Court which had upheld the Civil Service Commission's reweighing of the 1983 Sergeants and Assistant Inspectors examinations. The Commission had changed the weights of the three components which had been set before the administration of the exams to 0% for the multiple choice, 0% for written communications and 100% for oral examination for the purpose of moving minorities and women to higher places on the eligible lists. The Ninth Circuit panel decided that the reweighing of the examination components violated both Title VII and the Consent Decree "by discriminating on the basis of race and sex."

No Remedy

The Court's Opinion describes the "victims" of the City's reweighting scheme to be a large, broad class of all white males who took the tests and were passed over, a group too broad to single out any particular persons for relief. The Court also rejected the solution of demoting the persons who, in 1986, were promoted from the illegal eligible lists on the basis that these beneficiaries of the reweighting did not cause the City to do what it did.

Basis of the Ruling

The Court made specific reference to the 1986 Supplemental Order Of the District Court which, in effect, requires the City to set scoring standards before the administration of examinations and that there is no need to again tell the City that it should not engage in discriminatory weighting of parts of an examination it has already given and weighted.

Attorneys' Fees

The Court's Opinion concludes with an invitation for the SFPOA to apply for attorneys' fees on the basis that, since the decision of the District Court was reversed, the SFPOA has now become a prevailing party and eligible to be reimbursed for attorneys' fees. (An earlier decision of the District Court awarding the Officers for Justice \$50,000 in attorneys' fees from the SFPOA is also impliedly reversed.)

Federal Litigation Committee Meeting

The SFPOA's Federal Litigation Committee will be meeting on Friday, March 31, 1989 to consider authorizing the attorneys to file a Petition for Writ of Ceriorari in the United States Supreme Court.

The Ninth Circuit's Opinion is set forth below in full.

OPINION

This case began in 1973 when Officers for Justice brought suit alleging discrimination based on race and sex in the San Francisco Police Department. The suit was settled with a Consent Decree approved on March 30, 1979. *Officers for Justice v. Civil Serv. Comm'n*, 473 F. Supp. 801 (N.D. Cal. 1979), *aff'd*, 688 F.2d 615 (9th Cir. 1982), *cert. denied*, 459 U.S. 1217 (1983). The parties to the decree were the City of San Francisco, the Civil Service Commission, the Officers for Justice, the San Francisco Police Officers Association, and the United States.

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

The City also promised to: Refrain from discriminating at any time on the basis of race, sex, or national origin in hiring, promotion, upgrading, training, assignment, or discharge or otherwise discriminating against an individual employee or applicant for employment with respect to compensation, terms and conditions or privileges of employment

(See PREVAILS, Page 7)

The Notebook Needs You

We need your articles to make this the best possible newspaper

Articles should be sent to:

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

Deadline for May issue:
May 1, 1989

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Widows and Orphans Aid Association

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. Tom Greene at 2:05 P.M., on Wednesday, March 15, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

Vice President R. Kurpinsky excused. All other Officers & Trustees present.

Minutes of the last meeting approved as presented, in writing to the members.

NEW MEMBER — Motion McKee/2nd Jeffery that Gary Pisciotto be accepted as new member. **APPROVED.**

COMMUNICATIONS — Following donations received and acknowledged by the Secretary: Cleo Yglesiao — thanks for assistance rendered; PIUS LEE — monthly contribution.

Treas. Parenti presented the usual bills, benefits, salaries, etc. **APPROVED.** Treas. Parenti reported the death of DANIEL J. MALONEY. Dan was born in San Francisco in 1928 and became a member of the Department in 1950 at age 22, after attending college. He was at Potrero for 11 years, Property Clerks Office for 8 years. Transferred to Headquarters Company, he was in the Record Room four years, then Supervising Capt's Office, finally winding

up as Court Clerk, serving in that capacity, until his retirement from service in 1980 at age 52. He received a Captains Commendation in 1954 for the arrest of an armed man threatening his wife and also police. Dan was on his way to Disneyland with his family when hit with a fatal heart attack. He was only 61.

REPORT OF TRUSTEES: Mrs. Duluk, Security Pacific Bank, reported that two Treasury Notes were coming due Apr. 15 & 19th and Trustees would be consulted before those dates as to the best investment. In spite of selling some stocks at a loss, the account has still managed to increase.

GOOD OF THE ASSOCIATION: Pres. Greene set next meeting for 2:00 P.M. Wednesday, April 18, 1989 in the Traffic Bureau Assembly Room, Hall of Justice. **MEMBERS ARE INVITED TO ATTEND.**

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

Fraternally,
Bob McKee, Secretary

ELECTION RESULTS

S.F. Police Officers' Retired Representative

James Cole	396
Jim McDonald	158

Ed. Note: The results of the 1989 election for Retired Representative were inadvertently left out of the February issue.

Consent Decree To Be Continued

Judge Peckham issued a ruling on Tuesday, March 21, 1989 in regard to the extension of the Consent Decree (*OFJ, et al. v. Civil Service Commission, et al.* Nos. C73-0657 RFP and C77-2884 RFP, Consolidated).

Following is a summary of the Judge's decision:

1. The Consent Decree does not automatically expire by its own terms on March 30, 1989. The Decree will be terminated only if the City files a Motion for termination of the Decree. (The POA has argued for automatic expiration of major parts of the Decree.) Accordingly, the Decree is extended indefinitely.

2. There is an insufficient basis in the Auditor/Monitor's Ten Year Report to hold the City in contempt for non-compliance in not meeting the 45% long term minority representation goals; the Court will therefore not impose new short term recruitment and hiring goals of 80% minority and 50% women, unless a Consent Decree party files a Motion showing that the failure to reach the 45% goal was due to the City's lack of good faith effort.

3. The City conceded non-compliance in failing to administer four of five promotional examinations and failing to make the required number of promotions to the positions of sergeant, assistant inspector, lieutenant and captain; however, any penalty to be imposed for non-compliance on the promotional issues will not be considered by the Court until a Consent Decree party files a Motion showing that the non-compliance constitutes bad faith of the parties.

4. OFJ's request for attorney's fees after March 30, 1989 will be heard by the Court on May 9, 1989.

SFPOA attorneys will be meeting with the Federal Litigation Committee for the purpose of formulating a position in regard to the Court's ruling on March 21, 1989.



POLICE POST #456 NEWS

by Greg Corrales

In 279 BC the invading Greek forces under Pyrrhus met and defeated the Romans at the battle of Asculum in Apulia. The engagement, however, cost Pyrrhus many men, some of his closest associates, and all of his baggage. One of the Greeks congratulated the king on his victory, to which he replied, "Another such victory and we are ruined." Hence the phrase "Pyrrhic victory" for one that costs the victor too high a price. I hope I am wrong, but I fear that the change in our department's crowd control policy, which many citizens view as a victory, will soon prove itself to be a pyrrhic victory!

Get ready for the western style benefit for Post 456 on Armed Forces Day, 20 May. It will be held at the San Francisco Police Athletic Club. Tickets are limited so be sure and get yours before they are all gone!

Another reminder that Post 456 meets on the second Tuesday of each month, meetings are at the POA Building, 510 Seventh Street, at 2000 hours. Refreshments are served at the conclusion of business at each meeting. Try to attend. At the May meeting (9 May) delegates to the State Convention will be named. At the June meeting (13 June) the Installation of new officers will occur.

"I am a firm believer that Americans are proud to pay taxes, but I think they'd be just as proud for half the money."

Sen. William V. Roth, Delaware

SFPD

(Continued From Page 1)

minimum staffing (2,000 police officers) charter amendment or should it accept and adopt the downsized department? The POA's Board of Directors must confront this issue in the coming years — restore the personnel cuts or affirm a smaller department which must do the same or more with substantially decreased personnel. **The political reality is — leadership for the restoration of police officers positions will come, if at all, from the POA.**

San Francisco Veteran Police Officers Assn.

MEETING: April 11, 1989 at 12:30 p.m. is our next meeting date. Come to the ICA Hall at 3255 Folsom St. The parking is good, refreshments at 11:30 a.m. and lunch is served right after the meeting.

PRESIDENT'S MESSAGE: At our March meeting we had a nice turnout to hear our guest speaker, Mr. Mel Lee, of the Internal Revenue Service, who gave a very informative speech on the Medicare Catastrophic Act of 1988. Mr. Lee also stressed the importance of personal letters of protest to our elected senators and congressmen about this act of grand theft. — A standing ovation was given to Chief Frank Jordan for his actions in the line of fire in the Huerta matter (now that's what I call showing guts). — We still have 150 members who have not paid their 1989 dues. Let's make it a 100% paid-up membership by our next meeting. — I hope to see all of you at our next meeting and bring a friend.

NEW MEMBERS: Tim Cadigan, John Minoli, Mario DiLorenze, Eugene Huddleston and Pete Dito. Welcome aboard.

DEATHS: Daniel J. Maloney and William F. Creedon. We will miss you.

COMMITTEE REPORTS: Sol Weiner reported we will try to get our pay amendment on the November ballot. He is going to meet with the new POA president, Mike Keys. . . The Police-Fire Annual Mass is on April 9, 1989. . . The Grand Opening of the SFPCU will be on Saturday, April 15, 1989.

BILLS: The monthly bills were read by Treasurer Ed Cosgrove and approved.

NEW BUSINESS: 1) Motion was made and approved to allow Kevin Mullen to use our mailing list in order to contact the old-timers in research for an Institutional History of the SFPD that he is compiling. 2) Motion made by President

Cathrell and approved to present Chief Frank Jordan with a plaque for the great courage he displayed in the case of refusing to file charges against a certain officer.

SPECIAL GUEST SPEAKER: Mr. Mel Lee of the IRS talked to us for the better part of an hour on the Medicare Catastrophic Coverage Act of 1988. His information was **SHOCKING** to say the least. While the Act serves to better care for the elderly, the funding of it is the problem laid on the elderly by the Congress and the former President. The funding key is a **surtax*** to be paid by every person who is 65 or older and thus **eligible** for Medicare, and who has an annual tax liability of at least \$150 per year. Such a person, whether single or married and filing jointly, **MUST PAY THE SURTAX ANNUALLY.** For 1989, the tax is due by April 15, 1990. (Look at your taxes for 1988, divide that amount by \$150 and multiply by \$22.50. That will approximate your "surtax" for 1989.) Get a copy of IRS Publication 994 and study it. Just by your age, you are eligible, whether you use Medicare or not. If you pay more than \$150 in Federal taxes, **YOU WILL PAY THE SURTAX.** The \$22.50 figure above goes to up \$37.50 in 1990, \$39.00 in 1991, \$40.50 in 1992 and for 1993 it goes up to \$42.00. Had enough? Please write to your Federal reps right now and ask them to protest the damage this law does to older Americans. Write at least one letter to:

Hon. Alan Cranston, Hart Bldg., Rm 112, Wash., DC 20510

Hon. Pete Wilson**, Hart Bldg., Rm 720, Wash., DC 20510

Hon. Nancy Pelosi, Longwor HH, Wash., DC 20515

Hon. Barbara Boxer, Longwor HH, Wash., DC 20515

*Surtax: An extra tax on something already taxed.

**Co-author of this law.

FACILITATOR: John Burke lives in Santa Rosa, and he has volunteered to bring drivers and riders together for trips into the City for the several meetings (Veteran POA, Widows & Orphans, American Legion, etc.) there are to attend. John's phone number is 707-546-4250 "What I like to do is bring these people together, to have a better and happy life," he said.

DUES: 150 members still owe for 1989. Please send your check in today.

Attendance 129 George Cathrell, President
Membership 781 Gale W. Wright, Secretary
Meetings at ICA Hall
3255 Folsom
2 blocks So. of Army

The San Francisco Police Officers' Association NOTEBOOK

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USPS #882-320
PUBLISHED MONTHLY \$10 PER YEAR
OFFICIAL PUBLICATION OF
THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
510 7TH STREET, SAN FRANCISCO, CA 94103
(415) 861-5060

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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

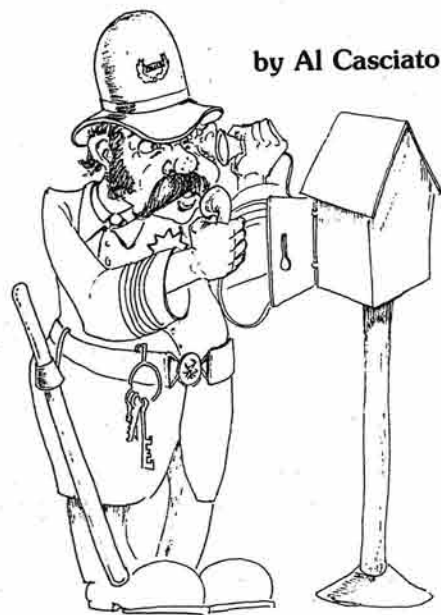
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POSTMASTER: Send address changes to SFPOA Notebook, 510 7th St., San Francisco 94103. 2nd Class Postage Paid at San Francisco, CA.

AROUND THE DEPARTMENT



by Al Casciato

Press Room Scramble: Shortly after the assignment editors ordered the police reporters to cover a gang-type's funeral in Hunters Point, a mad scramble for "bullet proof", oops "bullet resistant" vests occurred. Reporters were begging to borrow — offering to buy — and threatening to steal vests prior to leaving for the funeral. As one reporter put it, "We're going out there with a pad and pencil. This is madness."

Yes, they did find vests to wear and all appeared equally cherubic on the tube that evening.

Golf tidbits

Congratulations to Mike Renteria Co. D who placed 1st in the 7th Flight of the 73rd S.F. City Golf Tournament this past month.

Auto's Bill Bush shot an eagle at Palo Alto Muni on March 15. Starting on the Par 5 - 531 yd. 1st hole with a drive of approximately 200 yds. Following with a 3 wood shot of about 150 yds. The pin standing behind a small knoll — the group that was putting waved Bill on, so with his 8-iron, the shot was made. All of a sudden the group on the green began jumping up and down as the ball on one bounce had landed in the hole. The ball now resides in a place of honor next to the ball he shot his first birdie with.

Mickey Walsh responded to a local supermarket call from the manager regarding a check fraud case. To make a long story short, there was no fraud but the suspect did have a \$50,000 warrant for credit card fraud. After taking him into custody Mickey walked the suspect out of the store past the express line of 10 items or less. From the line a man stepped out and in a rude and threatening manner, demanded "Officer, why are you arresting that man?" Mickey replied "for having 11 items in the express line." The man instantly retreated into line and began counting his items while the others in line did likewise. Mickey and prisoner proceeded along uneventfully with the prisoner saying "Wow, that was great."

PSO Travel located directly across from the new credit union building is operated by retired Sgt. Frank Katafate's daughter Terri. Being a bit of a sports "nut-fanatic" she specializes in sports travel vacations and recently booked several hundred officers and friends on spring training tours — fun was had by all — especially the St. Patrick's day excursion.

Speaking of saints, Father John Heany has received notice that he will be promoted to monsignor very shortly. The Vatican's decision to promote Father John necessitated a "little" lobbying of the Archbishop to not move him out of the Apostleship and his police chaplain's posi-

tion. Good news — Father John will remain at the Apostleship. Actually who else but a police and sailor congregation could handle him. Look for a "Vatican" type promotional dinner soon — Congrats Padre.

February's FBI bulletin's back page was graced with a picture and story about our own Lynne Torres of the psych liaison unit. A little good press on the national scale — copies of the bulletin available in legal, chief's office and of course at psych liaison.

Births, Births, Births

Number 1 for Co. E's Stephen and Diane Paulsen on 2/18/89. Lil Jonathan Nis, 8 lb 12 oz, 21 inches, is healthy, happy and keeping mom and dad very busy.

Feb 19th at 1312 hrs. saw the arrival of Megan Miriam Ophia 8 lb 1½ oz 21½ inches, to Co. D's Ron and Sam. Megan made both sweat, Sam much more than Ron, with her several false alarms prior to actually arriving. All are fine now and Sam is controlling the timetable. Wanna bet?....

a Co. A's Cooke family, Bill, Debbi, and lil Sandra expanded by 1 on Feb. 25th, 1989 with the arrival of Kathryn Violet. All are fine and Sandra has become mom's lil helper.

Co. E's Bill and Donna Roualdes welcomed Melissa Merle 7 lbs 7 oz 19 in on 2/28/89. Being their first, the spoiling process is well in hand. All are fine and healthy.

Named after her grandmother, Kimberly Violet 6 lb 6 oz, 20 inches made her parents Co. E's Chuck and Teri Simpson proud with her arrival on March 1, 1989. Congrats and best wishes to all.

Romantic Valentine's Day Wedding

Photo Lab's Bob Sledd tied the knot with JoAnn Hass on Feb. 14 during the International Police Olympics at Heavenly Valley. Taking the tram to the top at 9:15 a.m. Bob and JoAnn met the minister and witnesses for a short ceremony. At 10:15 a.m. Bob skied down the hill in his first race taking a bronze medal; after several more races, winning another bronze and a gold, they adjourned to a rustic bed 'n breakfast inn for the honeymoon.

Congrats and best wishes to both of you from all of us.

POA Presidents: Mike Keys, our newly elected president, has plenty of help and advice from home. His wife Wendy, a member of the Hercules Police Department, is also the president of the Hercules POA.

Cryptic: "J.P. found 40 mature individuals to take on a tour." So says Bambi.

No Win

by Gary Delagnes, Tactical

We, as police officers, have been put into a no-win situation. It has now reached the point where every time we respond to a demonstration we are going to be chastized for the way we handled it. Regardless of what may have predicated a police action, that police action will become the focal point of media coverage — the ultimate Catch-22. With the help of liberal politicians, and an almost equally liberal media, demonstrators are **never** held responsible for **their** actions. The fact that many of these demonstrators constantly violated the law is never brought up or acknowledged. Supervisor Hallinan, the latest "joke" to serve on the Board of Supervisors, has now jumped on the bandwagon and taken a cheap shot at our Department for "over-reacting" at the March 20 demonstration at the Federal Building. Hallinan was responding to information give him by demonstrators who were "abused." Now there is an un-biased source!

We, as a police department and as an association, are faced with a dilemma. Do we lower ourselves and attempt to respond in the press to their allegations, or do we simply ignore them and let the situation stand?

I feel it is time to react to current criticism not only through the media, but possibly through actions that portray our side of the story. The reasons for this are two-fold:

(1) We cannot expect the Chief to continually come to our defense. He is in an awkward position and must strike that delicate balance between politics and police actions. He has tried to defend us on almost every occasion, but he must always temper his remarks so as not to offend any

particular group.

(2) There are many people in this city whose sole contact with police officers is comprised of what they read or hear from the media and what they are told by politicians. They view us only through the eyes of left-wing liberals, and some have to come despise everything we represent.

We must make people aware of our side of the story. If that means refusing to go to a demonstration, so be it. If it means going to City Hall en masse and laying our batons on the steps for thirty minutes in silent protest, so be it. If it means calling a press conference to air our frustrations, so be it!

The Keys administration will take a much more active role in getting our side heard. It was part of our platform to attempt to educate the public with regard to what we do as police officers, and why we do it. But this cannot fall entirely on the shoulders of the POA. We have to care enough to rise up together and say, "We're mad as hell, and we're not going to take it anymore!" We must somehow let the politicians know that we are no longer willing to be their personal punching bags.

A Boost for Morale

by Mike Keys, President

I would like to thank Chief Jordan for the stand he took regarding the Huerta incident. I think the chief showed guts and character in standing up to and not caving into political pressure to hang a police officer.

The chief made his decision on the facts presented to him, not the pressure. The decision came at a time when morale is not at its highest, but I'm sure this will give a lift to the spirits of the men and women who serve under him. I know it did for me.

Thanks again, Chief.

Convicted Murderer Electrocutes Himself on Prison Toilet

United Press International

Columbia, S.C. — A convicted murderer who had avoided the electric chair was electrocuted by accident while sitting naked on a steel toilet in his cell, officials said.

Michael Anderson Godwin, 28, apparently was trying to fix a pair of ear-phones connected to his television set on Sunday when he bit into a wire and was electrocuted in his cell at Central Correctional Institution, said Francis Archibald of the State Department of Corrections.

"It was a strange accident," Archibald said. "He was sitting naked on a metal commode."

Godwin was convicted of murder and sentenced to life in prison in 1983. An earlier verdict that would have sent him to the electric chair had been overturned on appeal.

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W.O.N. News by Lois Perillo, Co. D

Four women sergeants spoke to future supervisorial candidates about study preparation, motivation, test-taking and transition to supervisor.

Sergeants Lillian Mattoch, Melinda Pengel, Judy Pursell and Joyce Watkins joined in a panel which was attended by twenty-five women.

The panel was produced by Inspector Carrie Lucas and Officer Rose Melindez of W.O.N.'s Education/Workshop Committee.

Getting Ready

In preparation for the test, Mattoch said, "I taped the General Orders on cassettes and listened to them in my car."

"I made tapes of everything," Pengel said. "I listened to motivational tapes also. I used pictures to motivate me and I made positive statements about where I wanted to go."

"See yourself as successful, then transfer the feeling to that goal," said Pengel. "If you feel good about yourself, you'll do good."

Pengel formed a study group and mapped out a schedule; she sets goals of what topics were to be covered within a specific time.

The Orals

To prepare for the oral boards, Mattoch said, "Create scenarios, 'What would you do if ____?' Form your study groups with people from different assignments and you'll get different experiences."

"I think you ought to have a role model or mentor," Pengel said.

"Video yourself in preparation for the test," said Persell, so that unwanted behavior can be identified on film and eliminated before taking the test.

"In the oral interview," said Pursell, it's very important you make eye contact with everyone on board. Draw each one in, getting their full attention."

"Don't be intimidated by the guys on the panel," Mattoch said. "Go into the oral board confident. This is not the time to be humble. Look sharp."

"In the oral board's hypothetical situations," Mattoch said, "the answer lies somewhere in the middle."

"You'll have to consider," said Pursell, "are you going to be an extremist or will you come up with a moderate resolution?"

In talking about the scene outside testing area, where sergeant candidates waited their turn, Pursell said, "I tried not to get freaked out by everyone else who was freaking out."

She said early on in the study process,

she fell "victim to the dragons," a term Pengel used to describe demotivators, which are negative statements that drag us down: Too many people are taking the test; There's not enough time to study; I don't want to be a supervisor anyway; and There's never going to be a test.

"I didn't put a lot of effort in studying," said Pursell. "Everyone who knows me, knows I'm honest about that."

After Pengel was promoted, she went to Mission where, she said, "the transition was simple, especially because of all the women there and Sam Craig."

There's a period of uneasiness and adjustment, according to Pengel. "You go out on the street your first night and you feel like you can't even handle a driveway."

"Your perspective of the job changes and it changes slowly," said Pengel. "It took me two years."

"For me," Pursell said, "it was a humbling experience. I joked I was a born-again communications specialist. But I found a mentor and learned a lot."

"My big fear was my friends were going to take advantage of my position (as a sergeant)," said Mattoch. "Not so. They respected my position."

Mattoch said that supervising swings at Potrero was tough. "The officers' attitude is, 'I got my year in — I know what to do.'"

"I went to midnights and averaged 70 to 100 miles a night on my car because the officers didn't initially have the confidence to make decisions."

"My first month, I had real doubts about being a sergeant," said Watkins, who works at Park. "I thought about leaving the station or going back to being a Q-2."

"I was challenged a lot by the officers — especially the swing watch. I'm death on English grammar and spelling and at first, no one would bring their reports to me. Now, they seek me out," said Watkins, "because they know once I approve a report, it will stand up."

Although her attitude and most officers' attitudes at the station about her have since positively changed, some have not, according to Watkins, who keeps her humor about it. "There's a certain group of officers who will only ask for a 904 with a male sergeant," Watkins said. "But when I'm the only sergeant working, they have to call me and I laugh all the way to the run."

The sergeants panel was the first in a series of Career Information Workshops sponsored by W.O.N. It was held 01 March at the Academy's community room.

An inspectors panel will be held in May.

Homicide Seminar

by Robin Matthews, Homicide

The most useful aspect of the San Diego Homicide Seminar, which WON members Laurel Hall and I attended in February, was interviewing techniques, a skill patrol officers use daily on the street.

Verbal and non-verbal communication was covered by Joe Buckley of Chicago's John E. Reid & Associates at a seminar produced by the National Law Enforcement Institute.

Because non-verbal behavior is responsible for more than half of our communication, according to Buckley, it is imperative to learn to read this behavior which is often more reliable than anything said verbally by the suspect.

The meaning of verbal communication is supported, modified or contradicted by the non-verbal behavior which the interviewer must be free to observe. According to Buckley, there should be no physical barrier between the interviewer and suspect.

For example, suppose you are interviewing a suspect across a table; you see him from the waist up. Each time you mention John Doe's name, the suspect's leg bounces up and down, but you miss this behavior. You also bypass a significant lead.

Since behavior symptoms become more evident as the suspect's anxiety level increases, according to Buckley, conducting the interview at the police facility is an advantage which increases the suspect's anxiety level and limits distractions (that might otherwise lessen the pressure).

Buckley also covered verbal communication, examining interview questions and probable suspect response, including how to interpret the suspect's truthfulness or deceptiveness by observing patterns of these responses.

For example, you might ask a suspect what should happen to a person who committed a crime that the suspect is accused of committing. According to Buckley, a truthful person will usually give a strong, harsh punishment, while a deceptive suspect will usually give an excuse or minimal punishment.

Buckley applied the skills of interviewing to those of interrogation, which he said was a police monologue designed to elicit an admission of guilt from the suspect. It should only be used when the suspect's guilt is reasonably certain.

Officer-involved homicides were handled by Dave Rivers of Metro Dade Police, who was the crime scene investigator of the FBI shooting in Miami.

Rivers showed a video reenactment of the incident where six FBI agents were shot, four fatally. After the shooting, the two surviving agents were interviewed on tape, which Rivers played for the seminar participants.

This was a very moving presentation, and one that I will remember for a long time.

John Yarbrough of the Los Angeles County Sheriff's Office discussed the homicide inspector's role in investigating a case.

As most of Yarbrough's talk focused on the inspector, its application to patrol was (See HOMICIDE, Page 9)

Re-Elect Jim Deignan Your Health Service System Representative

I am entering my name in nomination for re-election to the Health Service System Board. I have gained valuable experience in the past eighteen (18) months and would like to continue serving city employees in this important position. To continue I will need your vote, so please take time to cast your vote for Jim Deignan, H.S.S Representative. The election voting begins April 7, 1989 and concludes May 9, 1989

Your H.S.S Rep.
Jim Deignan

Health Service Report

by Jim Deignan,
Health Service System Representative

Next month will be open enrollment for members of the Health Service System. Members of the H.S.S. will be receiving open enrollment packets describing benefits and rates for each plan. The enrollment period begins May 1, 1989 and concludes May 31, 1989. You will also receive information from Colonial Life Insurance Company regarding the available dental plans and disability plan through the IRS 125 Plan. Look for posters at your local stations or details telling you when the Colonial rep will be available to help you.

I am unhappy to report that H.S.S. rates will increase approximately 15% for all health plans.

Effective April 30, 1989 we will terminate our contract with Maxi-Care Health provider. Maxi-Care has filed for Chapter 11 bankruptcy protection.

Our Director Randy Smith is attempting to upgrade the efficiency of the H.S.S. Randy has asked for a budgetary increase which would allow him to train his staff in a more efficient manner. This latitude would increase the flexibility of the employee, hopefully allowing claims and other services to improve. The employees would also be upgraded in classification.

Another recommendation is that H.S.S. accept phone calls Monday-Friday, 9:00-11:00 a.m. and 1:00-3:00 p.m. These proposals hopefully would improve our services to all of our H.S.S. members.

For the past year we have been working with the Department of Real Estate to move the H.S.S. to a new and improved location. We hope to be located at 1155 Market Street by the end of the year. The 1155 Market St. building also houses the city's Retirement System, making this a convenient location for active and retired employees alike.

Ballroom Dance Classes Offered

An exciting and fun-filled series of Ballroom Dance Classes for couples is being offered on Thursday evenings, beginning Thursday, April 20, at 7:30 P.M. Classes are conducted in the Commodore Sloat School Auditorium, corner of Ocean Avenue and Junipero Serra Boulevard. Parking is available in the school yard — enter off Ocean Ave.

The dance program will offer instruction in all the basic ballroom rhythms — fox trot, swing, waltz, rumba, samba, cha cha, salsa, tango, and fun dance mixes.

Instructors Ed and Alice Lahl, associates of Phil and Polly Reilly, have taught on the Peninsula and in San Francisco for many years. They have also worked for the Delta

Cruise Ship Line as the Dance and Entertainment Couple on trips to South America. Their unique system of teaching and their enthusiasm for their dance students has proven to be both successful and very enjoyable.

The new students class begins at 7:30 P.M. Intermediate class begins at 8:30 P.M. Students who have not had dance instruction before, or who need a "refresher" course, should register for the new students class.

Enrollment is \$38.00 per couple for the one-hour class, six-week series. Register at the first meeting or contact Ed and Alice Lahl, at 731-0746 for further information.

Hicks Realty & Mortgage

(415) 647-6886

1699 DOLORES STREET SAN FRANCISCO, CA 94110

908-910 POTRERO

A very nice set of flats! These units are located across the street from SF General. This convenient location has Muni at the door and shopping nearby. This property consists of a lower four room flat plus rear porch and extra storage and an upper flat with five rooms plus a laundry room. These units show well.

\$279,000



769 MASSON, SAN BRUNO

A home for the first time buyer or investor. Home is in move-in condition. The kitchen has a large eating area with a view of the rear yard. Ideal for children or a large dog to roam. Two bedrooms, 1 remodeled bath with oak fixtures.

\$219,950



1623-1625 NOE STREET

Prime location in sought-after Noe Valley. Two good size units. Both are junior five type units with porch area. Large garage area and rear yard.

\$449,000

Treasurer's Report:

As directed by the Association's Constitution and By-Laws, the membership will be provided with a regular accounting of revenues and expenses. In future editions of the Notebook, a more comprehensive and understandable monthly financial statement will be provided.

P.O.A. Treasurer
Al Trigueiro

MONTHLY FINANCIAL STATEMENT FEBRUARY 1989

INCOME:	
Dues - Active	\$46,867.12
Dues- Retires	102.00
Notebook	3,092.00
Misc Income	15,085.00
	\$ 65,146.12
DISBURSEMENTS:	
703 Annual Election	1,634.57
723 Dues Collection	198.30
725 Equipment Purchase	173.60
728 Equipment Rental	28.22
730 Expense Acct. (Pres.)	400.00
753 Janitorial	490.00
761 Maintenance (Equipment)	615.50
771 Mailing	278.00
772 Public Relations	195.98
772A PR Supplemental App.	5,531.77
773 Rent	1,572.00
776 Salaries - Office	5,765.85
777 Salaries - Executive	5,616.99
781 Supplies - Office	1,062.29
782 Administrative Expenses	58.76
782A Admin. Exp.	
Supplemental	115.96
783 Income Tax	2.50
Less Withholding	[3,111.99]
792 Utilities	1,752.19
794 Building Maintenance	195.50
830 Health Svc/Retirement	1,872.12
830A Health Svcs. Expenses	198.30
835 Insurance	[1,055.43]
850 Labor Relations	169.68
860 Screening	5,371.05
860A Screening -	
Supplemental	13,634.50
860B Seal Beach	119.62
861 Bley Retainer	5,600.00
863 Publication	1,442.68
870 COPS	1,000.00
870A COPS - Expenses	63.27
872 Life Insurance (Member)	2,092.30
875A Fed Lit Expenses	1,628.25
880 Stress	413.88
895 Sports	250.00
	\$55,376.89
Cash received over disbursements	\$ 9,769.23

POA Changes

by Gary Delagnes, Tactical

First of all let me take this opportunity to thank all of you who believed in me and gave me your vote. Mike, Steve, Al, and myself felt that the election showed a tremendous cry for change. It is a change that our slate plans to implement and strive for.

You, the membership, chose Paul Chignell for the office of Vice-President by a narrow vote. We feel that Paul won because of all the service he has given to this association, but the narrow margin of victory was also a message to Paul that the ways of the past will not be tolerated.

I will take this opportunity to ask Paul to please work with the new administration and not against it. This is the time to put all of our differences aside and pursue one common goal. That goal is to improve the working conditions and benefits for all members of the SFPOA, and at the same time allow us all to maintain a sense of pride and dignity in the association we belong to.

To those of you who believed the rhetoric that we were going to get out of politics completely and give away the store, rest assured that the people you have put your faith in are not fools. Decisions will be made with the best interests of the membership in mind, and we intend to follow through with our philosophy of letting the membership vote on many of the key issues that confront us all.

The next two years will be very difficult ones indeed for all city workers. We will have this "deficit" thrown in our face every time we want to accomplish a monetary goal. We will have to fight for everything we get, and we will have to fight equally hard to maintain the things we have.

For those of you who voted for Paul because you felt he still has great effect on the decisions made at City Hall, I hope you're right. This will be the time for Paul to come to the forefront and show us that he can convince this Mayor that we are not happy, and that we want positive change in this department. Thanks again for your support, and please give Mike, Al, and Steve the backing they need to accomplish the goals that we set for this association.

About Promotionals

by Jim McDonald

The Civil Service system has for many years, as a Governmental agency, ensured that the employees within the system had equal opportunity to advance within their respective Departments with reliance upon experience, physical fitness and knowledge of the position sought.

These individuals relied upon the fairness of the promotional process within the examination procedure, by reason of the bibliography reading requirements and the "on the job" smarts these advancements required. So, studying habits improved, the Codes were memorized and the competition keen.

This was the situation at least until the early 1970's, when the testing system came under scrutiny by certain dissatisfied minority members within the System who expected more advancement based upon Sex and Race regardless of the long standing procedures of testing based upon the study, learning and expertise process.

So these persons sought out the Court process, Federal, State and Local, with the backing of the readily available bastions of liberality, the A.C.L.U., elements within the U.S. Attorney General's Office, (under Civil Rights rules) and, most certainly, the City Attorney's Office — another champion of liberalism.

Now, what chance did the Civil Service testing system have against this type of formal opposition? To be specific, the Police Department sure found out — by the infamous, Court decreed and highly con-

troversial "dictum" the Consent Decree! This document has so many specifics in relation to promotions that it even confuses its originators and backers — and continues to foster morale and obvious promotional problems within the ranks.

There is no question that some other steps have to be taken to balance the Degree against the urgent need for qualified Supervisory personnel in all levels of Management; so if all the parties involved can't agree to or accept the present requirements, why not an alternative?

Let me say positively that I am a firm and long time believer in the P.O.A. and its commitments to the members of the Department, and that as a long time member and successful aspirant to Sergeant's rank (I just missed making Lieutenant) I fully support their stance, the Department and the POA will have to compromise within the judicial system and Civil Service rules to re-establish and continue the vital Promotional ethic.

Why couldn't the 3-year plan be implemented until its expiration so that the Sgt. to Capt. ranks be filled with qualified Officers until 1990. If this plan won't work or isn't acceptable, then within Civil Service rules, let's try the State POST examinations for all ranks, purchased and certified under the proviso that no protests are allowed and the material is current and pertinent.

After all, most Departments have been purchasing these testing examinations for years. Why not us —

Retirement Seminar



As coordinators of the Retirement Planning Seminars, Mike and I have received numerous inquiries from both police officers and firefighters as when we are planning on having our next retirement planning seminar.

At the present time it is scheduled for September 16th, 1989 but please refer to the monthly POA Notebook for further developments and information regarding same, etc.

Gino Marionetti & Mike Sugrue

Study Shows Company Health Bills Rose 18.6% in 1988

by Patrick Mullen

NEW YORK — The cost of employer-sponsored health plans took off again in 1988, jumping nearly 20 percent in 1988 after two years of slower growth, a new national survey found.

Per-employee health care costs reached a record \$2,354 last year, up from an average \$1,985 in 1987, according to A. Foster Higgins & Co. Inc., a benefits consulting firm here.

Those figures are in line with projected rate increases for 1989. Health maintenance organizations will raise rates an average 17 percent this year, the Group Health Association of America, a trade group, said in December. And the Health Insurance Association of America warned employers to expect double-digit increases in overall health premiums through 1991.

Leading causes of the 18.6 percent increase in employer health costs for 1988 included wider use of advanced medical technology; skyrocketing growth in mental health and substance abuse benefit costs, up 27 percent in 1988; and an increase in the number of AIDS cases among covered employees, said John Erb, the survey's director and a managing consultant at Foster Higgins' office in Princeton, N.J.

The firm said its survey of 1,600 public and private employers with more than 10.5 million employees nationally is the largest of its kind.

The survey contains signs that preferred-

provider organizations may find themselves on the crest of a wave of popularity among employers. Doctors and hospitals discount the fees they charge to PPOs in exchange for higher patient volume and faster claims payment.

Last year 25 percent of employers offered PPOs to their employees, up from 15 percent in 1986. According to the survey, six out of 10 employers said PPOs are effective at controlling health costs, nearly double the number who said the same of HMOs.

But the survey noted that PPOs aren't saving employers as much money as they have in previous years: PPOs saved 3.3 percent of overall medical-plan costs last year, down from 6.9 percent in 1987.

Some PPOs aren't fulfilling their original goal of selecting a few high-quality, cost-efficient providers, Erb said. "Still, PPO savings are real, and they do accrue to employers."

The survey also found that in response to the rising costs, some employers are reducing the number of HMOs they offer to employees.

"Offering mom-and-pop HMOs in every service area is not the best way to buy health care," Erb said. But other employers, wary of trimming benefits that states might later mandate, are hesitant to reduce the number of plans, he said.

A case in point is Marriott Corp., which

(See BILLS, Page 9)

My Rewards Have Been Many. Thank You

by Bob Barry

It is difficult at times to change life's course and to leave something you absolutely love to pursue, but being the realist I am and understanding the "politics of the times," rather than assessing the measurement of one's successes or failures, I too knew full well that a change of course for me was inevitable.

Upon reflection, I have no regrets and I will move on to new challenges with a great sense of pride that much has been accomplished and that the membership retained its confidence in me for so many years. I thank you for allowing me the opportunity to serve.

Although it is probably a natural, self-aggrandizing process to want to point out the "great" achievements we have had over the years, I choose only to say that I am pleased to have been a part of our successes, but my most challenging and truly fulfilling moments over the years have been in providing individual members with personal representations regardless of the problem. It's a rush, in a sense, like doing good police work, helping a victim and putting the "bad guy" where he belongs.

During my tenure, I have had the opportunity of working with scores of representatives as diverse as the make up of our city. Most come and go and find out quickly that the demands of time and commitment are too great. Others however have stayed in the trenches and will remain as a "guiding



hand" for the new Board of Directors who will be faced with many complex challenges. It is an essential balance for our future successes and I would hope that the new Board members avail themselves of the opportunity to learn from these experienced Board members.

Finally, there are many, many Board members, past and present, whom I would like to acknowledge and thank for their commitment and assistance over the years, however the list would be too great. So in the alternative, I'll name just three individuals who have helped guide me for so long — Paul Chignell, Ron Parenti and Dan Linehan. Thank you for your tremendous contribution to me and to the entire membership.

And to the membership, I say thank you again for allowing me the opportunity to serve you. My rewards have been many.

Restaurant Review Column

by Tom Flippin, Gourmand-In-Training

The purpose of this occasional column will be to introduce good places to eat which may be new to our readers. SF's many fine restaurants won't be the subject of these reviews; I think we all know the really good places to eat in the City. Also, "cop spots" won't be featured here. A place to take the family...the place for that special evening...these will be the focus of this column, not the place that "takes care of cops". I'm starting off with one of my own favorite restaurants, which happens to be close to my home down on the Coastside. I would welcome reviews of places favored by any of you readers.

The Shorebird

This fine seafood restaurant is located in Princeton-By-The-Sea, just off Highway 1, near Pillar Point Harbor. For those of you native San Franciscans who think of Half Moon Bay and the Coastside as being almost to Monterey, you should know that the trip to the Shorebird takes only about 30 minutes from downtown S.F. You'd use those 30 minutes just trying to find parking on an average Friday evening in the City.

The location of this restaurant allows them to serve the freshest seafood around. The commercial fishermen from Pillar Point are likely to see the Shorebird's buyer first as they return to the harbor. This insistence on freshness and top quality is what makes the "Bird" a standout.

The menu is composed of some twenty entrees with an additional ten specials which might include six or seven "catches-of-the-day" and three or four creative fantasies from the chef.

One of my favorite entrees is Salmon Portofino, a seafood and pasta delight which features salmon and prawns tossed

in fettuccine with fresh vegetables and garlic. Another popular dish from the regular menu is Crab and Shrimp Curry. This wonderful blend of Bay shrimp and Dungeness crab in curry sauce will please anyone who enjoys curry.

A great appetizer to tease your taste buds while awaiting the main entree is Special Red Hots; bite-sized pieces of the fresh catch marinated in a spicy sauce, lightly breaded and fried, and served with sour cream, salsa, and guacamole to dip in.

As for those specials: in addition to the various catches-of-the-day which can be prepared to your individual instructions, a recent example was Kulebiaka, a Russian-style dish composed of a filling of salmon, rice, mushrooms, onions, eggs and herbs folded into flaky pastry and baked into a mouth-watering delight.

For you anti-fish fanatics there are entrees of pasta, beef, chicken, etc. (the Pork Baby Back Ribs are particularly good). Prices are moderate, with all entrees served ala carte. Lunches range from \$5.95 to \$13.50; dinners go from \$8.95 to \$14.95 (with the occasional special priced somewhat higher). Sunday brunch is \$13.95, \$7.95 for children.

The Shorebird is open seven days a week. Lunch is served from 11:30 A.M. until 3:00 P.M., Monday through Saturday. On Sunday, brunch is served from 10:30 A.M. to 3 P.M. Dinner is served from 5:30 to 9:30 P.M., Monday through Friday; 5:00 to 10:00 P.M. on Saturday; 4:00 to 9:30 P.M. on Sunday. Reservations are not accepted, but a preferred seating plan is available except for Saturday and Sunday dinner. This can lead to a wait for a table on the busiest evenings, but a great little bar and a view of the harbor make your wait seem quite short. The Shorebird is at 390 Capistrano Rd. (south on Highway 1, a right turn on Capistrano at Pillar Point Harbor). Telephone number: 728-5541.

HIV Test Ordered in Biting of Baliff

by George Raine
of the Examiner Staff

A Municipal Court judge, in California's first ruling on Proposition 96 since it became law in November, has ordered blood tests be given a woman who allegedly bit a court bailiff.

The tests will determine whether she is infected with HIV, the human immunodeficiency virus, or any other communicable disease.

Lawyers for the public defender's office and American Civil Liberties Union, who represent the woman, said they would seek a writ of prohibition from the state Court of Appeal, one that would be effective statewide, in an effort to block the ruling made Wednesday by San Francisco Municipal Court Judge Perker J. Meeks Jr.

Meeks said he had concerns about lack of confidentiality in the testing process, and about the possibility for ostracism often suffered by people who are infected with the virus that causes AIDS.

He ordered the San Francisco Sheriff's Department to file papers guaranteeing medical supervision of the tests, that results remain confidential and that there be counseling or treatment in the event of a positive finding. He delayed the effect of his ruling until March 23, when he will review the Sheriff's Department report.

The delay will give the higher court time to intervene.

The ruling came in the case of Johnetta Johnson, who allegedly bit the hand of Evelyn Parkell, a deputy sheriff, after a Juvenile Court hearing Jan. 4.

Suspect seeking custody of child

Johnson makes routine appearances in the court seeking custody of her child, said Jim Harrigan, an attorney for the Sheriff's Department. He said she became upset during the last proceeding Jan. 4.

Biting and transfer of saliva is not a means of transmitting HIV, but Prop. 96 provides that certain groups of people, in-

cluding law enforcement personnel and victims of sexual assault, can petition a judge to order a blood test in the event of biting, scratching or spitting or when the petitioner is exposed to "blood or other bodily fluids."

Johnson is said to have bitten deeply into the bailiff's hand and likely transferred her saliva. In a separate criminal charge, Johnson is charged with battery on a police officer, which is a felony.

Grace Suarez of the public defender's office and Ruth Borenstein, with the firm of Morrison & Foerster, argued that the statute created by Prop. 96 violates the Fourth Amendment to the U.S. Constitution, which bars illegal search and seizure. They argued there is no probable cause to justify the search — in this case the taking of a blood sample — because it is known HIV is not transmitted by saliva and so there is no probable cause to believe the blood will yield evidence.

Judge Meeks said he was not prepared to rule on the statute's constitutionality.

Judge said to have 'ducked'

"He ducked," said ACLU attorney Matt Coles of Meeks.

"If I had thrown a ball over the bench, it would have missed him," said Suarez, who said it was clear to her — and that Meeks had said so — that his would not be the court of last resort on the Johnson case.

"I think he probably thought that if someone was to declare this statute unconstitutional that it should not be a magistrate, it should be someone with a first name of justice," Suarez said. "It's a little breathtaking to declare a statute, particularly one passed by the people, unconstitutional."

Prop. 96 was approved 5,431,189 to 3,289,373.

It was opposed by San Francisco Sheriff Michael Hennessey, along with most other elected officials in the Bay Area. But Harrigan, an attorney for the Sheriff's Department, said outside the courtroom he was

Board Of Directors Meeting and General Membership Meeting March 21, 1989

Roll Call: All present with following exceptions: M. Sullivan/Headquarters — submitted resignation; C. Java/Ingleside — excused.

President's Report: Bob Barry presented the following individuals with plaques honoring their service with the Board of Directors for the previous year: Paul Bertsch/Central, Bill Davenport/Southern, Dan McDonough/Mission, Ed Garcia/Northern, Bill Taylor/Tactical, Reno Rapagnani/Executive Board, Dan Linehan/Executive Board, and Ron Parenti/Executive Board.

President Barry then thanked all Association members for their support over the past 8 years and proceeded to swear in the new officers: Michael Keys, President; Paul Chignell, Vice President; Al Trigueiro, Treasurer; Roy Sullivan, Inspector Bureau; Henry Friedlander, Headquarters; Gary Fox, Mission Station; Pete Maloney, Southern Station, and George Rosko, Central Station.

Vice President's Report: Vice President Parenti also thanked all Association members for their support during his tenure.

Treasurer's Report: Treasurer Dan Linehan submitted a revised budget for approval (adopted by unanimous vote) and informed Board members that the State Supreme Court has refused our "Seal Beach" appeal. The "Seal Beach" case, as far as our Association is concerned, is now a dead issue. We will have to pursue other avenues to rectify the inequities of the Tier I/Tier II dilemma. Treasurer Linehan's 8 years with the Board of Directors was honored with a standing ovation.

Secretary's Report: Deferred until new Board took office.

1540 Hours: President Michael Keys officially presides over the SFPOA.

President Keys:

A. Established a By-Law Committee (Chignell, Johnson, Trigueiro, Rosko, Maloney, Fox, Palsen, Friedlander, Shine, Flippin) to expeditiously review the current constitutional by-laws of the POA for the purpose of:

- Consolidating committees
- Increasing the number of POA representatives to 2 at the following companies: A, D, E and providing SOB/Task Force with their own rep.
- Review the possibility of establishing a moratorium of past dues to allow non-members the opportunity to join.
- Consideration of an amendment to allow Housing Police officers membership within the POA.

petitioning for the test the proposition makes possible because he's obligated.

"We don't like evictions, either, but can't avoid them no matter how distasteful they may be personally," Harrigan said. "We have to presume it's valid and use it as one arrow in a quiver of protections for deputies."

Lawyer Borenstein had asked Meeks to use the opportunity "to send a clear message to all the people of California" that HIV is not transmitted via casual contact, saliva or through biting. She and others representing Johnson submitted documents making the statement, including one by Dr. Paul Volberding, director of the AIDS program at San Francisco General Hospital.

Meeks had no quarrel with the statement. He said, however, that Prop. 96 was very broad, since its language covered, in addition to testing for AIDS, other communicable diseases.

"It's a Pandora's box," he said.

- Review and submit a revised amendment for conducting balloting procedures for future elections.

All recommendations will be returned to the full Board for approval and then to the membership for vote.

B. President Keys is attempting to arrange a seminar date (4/8/89 tentative) for new members.

C. The President urged all members to contact their respective representatives as soon as they receive an OCC complaint so that adequate measures can be taken to provide appropriate response.

D. President Keys then established a committee (Donovan, Flippin, Maloney, Shine) to review General Order D-5 (Crowd Control) prior to the meet and confer session with the Administration.

E. Pres. Keys is currently reviewing our solicitor's contract (for variety shows) along with Treasurer Trigueiro for discussion at our April POA meeting.

F. Our attorneys were requested by Pres. Keys to submit a position paper on all pertinent matters synthesizing the current status of each (i.e. MOU, promotionals, etc.)

Vice President Chignell:

A. Reported that the Pre-Tax Benefit is currently with the City Attorney's office in draft form and will require the approval of at least 9 supervisors for adoption. (These benefits should enhance a 4th year's Q-2 salary by \$1100.)

B. V/P Chignell also emphasized the importance of recognizing and documenting any/all grievable situations and reported that there are still 2 cases (R. Atkins, et al — R. Davis) that are currently awaiting arbitration.

Secretary Steve Johnson:

A. Has binders for representatives and stations on order for distribution in April.

B. Will remain as contact person for those members wishing to serve on committees.

Attorneys: Check POA Bulletin 89-25 for the most recent update on Federal Consent Decree matters.

Committee Reports:

Publication: (Flippin) Editor Flippin is awaiting approval of a new contract to cover advertising for the Notebook.

The Board meeting was then adjourned for the General Membership Meeting. Due to a lack of a quorum (30) the Board meeting was then reconvened.

Motions:

1. Motion (Donovan), 2nd (Cole) to accept secretary's report. Passed unanimously.
2. Motion (Johnson), 2nd (R. Sullivan) to refer 9th Circuit Court ruling on Q-50 exam to Federal Litigation Committee for possibility of appealing to U.S. Supreme Court (Federal Lit. will meet Friday, 3/31/89 at 1000 at POA Building). Passed unanimously.
3. Motion (R. Sullivan), 2nd (Chignell) to endorse Jim Deignan as representative to the Health Service System and to contribute \$200.00 to help offset his campaign costs. Passed unanimously.
4. Motion (Chignell), 2nd (Fagan) for POA Secretary to prepare a letter supporting Assembly Bill 537 which is currently in the State Judiciary Committee. This legislation, if passed, will effectively reduce the sale/possession of semi-automatic weapons. Passed unanimously.
5. Motion (Flippin), 2nd (Gardner) to help subsidize the costs incurred by 4 SFPOA runners who will be participating in the Boston Marathon this April. The motion was for a total of \$1,000.00 (No votes: Maloney, Doherty, Shine. Abstain: Cole.) Motion passed.
6. Motion (Fagan), 2nd (Friedlander) to award former POA President Bob Barry with an honorarium equivalent to one month's salary for services rendered. Passed unanimously.

Steve Johnson
Secretary

Reprinted from the
San Francisco Examiner,
Wednesday, March 1, 1989

Right Here In River City

by Bill Heimby,
COPS Legislative
Advocate



Cancer Protection

COPS is sponsoring cancer presumption legislation in the form of Senate Bill 89, authored by Senator Art Torres. Senate Bill 89 allows a workers' compensation presumption for officers who are stricken with cancer during their careers. A presumption in workers compensation law means if you can show a logical correlation between the disease and the injury, the Workers Compensation Appeals Board must presume the cancer was job related.

This law would be similar to that already in place dealing with heart disease. Before the heart presumption, officers had a difficult time convincing their employers and the courts that their heart attack was due to the job. COPS feels cancer is a direct result of stress and dangerous chemicals and carcinogens officers are exposed to while in the service of their communities.

Police officers are required to remain at the scene of dangerous chemical fires, explosions and spills. In many instances it is the police officer who is the first person on the scene. It is the responsibility of these officers to protect life and property with little regard for their own safety.

Police officers, during their careers as traffic officers, breathe in tons of vehicle fumes and asbestos that has been laid down for years on street and highway surfaces from vehicle tires and brake shoes. While there is no study to prove it, it is believed asbestos ingestion is another cause of police officer cancer.

Police officers are also involved in raids on illegal drug laboratories exposing themselves to dangerous and deadly carcinogens. Police officers have little or no protective clothing and equipment to safeguard them from exposure. There have been instances where an officer involved in a clandestine drug lab raid looked down to see his sneakers melting. Now that's potent stuff!

A recent study by the State Department of Health Services finds the cancer rate among police officers is double that of the normal population. Another study conducted in Buffalo, New York suggests that police officers are more prone to cancer because of the high stress of their jobs.

No one can say what long range damage is being done to officers in these situations. Without a workers compensation presumption these long-range effects cannot be shown to be job related, thus the officer is left with whatever sick leave may have accrued as his only protection.

SB 89 is narrowly defined, affecting only those officers on the front line of police services. SB 89 requires an officer to demonstrate that he or she was exposed, while in the service, to a known carcinogen and that the carcinogen is reasonably linked to a disabling cancer.

SB 89 afford our front line police officers the same protections state law has granted to fire fighters. SB 89 has already passed its first policy committee in the Senate Industrial Relations Committee by an unanimous vote. But the opposition is mounting, in the form of the League of California Cities, County Supervisor Association and the Californians For Compensation Reform. (Remember when I said look out for that word "reform", it invariably means "take away".)

You can help to get SB 89 approved. Sit down now, not tomorrow, and write to your State Senator and ask him or her to support SB 89. Cops don't like to write letters; well, if you don't want to, ask your wife or girl friend, mother, father, sister, brother or whoever to write that letter. If you don't care for your own health, because we all know it is the other guy who gets cancer, then think about your partner or others in the department, think about their families. Hey! Write that letter. Thanks!

Mentally or Physically Prepared Which One Are You?

by Paul Lozada, Co. C

In reference to an article printed in the January 1989 issue of the *Notebook* I'd like to share some information to enlighten other officers in the importance of being mentally and physically prepared in an Edged Weapons Confrontation. As a Martial Artist for the last 20 years and instructor in weaponry (Edged and Contemporary), I understand the great risks involved in an Edged Weapons Assault.

Based on my experience, working with my partner Bolte, a majority of our "917's" have resulted with the removal of various Edged Weapons which were concealed in some manner. Remember, those pencils/pens can be used to gouge out your eyes, too. In this day and age, no person you take on should be underestimated. Upon viewing the "Surviving Edged Weapons" tape I noticed that it showed various forms of Edged Weapons Assaults as demonstrated by Danny Inosanto who in fact had received his training from my Granduncle, Angel Cabales. Angel Cabales originally introduced Philippine Stick and Knife Fighting approximately 45 years ago to the U.S.A. As much as the video presented the Edged Weapon Assaults, it failed to provide the essential defensive techniques to survive the Edged Weapon Assault. I cannot overemphasize the need for fellow officers to be mentally and physically equipped to deal with this particular type of confrontation. It's common knowledge that we are living in a turbulent society, where as police officers, we are the most vulnerable to incurring life threatening injuries. As police officers, we see on a daily basis the inequity of our ill-equipped weaponry. We are constantly faced with a drug crazed environment, in which high tech weapons (Uzis, AK-47's, etc. . .) are utilized against our 6-shot revolvers. Who will survive that particular type of confrontation? More than likely, the guy with the most bullets. Unless you're the survival oriented type person who will strive to stay alive no matter what the situation presents. So, in dealing with an offender possessing an Edged Weapon, "Survival" should be a main objective.

While watching the Edged Weapons video, it displayed the "Sweep and Disengage Technique" in which the attacker's blow is parried past you, then you back away and draw your gun. That technique may work, if the attacker's intention is only to strike at you once, which is highly unlikely of him/her. Remember, if he's willing to disregard your authority presence and lunge at you with an Edged Weapon, his intentions are to kill or maim you. And if that one technique you know doesn't work, what do you have next? You are now a victim and a potential statistic. You need to know a variety of techniques to use if the only one you know doesn't work. The same concept applies to reason why we carry speed loaders. If the first six don't get him, the next twelve will. There are no fool proof techniques to guarantee disarmament of the weapon. Every situation has to be dealt with accordingly. The variable in each confrontation must be analyzed and acted upon within seconds. The difference in knowing and not knowing could be the critical difference between living and dying.

Are You Prepared For The Knife Assault?

Edged weapons are a primary means of survival for the street person and average citizen. Juveniles and women should not be excluded from the potentially dangerous edged weapons attackers. Most officers are often finding themselves in situations where an adversary might be in possession of an edged weapon or within reach of an easily accessible object which may turn into one. The officer is at a great disadvantage, because usually he has no knowledge of the adversary's intention if any to inflict an attack with a weapon or object.

The best defense is offense evasive movement against a weapon attack. If there is sufficient distance between you and the suspect, the firearm is probably the best defense to neutralize the attack and have him discard the edged weapon. But there are unique situations in which you are either incapable of drawing your firearm due to time and/or distance between you and the adversary. As an officer, you need to psychologically prepare yourself against an attack with or without an edged weapon. Never underestimate your adversary's capabilities due to their size, age, etc. . .

In most instances the adversary is emotionally disturbed or highly trained in edged weapon fighting techniques. Our soft body armor is designed to withstand high velocity bullet rounds versus the hard, sharp tips of edged weapons which could easily penetrate between the "Kevlar Sheets" of our vests. Don't fool yourselves with believing that because you're a cop and in a uniform that the adversary will stop his edged weapon assault against you. You must act quickly and evasively to neutralize their attack against you. Your utilization of a baton is effective if you are proficient in its usage. But against a knife, the edged weapon is more likely to inflict a disabling injury. Basically, the baton delivers blows that either stun or break the bone of the adversary. The escalation of force used should be based upon the adversary's mode of attack. If your life is in imminent danger, nothing should preclude you from utilizing your firearm.

Edged Weapons Defense

During an immediate edged weapon attack, you may sustain an injury (slash, poke, etc. . .) which is better than being stabbed. Sustaining an injury and being alive is much better than being stabbed to death.

1st. . . You must evasively move away from the adversary's avenue of attack with the edged weapons

2nd. . . You must gain control of the weapon involved.

3rd. . . Immobilize and disarm the weapon. There may be another weapon concealed upon the adversary.

4th. . . Neutralization and physical control (i.e. handcuff, wrist lock, etc. . .) of the adversary and his weapon(s).

Survival is your main objective, during this edged weapon encounter. Sustaining an injury isn't the end of the world. You must keep fighting until the adversary is immobilized (by whatever means necessary). Because you have to pick up your paycheck come payday.

PREVAILS

(Continued From Page 1)

because of such individual's race, sex, or national origin.

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

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

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

In June 1984, on the recommendation of the City Attorney, the Commission revised the weights it gave the three parts in such a way that a larger number of minorities ranked in the top group. The Police Officers' Association objected to the use of the revised weights and made the contention that the reweighting was designed to discriminate against individuals on the basis of race. The district court, however, gave summary judgment for the City, and the Officers Association appealed. We initially decided in its favor. We reconsider our judgment on rehearing.

[1] The test itself was not in compliance with the Consent Decree, so the persons who did well on it did not acquire any rights. When, however, the City arbitrarily changed the weighting and promoted on the basis of this weighting, the City violated the Consent Decree by discriminating on the basis of race and sex. The victim of this discrimination were not the particular officers who had done well under the first weighting, as they had acquired no rights, but the larger group of all the white males who took the test and who were passed over by the discriminatory weighting and subsequent promotions.

[2] One possible relief would be to order the city to discharge those who were illegally promoted and open up the jobs to a new and fair examination. This solution is precluded by the precedents governing equitable relief where there has been discrimination. The beneficiaries of this revision did not cause the City to do what it did. It would be inequitable to penalize them by ousting them from their positions. **United States v. Navajo Freight Lines**, 525 F.2d 1318, 1326 (9th Cir. 1975) (per Sneed, J.). The complaint filed by the Officers Association did not seek back pay but the declaratory relief which is here given.

[3] There is no need to tell the City that it should not engage in discriminatory weighting of parts of an examination it has already given and weighted. the city now concedes a Supplemental Order of the district court dated October 27, 1986, "protects against scoring standards being set before examination and then changed after examination." The City's position is a concession that binds it. It is also bound by the order of the district court. It is unnecessary to express the City's obligation in yet another injunction.

No further action is necessary by the district court. The Officers Association may apply for attorney's fees in this court.

REVERSED.

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



Who's this Man around Town? A native son of San Francisco, he has come back home after 9 years of directing programs in San Mateo County.

Vivid in his mind are the riots on 3rd Street in '69, the operation of the Model Cities. Educational Advocate Office's million dollar Summer of Love programs, and the development of the Bayview/Hunters Point College. Watch out Bayview, he may be back. I hear he wants to expand PAL your way.

By the way, he is Ron Exley, PAL's Director of Program Development.

The Will To Win

The arena may just be a backyard. Up for grabs is not the world's championship ... just bragging rights to who's best on the block. It's not a venue worthy of legendary prose. But it's a place where legends often begin. Because from such beginnings, the taste of victory is first savored. That insatiable taste that instills the desire to be the best.

It's more than all those sports page cliches of extra effort and 110%. The will to win is a work ethic. A dedication. A commitment to never giving up. Find these traits in an athlete, and you'll find an athlete who's first one at practice ... and the last one to leave. An athlete who toils away from the spotlight, perfecting those little nuances that can later make all the difference.

Though the odds are long of ever achieving fame and glory, this serves as little deterrent to this athlete. Because even when he/she faces others with more natural talent he/she doesn't let it affect his/her style of play. He/she persists when others quit. And that makes every victory, no matter now small, sweet. Sweet payment beyond measure for every drop of sweat spent.

And long after one's athletic skills are eroded by time, the commitment stays within to face life's professional and personal challenges. These are the ultimate games.



This young vibrant, attractive woman has walked on many a red carpet in her life. Monica Lamb has come to PAL as our secretary from being the left and right hand of thirty agents of Red Carpet Realty in San Bruno. Welcome, Monica.

CAL/PAL

Police Activities league throughout the State in '83 joined together to form the organization entitled the CAL/PAL. CAL/PAL includes representatives from Redwood PAL (Santa Rosa), Sacramento, Vallejo, Richmond, Oakland, San Rafael, Stockton, Turlock, Berkeley, San Jose, Santa Clara, Atherton, East Palo Alto, University of California, Ingleside, Visalia, Santa Monica, San Diego, Hollenbeck, Buena Vista, and Buena Park. This month they will be holding their yearly convention at Carmel Mission Hotel, (April 16-18). The topics of the conference is fundraising and voluntarism. The purpose of the conference and CAL/PAL is to share with other law enforcement agencies new ideas in youth programs, to assist each other in program development and fundraising and finally to develop statewide athletic competition among member cities; eg. the CAL/PAL Shootout which has 12 cities participating, and all the way from Buena Vista.

Francisco.

Today's law enforcement officer recognizes his dual responsibility to prevent crime, as well as enforce the law.

But even the most dedicated officer can't single-handedly overcome the negative psychological impact of peer pressure, a broken home, poverty, prejudice, boredom, apathy, and loneliness...and all the other ailments that turn a kid to crime. NOT ALL BY HIM OR HERSELF.

That's where P.A.L. comes in...and why it makes sense, and why we want you.

Why sports? P.A.L.'s long years of experience with kids have shown that sports help bring out the best in kids. They learn to be part of a team — how to fit in, develop their specific skills, and compete with the team's goals in mind. Plus, they get to blow off a lot of steam that might have been turned loose on the streets. Most importantly, they learn that they have the resources, physical and mental, to be successful. The disciplines learned from sports will help them be winners throughout their lives.

They also learn that the guys and gals in blue are really their friends...willing to give their time to the concerned, caring, and there for them.

With P.A.L. you create a positive, supportive environment where kids can learn teamwork and cooperation. And you'll enjoy the deep inner satisfaction of knowing that you've made a meaningful personal contribution to time and energy well beyond the call of duty in helping our kids.

You'll show that San Francisco's cops have a heart. We want you!!

your limitation as well as your rights as a cadet.

6. RAP — here it is! Your chance to engage in a controlled rap session about anything and everything concerning cadets. Something about your cadet group that bothers you? Wonder what activities other cadets participate in? Wonder why you are a cadet? Here's your chance to get it out in the open. C. A. Robertson of the Richmond Police Department will be directing this workshop.

Wanted

Cops who want to help kids. Here's how you can make a difference.

There's no doubt that cops are committed to the often thankless task of enforcing the laws which protect and maintain our way of life. But you are also frustrated! Because crime continues to mount, and solutions seem too theoretical and impractical.

What's even more frustrating is the hard fact that over 57% of all crimes are committed by juveniles.

So, a great deal of law enforcement time is spent chasing after kids — most of them probably good kids — who are too easily influenced by the wrong people.

You want to play an active role in both protecting and developing our most precious resource — the children of San



Fifth Annual CAL/PAL Law Enforcement Cadet Seminar

"For Cadets, By Cadets"

The Fifth Annual California Police Activities League (CAL PAL) Law Enforcement Cadet Seminar will be held at the San Francisco Police Academy on Friday, April 28, 1989 from 8:30 AM to 10:00 PM. PAL and Explorer Cadets from Northern California will be meeting at the Academy. The Seminar will consist of Opening Ceremonies by Chief Jordan, workshops conducted by current and former cadets, and in the evening a San Francisco Bay Dinner-Dance Cruise. All expenses are included in the \$35.00 registration fee. Any POA member is welcome to join us on the Dinner-Dance Cruise from 6 PM to 10 PM.

The Workshops

1. LEADERSHIP — do you have a lifeless cadet group? Learn how to motivate, set goals and objectives for your group, and discuss problems.

2. CADET TRANSITION — what lies ahead? Talk to a police officer who is also a former cadet to see what changes you can expect making the transition to a police officer.

3. PEER PRESSURE — do your non-cadet friends give you a hard time about being a cadet? Bring your fears and concerns to this workshop and learn how to deal with them. Kevin Willey of Oakland Police Department will be conducting this workshop.

4. CAREER OPPORTUNITIES FOR WOMEN — your chance to talk with a woman in the police force and get the facts on opportunities and problems women face. Heather Fong of Community Services will be the Workshop Leader.

5. ON-THE-JOB BEHAVIOR — do you know ALL the do's and don'ts of being a cadet out on the street? Learn more about

The CAL/PAL Shoot-Out

The Shoot-Out is a month long event, at Oceanview, that is designed to attract new youngsters and give PAL's current members an opportunity to participate in a competition.

The "SHOOT-OUT" is a basketball shooting contest for players 18 & under, 15 & under, 12 & under, and 10 & under. Each participant is allowed 1½ minutes to shoot baskets from designated court areas and obtain points for each shot made.

Each participant receives a colorful PAL T-shirt and a certificate of participation. In addition, our local PAL winners in each category will participate in the State Championship on April 8th in Richmond. Officer Mark Ballard of Ingelside Station has been conducting the shoot-out.

"My Puppet's Great 'Cause It's Me!"

was the theme of a joint program by PAL and the Girl Scouts held at Ocean View Recreation Center March 20, 21, and 22 from 1:00 PM to 4:00 PM for 50 girls. The youngsters had fun making their own puppet out of tennis balls and then presenting their puppets on stage before the young fellows of the Park and their parents.

Soccer

Soccer is coming — Kick-off on April 1st. Does this sound like something one might concoct for April Fool's Day? Hardly. Seventy-three teams with 1,200 kids are scheduled to begin on April 1st. Twenty-seven Under 8 teams will be playing at Lowell High School, 15 Under 10 teams, 14 Under 12 teams, 11 Under 14 teams, 8 Under 16 teams and 13 Under 19 teams will be playing at West Sunset, Beach Chalet and Crocker Amazon. The PAL soccer program is directed by Guy Milano and assisting him are Hamp Tener, referee coordinator; Iszzy Martinez and Gabe Harp.

PAL's Oceanview Park Schedules

MONDAYS

GAME ROOM	3:30 PM TO 5:30 PM
WEIGHTLIFTING	5:30 PM TO 7:00 PM
VOLLEYBALL	3:30 PM TO 5:00 PM

TUESDAYS

BASKETBALL	3:30 PM TO 6:00 PM
GAME ROOM	3:30 PM TO 5:30 PM
SHADOW BOXING	5:30 PM TO 7:00 PM
AEROBICS	6:00 PM TO 7:00 PM

WEDNESDAYS

BASKETBALL	3:30 PM TO 6:00 PM
GAME ROOM	3:30 PM TO 5:30 PM
WEIGHTLIFTING	5:30 PM TO 7:00 PM
CERAMICS	4:00 PM TO 5:30 PM

THURSDAYS

BASKETBALL	3:30 PM TO 6:00 PM
BOXING	5:30 PM TO 7:00 PM
GAME ROOM	3:30 PM TO 5:30 PM

FRIDAYS

TENNIS	4:00 PM TO 5:30 PM (CHILDREN)
GAME ROOM	3:30 PM TO 5:30 PM

SATURDAYS

AEROBICS	10:00 AM TO 11:30 PM
KARATE	12:00 PM TO 1:00 PM
TRAMPOLINE	1:00 PM TO 3:00 PM
PICK-UP SOCCER, BASEBALL & BASKETBALL	2:00 PM TO 4:00 PM

SUNDAYS

SOCCER	1:00 PM TO 3:00 PM (PICK-UP GAME)
PICK-UP BASEBALL/SOFTBALL	3:00 PM TO 4:00 PM

Letters

Way To Go

March 2, 1989

Chief Frank Jordan
SFPD

Dear Chief Jordan:

As you — perhaps better than anyone — must surely know, the San Francisco Police Department is in dire straits. We have been taking a dreadful beating for well over a year from a hostile mayor determined to dismantle the Department as an effective force, aided and abetted by unscrupulous political cronies on all sides. Morale at the line level is at the lowest point I have ever seen in nearly 20 years as a police officer.

Of all the sorry things which have happened during this time, the shabbiest travesty of all is the current case of Tac Officer Frank Achim. In taking the actions he did at the Bush demonstration, he was only following lawful orders from a superior officer, and acting entirely within standing rules and procedures. It was his misfortune to hit one of the mayor's political pals — a trained Communist agent provocateur with a history of fomenting violent demonstrations which goes back over 20 years.

Unsatisfied that Officer Achim was cleared of any wrongdoing the mayor and his stooges on the police commission continue to try to meddle in administrative affairs — attempting to ride roughshod over your authority and integrity as the Department's chief executive officer. This is political interference at its most disgusting... precisely the kind of interference the POA has been fighting all of my career.

Be assured, Chief, that we on the line deeply appreciate your courage and steadfastness in refusing to swerve from doing what you know in your heart is right. You were right the first time in refusing to find fault with Officer Achim. You are right again now in refusing to file charges against him.

It saddens us to see a good man have to put his career on the line for a single issue which should never have arisen. But if there was ever a place for a good man to make a stand against injustice, this is it. If Officer Achim can be victimized by City Hall for purely political reasons, there is not one cop on one beat anywhere in the City who is safe from such persecution.

You are not alone in the battle. There are many, many good men and women behind your. Please be assured of our loyalty and support.

Sincerely,
Lieutenant Roy Hicks
Richmond Station

HOMICIDE

(Continued From Page 4)

limited. Although one recommendation seemed particularly useful: using a crime log sheet. Any officer wanting access to a crime scene would have to sign the log sheet and state the reason for entering the scene. The log appears to be a good way to keep a lot of officers tactfully from the scene and to secure the scene for the inspectors.

Yarbrough showed a slide presentation of various crime scenes, which included Los Angeles' major street gangs, Bloods and Crips.

After a drive-by shooting which is gang related, Yarbrough said the police should check graffiti within each of the gang's turf, as the gangs frequently will commemorate the event or eulogize the fallen member(s).

At completion of the seminar, all participants received a certificate, a letter for inclusion in their personnel file and a homicide evidence manual compiled with the help of 14 agencies, including the San Francisco Police Department.

I highly recommend attending this seminar, which is given several times each year.

Chief Frank Jordan
San Francisco Police Department

Dear Chief Jordan:

The Board of Directors of the Milpitas Police Officers Association wish to congratulate you on your demonstrated courage and integrity.

Your support of your officer in the face of the intense political pressure to which you are currently being subjected, is commendable and not often seen.

Again, we congratulate you.

Sincerely,
Milpitas Police Officers Association
Paul J. Kiefer, President

Congratulations

Paul Chignell,
Vice-President
SFPOA

Dear Paul,

The officers and members of San Francisco Fire Fighters Local 798 wish to congratulate you on your recent election as Vice-President of the San Francisco Police Officers' Association.

We have written to Mike Keys, requesting a breakfast meeting with the new officers on a mutually convenient date so that the officers of both our organizations may have a chance to become acquainted. We are looking forward to seeing you at that time.

Sincerely,
San Francisco Fire Fighters Local 798
James M. Ahern,
Secretary

Tom Flippin, Editor
SPPOA Notebook

Editor:

Regarding the article in the February issue of *The Notebook* titled "Ambition", written by Lt. Greg Corrales.

I do not know officer Dan Marr, but the handling of his incident with a group of thugs sickens me.

The personnel of the San Francisco Police Department are very fortunate they have a man such as Lt. Greg Corrales who has extended himself to protect the rights of an accused officer.

Sincerely,
Lou Barberini
Retired

Thanks

Steve Johnson,
SFPOA

Steve,

Thank you again for your help concerning support for our trip to the Boston Marathon. Please thank the Board at the next meeting and let them know that we will be wearing our S.F.P.D. colors at the race.

Thank you,
Stan Buscovich
Walt Garry
Marty Walsh
Morgan Peterson

Bob Barry, President
SFPOA

Dear Bob,

Thank you for the beautiful floral arrangement the Association sent at my dad's death. The many kindnesses my family has received are deeply appreciated.

John Goldberg & Family

SFPOA
510 - 7th St.
SF, CA 94103

Dear Members,

With sincere thanks and appreciation. Your thoughtfulness is greatly appreciated. And thank you for the gorgeous plant.

Mack & Charlene Gamble

Mr. Bob Barry, President
SFPOA

Dear Mr. Barry:

Thank you so very much for your contribution of \$200.00 to Recreation Center for the Handicapped. Your gift is much appreciated and comes to us at a time when it is needed most!

Due to some funding cutbacks, we have had to cut some of our programs, particularly the Saturday Children's, which has been one of our important and needed services. We are trying to find the money necessary to reinstate this program.

Please thank all the members of the San Francisco Police Officers' Association for this generous gift. We would like to invite you to come for a tour of our Center and see first-hand the work we do. Just give us a call at 6645-4100. We would be delighted to have you come.

Sincerely,
Janet Pomeroy
Founder & Director

BILLS

(Continued From Page 4)

has eliminated 10 of 86 HMOs it offered, effective Jan. 1. The Washington, D.C.-based hotel chain might cut even more next year when it overhauls an 80,000-employee health benefit program, said Pat Bell, Marriott's HMO coordinator.

States mandated 30 health benefits in 1970; by last year, they required 686 benefits, according to the National Center for Policy Analysis, a research group in Dallas.

Regarding other aspects of health benefits, the survey found "a noticeable increase" in the purchase of stop-loss insurance among self-insured employers to protect against catastrophic losses, and a clear trend toward higher employee deductibles. Since 1985, 79 percent of all employers have raised their deductibles.

Employers will find no quick fixes in their search for solutions to the problem of rising health care costs, said Ralph Pollock, executive director of the Business Coalition on Health in Hartford, Conn., one of 68 employer groups that helped distribute the survey. He said companies must redesign their plans to eliminate provisions that encourage wasteful use of services, thereby reducing costs, and change the perception among employees that quantity in health care equals quality.

While distinctions between managed-care plans and indemnity insurance will continue to blur, Foster Higgins' Erb doubts that HMOs and PPOs will give way to what he called OWAs, or "other weird arrangements." Instead, he said, employers must take a more active role in shaping existing managed-care systems to serve their needs.

(Reprinted from *HealthWeek*,
February 1989)



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California's most popular health care option is undergoing industry shakeout

ABCs of HMOs

by Mireya Navarro
Examiner Consumer Affairs Writer

California, home of the largest and most successful HMO in the country, is also home to what could be one of the industry's biggest failures.

Maxicare Health Plans Inc. of Los Angeles, the nation's second largest health maintenance organization after Kaiser Permanente, recently filed for protection under Chapter 11 of the Bankruptcy Code.

And it isn't the only one trying to cope. Heals, in Emeryville, is looking for more capital and is considering a merger.

In San Bruno, Bay Pacific Health Plan has agreed to sell a 20 percent stake to an affiliate of insurance giant Aetna Life & Casualty Co. Meanwhile, Kaiser Foundation Health Plan Inc. of Northern California is thinking about buying San Francisco's French Hospital Health Plan.

An industry shakeout is, as one trade publication put it, "going full blast."

"Most major markets in the state are relatively saturated and the competition is substantial," says Warren Barnes, supervising counsel with the state Department of Corporations, which regulates HMOs.

Most observers expect further consolidation, new HMO products and more competition as soaring medical costs force employers to be more discriminating about the health plans they offer.

Traditional health insurance reimburses physicians and other health-care providers for individual services provided to patients. But HMOs, for the most part, pay a flat fee. This negotiated fee structure was intended to better control costs and remove any incentive for unnecessary treatment.

Employers that sign-up with an HMO pay a set rate in advance. Employees who use the plan are limited to those doctors and hospitals that contract with the HMO; on the other hand, their out-of-pocket expenses have historically been lower than they would have been under other health plans.

HMOs, which emphasize preventive care by covering physical exams, immunizations and other benefits, cover 32 million people nationwide through some 640 plans.

But a recent nationwide survey of 1,600 private and public employers by A. Foster Higgins & Co., found that only a third of the employers agree that HMOs are effective in controlling health-care costs; 22 percent have tried to reduce the number of HMO plans they offer. Foster Higgins is an employee benefits consulting firm.

Employers, who pay for most of the nation's private health insurance, have been hit with medical costs that have risen at nearly triple the rate of inflation in the last five years.

Although HMOs are particularly popular in the West, two major California employers, Pacific Bell of San Francisco and First Interstate Bancorp of Los Angeles, this year drastically cut the number of HMOs offered to employees as they sought more cost-efficient alternatives.

Pac Bell discontinued offering nine HMO plans, keeping 10. About 70 percent of the telephone company's work force — or 40,000 employees — are enrolled in HMOs. First Interstate kept its contract with Kaiser Permanente, but replaced its other HMO plans with its own network of doctors and hospitals.

"The differential (in price between HMOs and other health plans) has narrowed in the last couple of years," says Neil Austin, Pac Bell's manager for health care cost containment.

Membership growth slows

Last year, the number of HMO plans in the country fell for the first time ever, and membership growth slowed to 7 percent from 11 percent in 1987. Seventy percent of all HMOs posted a loss in 1987, the worst financial year on record for the industry, and many analysts don't expect 1988 results to be significantly better.

HMO losses amounted to \$896 million in 1987, including \$27 million in California, says American International Healthcare, a consulting firm which tracks HMO financial data. The firm says the state fared better than the rest of the country even when only 18 of 57 plans made a profit that year.

At least 181 HMOs — 15 of them in California — have changed ownership in the last three years.

Although skyrocketing medical inflation has put the squeeze on insurers of all kinds, nowhere is the HMO industry turmoil more widely felt than in California, where nearly one out of every three people is a member of an HMO. About 8 million people are covered by some 60 plans in the state, representing 25 percent of nationwide enrollment.

About 18 percent of the insured population nationwide belongs to an HMO. In California, enrollment is estimated at 35 percent.

Leah Brumer, 35 of Oakland, says she decided to switch to a more expensive fee-for-service plan when her HMO, HealthAmerica Corp., was acquired by

Maxicare in 1986. She said the financial pressures on the HMO prior to the sale were such that one doctor brought in a timer during one of her visits.

"All that stuff couldn't help but affect care," she says. "This is not like buying groceries. I have children and it's important to maintain a relationship with people who take care of them."

Industry grew too fast

Many of the industry's woes are attributed to growing pains. Although prepaid health care dates to the early 1900s, HMOs didn't emerge as a movement until the early 1970s.

Spurred by federal grants and legislation as cost-efficient health care alternative, HMOs grew quickly. They also competed aggressively, often under-pricing their product to increase market share while medical costs, particularly that of outpatient services, kept rising, industry sources say.

Maxicare's problems were blamed on too rapid expansion. Other often-mentioned HMO problems are poor management and the inability to keep patient visits down.

In the Bay Area, the new plans have also had to contend with the oldest, largest and most financially successful HMO in the country: the nonprofit Kaiser Permanente.

In 1987, while other HMOs struggled, Kaiser's Northern California operation reported earnings of \$97 million on revenue of \$1.9 billion. Last year, with earnings of \$88.4 million on \$2.1 billion in revenue, Kaiser increased membership by 128,000 enrollees, for a total of 2.2 million members, the highest growth ever.

Kaiser officials credit their success to 45 years of experience and an 8 percent to 20 percent rate advantage because of size. Other HMOs admit that trying to follow Kaiser's prices have hurt them.

Industry experts say Kaiser is also able to better control costs because it contracts exclusively with one independent physician group for services. Most HMOs are the so-called IPA (individual practice association) model, which contracts with individual physicians or with one or more physician associations or group practices.

Not necessarily cheaper

Some employers have found that HMOs are not particularly cheap. Pac Bell officials say the plans have attracted younger employees whose low use of benefits doesn't translate into lower HMO rates. Many HMOs have also lacked information systems to justify rates and project costs to employers.

"It's such a new, fast-growth industry

that many HMOs grew without the adequate infrastructure," says Keith Pitts, partner in charge of health care consulting here for Ernst & Whinney, the accounting firm.

As employers push for better accounting and opt for fewer plans, many HMOs are diversifying to remain competitive. Recent federal legislation has given them more flexibility in offering coverage and setting rates.

For example, Bay Pacific, the Bay Area's fourth largest HMO with 100,000 members, is planning to offer by the end of this year or early next year what's known as an "open-ended" HMO: It'll allow members to use non-HMO health-care providers.

Claims for non-HMO services will be underwritten by Aetna. The insurance company's Partners National Health Plan of Texas affiliate signed a letter of intent in January to buy 20 percent of Bay Pacific.

Bay Pacific, which expects to report a loss in 1988, is also gaining access to Aetna's computer system, which will enable the HMO to develop data on benefits utilization and similar information that is wanted by employers.

"It's going to take this kind of venture to respond to the demands of the marketplace," Bay Pacific President and Chief Executive Officer Jay Gellert says.

Industry experts say, however, that the strategy of broadening consumer choices may be short-lived. Although HMOs are responding to consumer market demands, they say, continually rising costs will eventually lead to tighter management of health-care delivery.

"It's a very difficult issued because you've got a society that's used to a certain level of care through private insurance and it isn't willing to give that up very easily," says Walter Kopp, director of provider affairs for St. Luke's Hospital in San Francisco.

Meanwhile, more HMO mergers are expected as the industry shake-out continues.

HMO premiums are also expected to go up an average 17 percent this year, says the Group Health Association of America, an HMO trade group. The group says HMOs find themselves in a favorable competitive position for 1989 because of larger increases — 20 percent to 30 percent — among other insurers.

The premium hikes would also enable HMOs to give providers a raise. Physicians and hospitals have long complained about low fees and in some instances stopped taking new HMO patients.

Reprinted from S.F. Examiner

GREAT AMERICA DISCOUNT COUPONS

Great America is again offering the law enforcement community Great America discount coupons. The savings is substantial (\$6.00 for adults only) and each coupon is valid for up to six admissions (persons) on any operational day. (Regular adult admission is \$17.95 per adult).

This offer is being extended exclusively for Peace Officers only (830 P.C.). The Great America management is very appreciative of your valuable assistance rendered over the past several seasons in aiding them to eliminate a street gang problem that once plagued their park.

The POA hopes as many as possible (officers and their families) take advantage of this generous offer and visit and enjoy Great America.

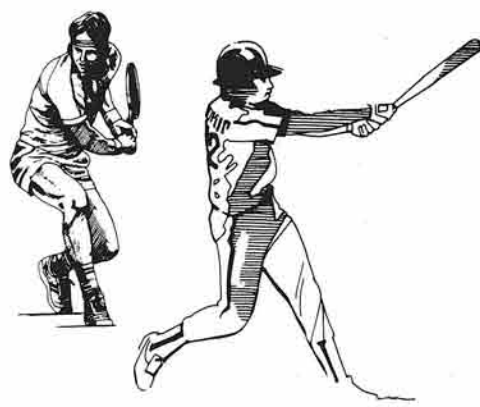
As you enjoy your visit at the park, please, if you observe any criminal activity (flagrant P.C., H&S, etc.) or observe any street gang members known to you as being disruptive and/or prone to criminal activities, please notify the Santa Clara P.D. officers or Great America personnel who are always on duty in the park.

Coupon Restrictions

1. Discount coupons for Peace Officers only.
2. The discount will be honored only upon presenting the coupon and displaying official departmental I.D. at the Great America ticket booth.
3. Each coupon is valid for six (6) persons [Peace Officer and five (5)] on a one-visit-per-coupon basis. The coupons will not be honored when presented by others and they may very well face an inquiry by SC Police who are on duty in the front gate area.



SPORTS



American Airlines

Something special in the air



Seated, left to right: D. Otis, W. Scott, S. Meyer, M. Peterson, R. Sledd, B. Sweeney. Standing, left to right: R. Gillaspie, G. Jiminez, O. Guinther, J. Brosch, W. Garry, J. Forrester.



Jeff Brosch en route to one of his three medals.

International Police Winter Games

The fourth annual International Police Winter Games were held February 12-19 this year in the South Lake Tahoe area; specifically, Alpine, Heavenly Valley, Kirkwood and the Reno Convention Center. This event has become the largest and most important police winter games event in the U.S. and Canada, attracting a truly international roster of participants. Canada and New Zealand had numerous participants in this year's competition. From a climate just a foreign, Miami, Florida sent a hockey team that not only beat the Canadians, but won the Gold! The scoop is, they imported Canadian hockey players to take on and whip their brother Canadian players, St. Paul, Minneapolis, the Los Angeles Police and Sheriffs Department and one combined Northern California team. Our Department was represented on that team by Mike Sullivan of Southern Station.

The official results have not been released as of this date but it appears our Department had well over 40 participants and many of them came back with medals. A partial list of those medal winners includes: Jeff Brosch, Bob Sledd, Morgan Peterson, Howard Kyle, Gary Jiminez, Walt Scott, Julie Yee, John Garrity, Bill Sweeney, Nelson Lum, Steve Venters, Les Tom (the Hawaiian Shirt Wonder), Mickey Griffin, Frank Macchi, Mike Farrell, Ora Guinther, Ed Kenney and Duane Otis, Robert

Gillaspie and Walt Garry. These last three men are members of the Board of Directors of the event, thus giving San Francisco very high representation at the administration level, as well as top quality performances on the slopes. As stated, the official results are not yet here; so if you won a medal and your name doesn't appear this oversight will be corrected as soon as the notice arrives. Many of our Grand Masters made a big impression, such as a one, two, three sweep of the Cross County 10K! Julie Yee exemplified the spirit of the event with her exuberant pride in taking the Gold Medal in the slalom race beating a California Highway Patrol Officer assigned to the Sierra's territory! In your face, Chippie!

This event began four years ago and has steadily grown in size and respect to the point where a five-year contract has been drawn up with Heavenly Valley and South Lake Tahoe as hosts. However, as an alternative site, Whistler Mountain, a resort two hours north of Vancouver, Canada, is being scouted as the 1990 site. For those skiers reading this, contact any of the three Board Directors mentioned above if you want to participate next year. Every single officer contacted was enthusiastic and eager to return.

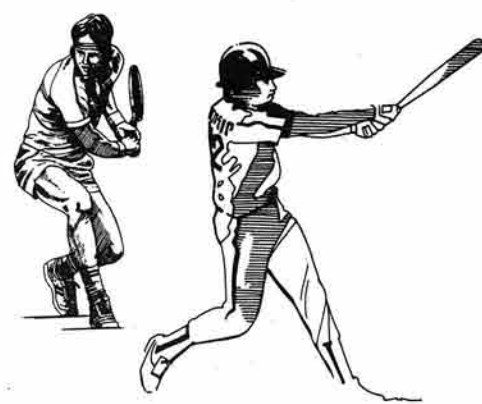
Editor's Note: Walt Garry, Julie Yee, Duane Otis, Jeff Brosch and Morgan Peterson contributed to this article.



S.F.P.D. Grand Master's 10-K X-Country Sweep. W. Gary, D. Otis, M. Peterson



SPORTS



Getting Better With Age

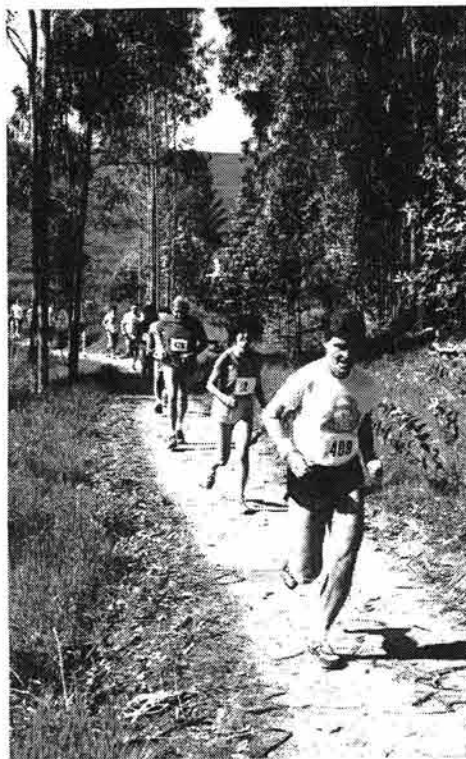
Among our many outstanding athletes at the recent International Police Winter Games, was a rather remarkable Grand Master competitor. At 54 years of age, Morgan Peterson took the gold in the 50-59 year age group 10K cross-country race. Winning medals is not new for Morgan. As a matter of fact, there's a rumour I heard that he was going to build an addition onto his home to display all the medals he's accumulated over the approximately 240 races he's entered since he began competitive running about ten years ago.

Morgan's a 19 year veteran of our Department. Up to 1979 he was an avid tennis player who couldn't understand why anyone would want to jog around town for no purpose other than to be jogging. While attending sergeant school Morgan began running. Approaching his 44th birthday, he discovered those 22 year old tennis opponents were getting to be just too quick, so running became his defense. He discovered that running increased his endurance and kept his weight down. He liked the benefits so much he didn't miss one day of running for six months!

Morgan is a great believer in mixing up the types of training he does and tries to balance his running with bicycling, swimming, skiing and tennis. This cross-training, he feels, provides him with a more complete exercise system without over-stressing any one muscle group and therefore keeps injuries at a minimum. It has also helped him win over 25 medals in five events at the California Police Olympics, the International Police Winter Games and the World Fire and Police Games. In addition he has entered many local races and won his age group division several times. In 1988 alone, Morgan was the Grand Master Division winner of the '49er 5K, the San Bruno Mountain 10K run, and the Muir Woods 10K race, the last two real endurance and toughness tests.

In addition, he's completed two Double Dipsea's and placed 209 overall in the Dipsea race. Morgan doesn't rate these among his most memorable events, however.

In keeping with Morgan's multi-faceted personality, his racing career exhibits a wide range of fascinating events. In 1981 he ran his first marathon. I've heard of picking your races to suit you, but this one is truly out of the ordinary. He flew to Tahiti



Morgan leads another pack.

to compete in the Polynesian-French Games. When he came through the finish line his name, city, state and country were announced: a real goose-bump type of experience. His participation in two New York City Marathons left an unforgettable impression on him, with millions and millions of people lining the route, celebrating and sharing his effort. Morgan's participation has been remembered by many of his co-participants, when he attempted a marathon party the night before one of these races. Several observers of this feat still talk about it in tones of disbelief, that he was able to run six miles let alone twenty six. In 1988 he flew to Falmouth, Massachusetts to run in one of, if not the, oldest continuously run race in the country.

Needless to say, Morgan is hooked for life. He anticipates winning the 80 year old divisions of races as soon as he's a qualified member of that division. There's no doubt in my mind he'll do it. Although he's found it tougher to find the time to train properly since he began working on his Ph.D. at the University of San Francisco, Morgan has kept pace and continues to keep in mind the most important part of any fitness program: **Have fun.**



A muddy hill run, Morgan's favorite.

Attention S.C.U.B.A. Divers

The San Francisco Police Department is hosting a Dive Rescue/Recovery Workshop at the San Francisco Police Academy. This three day seminar is being presented by Mr. Steve Lintner of the "Dive Rescue International", headquartered in Fort Collins, Colorado.

Dive Rescue International is a world renowned search and recovery unit that is involved in over three hundred rescue and recovery dives a year country wide. Their expertise includes the underwater recovery of drowning victims, submerged autos, airplanes and evidence, and they will instruct in the safest manner in which to recover submerged objects/persons.

Officers Matt Castagnola, Steve Balma and Andy Rolfes attended this course last year in Reno, Nevada and I can tell you that the training is excellent. The intensive three day seminar includes:

Day #1

- Dive team leadership
- Team organization & standards
- Review of diving accidents
- Risk-benefit factors
- Cold water near-drowning
- Accident scene investigation
- Establishing an operational plan
- Effective interview techniques
- Evening pool session for dive skills assessment

Day #2

- Running search patterns
- Victim retrieval in rescue & recovery modes
- Drowning investigation
- Evaluating underwater crime scenes
- Interacting with family & press
- Handling a body underwater
- Pre-dive check list & briefing
- Use of U/W communications equipment
- Open water dive

Day #3

- OPENWATER DIVE
- Critique of field problem
- Summary & wrap-up
- Award of Certificates

This course is being held at the San Francisco Police Academy, May 23, 24 & 25, 1989 and is open to all certified SCUBA Divers. Class size is limited to 25 divers, and the tuition is \$195.00 per person. A deposit of \$95 is due not later than May 1, 1989, and the remainder is due on the first day of class. All students are to have their own dive gear (wet suit, mask, fins, snorkel, tank with octopus rig, weight belt) and present their certification the first day of class. San Francisco Police Department members who successfully complete the course will be eligible for acceptance in the SFPD Underwater Recovery Unit.

Whether you have aspirations to join the police dive team or not this is an excellent course which may be tax deductible (consult your personal tax preparer). If you have any questions, contact Sergeant Rene LaPrevotte, at 468-7660 or Officer Steve Balma, at 468-1003. REMEMBER, attendance is first-come first-served and limited to 25 divers.

This course has been POST certified under Title IV. Out of town students, contact Rene LaPrevotte for special government motel rates at the Quality Inn, (2 blocks from open-water dive site).

Police Olympics Qualification Pool Tournament SFPD 1989 Final Standings

by Mike Boyd

NINEBALL	W	L	TOTAL	AVG	STRAIGHT	W	L	TOTAL	AVG
1. M. BOYD	7	0	49	7	1. M. BOYD	7	0	875	125
2. MORGAN	5	2	47	6.71	2. D. BOYD	6	1	829	118
3. D. BOYD	4	3	42	6	3. QUAN	5	2	782	111
4. D'ANGELO	4	3	36	5.14	4. MORGAN	4	3	802	114
5. QUAN	4	3	36	5.14	5. D'ANGELO	2	5	477	68
6. MARR	3	4	21	3	6. PERA	2	5	543	77
7. PERA	1	6	18	2.57	7. MARR	2	5	331	47
TOTALS:	28	21	249	5.08	TOTALS:	28	21	4639	94

Congratulations to all participants, this was our fifth season under the new format. Jeremiah Morgan lost two matches by one ball or he would have been undefeated in Nineball. Dan Boyd had his best all around season, losing only one match in Straight

Pool. Tim Quan played steady all year finishing third in Straight Pool. Mel D'Angelo was the most improved player finishing percentage points behind third place in Nineball. Mike Pera played well for only

picking up a stick the last eight months. Dan Marr had to drop out due to injuries after a strong start. Thanks to all for a successful season, and good luck in the Police Olympics in Oxnard.



SPORTS



Holy Sh ... Smokes, They Won A Game!

by Dave Herman

For the past 3 softball seasons I've placed the women's softball team in the department league as part of the tune up process leading to the Police Olympics in June, and for the past 3 seasons I've had to witness and sit through some terrible beatings at the hands of the men's station teams (some genuine 245a stuff), having never won a game or come relatively close.

Our March 29th encounter was to be the usual Wednesday affair. The women would play a solid game and be overwhelmed by the guys who would hit a little harder, run a little faster, field a little better — and I'd go home, kick the dog and beat the kids. (I can handle losing, no **problem!**)

But strange forces were to take control this spring day, and SFPD softball would never be the same again.

As the gals took the field against the pride of Co. D, the Mission Station Chihuahuas coached by Sgt. Mike McNeill, with Commissioner Layne Amiot perched in his 1st base dignitary box seat (equipped lounge chair, cooler and Bar BQ).

The opening innings went pretty much according to script as the women fell behind by a score of 9 to 3, but I noticed something was different. The women were playing with a little more intensity and the Chihuahuas were drinking quite excessive-

ly. It was in the sixth inning when it happened, leading very comfortably 12 to 6, Coach McNeill made a big mistake (a possible career ending decision), sending in his reserves to do the usual mop up work. He failed to notice few of this players had drawn a sober breath in several innings and disaster loomed just over the horizon for the once proud Chihuahua franchise.

The bottom of the 6th inning was a blood bath of errors that allowed the women to bat around twice and score 14 runs on their staggering foe. Coach McNeill searched the depths of his bench only to come up empty (as in beer cans) for someone to pull this one from the clutches of certain defeat.

With only a couple of innings left the women would hang on to win 26 to 16 and forever seal the fate of the Co. D squad as the only club in SFPD softball history to lose to the women's team.

Now I don't really know if this game was fixed or if in fact Peter Rose had bet on this one, but Commissioner Amiot, a witness to it all, stated a full investigation from the league office would take place to determine why the Chihuahuas had stayed sober as long as they did.

Post Script: For his effort in the loss Jerrell Bell has to shave his head as part of a wager.

Going For The Gold

by Sharon Bissell

SFPD Women's Softball Team Update

On Wednesday, March 15, the women's team played their season opener against Richmond Station. Even with the absence of key players, the women's team looked strong all around.

"Dedicated Player" outfielder Martha Fabiani, showed up without her athletic bag, borrowed a glove and played the game in a pair of house-slippers.

The coordinated efforts of pitcher Juanita Stockwell and short-stop Jennifer Freitas resulted in a double play against Richmond early in the game. Mindy Pengel and Ellen Brin did an outstanding job in the outfield, hauling in Richmond's long drives.

Richmond won the game but the women's team scored a few runs, thanks to the batting and aggressive base-running of Sonia Marioni and Sylvia Harper.

With a good turnout of new players combined with the experience of veterans, the women's team has both the enthusiasm and the ability to win the gold in the 1989 California Police Olympics.

Swimming News

To all you swimmers, past and present, get back into shape as our successful swimming team is looking for more swimmers, men and women, in all age divisions to represent the department in the State Olympics and the World Police and Fire Games. The California Police Olympics this year will be held in Oxnard, California from June 19-25, swimming competition will be on the 24th. The World Police and Fire Games will be held in Vancouver, British Columbia from July 29 to August 6.

Last year in one division, grandmaster men, the three members from our department won six medals at the Police Olympics at Bakersfield. At the National Police Olympics held in Las Vegas, the three members won a total of nine individual medals, one gold, two silvers, and six bronze. They also swam on the relay team representing the State of California and won three golds: 100 free relay, 200 medley relay and the 400 free relay, and taking a silver in the 200 free relay.

All the participating members and their wives had a wonderful time and made many new friends from around the world. This years competition at the World Police and Fire Games promises to be equally exciting, but we would like to have teams in all age groups: Open 21-29; Senior 30-39; Master 40-49; Grandmaster 50 and up.

If you are interested or have any questions, please contact Frank Petuya, Co. B, Ext 1373 or Don Matisek, Traffic Administration, Ext. 1621.

Police Olympic News

April is not too soon to prepare for the 1989 California Police Olympics. The event will run from June 14 through June 25, 1989 in and around Oxnard, California. This year's host hotel is The Embassy Suite Mandalay Beach Resort. It's the starting point of many events and right on the Pacific Ocean's edge. There are many other accommodations nearby, but with the event site so close to Los Angeles and the L.A. departments hordes of competitors, the time to line up your accommodations is now!

Speaking of the L.A. hordes, the time to be training and preparing for our assault on these leviathan groups is also **now!** The L.A.P.D. claimed to have sent close to 500 member-athletes to Bakersfield Olympics in 1988 (125 track competitors alone) while the S.F.P.D., though highly successful, had nowhere near the number of athletes we should have had competing. We accumulated nine Gold Medals, twelve Silver Medals and twenty three Bronze Medals; a figure we could easily double in 1989 with just increasing our participation to the level it should be!

The weather in Oxnard has got to be less forbidding than the dry heat of Bakersfield. As matter of fact, I've been informed that the weather there is pretty much like our own. In some sense, that

should give us a home-field advantage.

If nothing else will prompt you to prepare, then consider this, this is the **last** California Police Olympics. No, that's not a mistake and I'm not kidding. (Well, maybe a little). The United States Olympic Committee has, for its own reasons, pulled the name out from under us. When you consider that our event, with over 5,000 entrants each of the last four years, is the second largest multi-sports program in the world, a few questions and possible answers arise. Nonetheless, Oxnard will be hosting the last California Police Olympics. You certainly can't pass up being a part of such an historical event. This event can prepare you for the first edition of the California Police Summer Games, to be held in Sacramento in 1990.

This event can also be used as a tune-up for the World Police-Fire Games being held in Vancouver, British Columbia, Canada from July 29 to August 6, 1989. A few of our members have indicated that they intend to fly our colors in competition there. This is an opportunity to enter a truly international competition and Vancouver is closer than most such events. The list of approximately 40 events, is similar to that of the California Police Olympics, with plenty off special events that keep the good-times level high.

Loon's Nest Report

by Ed Garcia, Northern Station

On Feb. 28, the members of the Loon's Nest Golf Club, flocked together and flew north, heading for the open spaces and scenic fairways of the Fountaingrove Golf Club, Santa Rosa, CA. Fountaingrove is a demanding course which has an NCGA rating of 72.9 from the championship tees, with a length of 6797 long yards. The rating from the regular tees is 70.9, at 6380 yards. As the Loons battled against all the obstacles the course could provide, the course seemed to come out on top, as scores were high. In the Low Gross division, Tim Hettrich of SOB TF took the honors with a 77. Tim birdied the first hole on the front nine and finished the front with a 40. On the back side, Tim fired seven straight pars, one bogie and finished the 18th with a par, for a fine 37. Northern Station's John Mino took second in the low gross with an 83. John picked up a birdie on the tough 10th hole, a 378 yard par four. Mike Renteria, the pride of Mission Station, grabbed third in the low gross division with an 86.

In the Low Net division, John Mino had a 83-13=70 to take first place. It is clear to see that John had his mind made up that he had come to play some golf on this day. The second place finished in Low Net was Dan Everson, who fired 92-21=71, followed by Bruce Omholt at 95-22=73 and Joe Buono at 101-28=73.

The two "Closest to the Hole" prizes were won by Tim Hettrich, who put the ball 14' 6" on the 125 5th hole and Ron Parenti, who put his ball 4' 9" on the 178 yard long 17th hole.

The Loons now look forward to the first Loon's Nest/Trinity Construction Invitational Tournament, to be played April 17th at Bennett Valley Golf Club. Hope to see you there.



Tim Hettrich is low gross winner.

Tim Hettrich	77
John Mino	83
Mike Renteria	86
Mike Tentor	87
Dan Everson	92
Ron Parenti	92
Bill Petrie	93
Mike Mahoney	93
Warren Omholt	94
Bruce Omholt	95
Joe Allegro	98
Earl Wismer	98
Joe Asaro	99
Brian Cadneo	99
Ted Cordery	99
Joe Buono	101
Rich Danielle	101
Mike Paulsen	101
Joe McKenna	101
Greg Wyman	103
John Wyman	103
Gary Ferrari	105
Harry Pearson	105
Tim Miranda	105
Dave Seid	105
Jere Williams	106
Mike Paulsen	107
Jim Bisio	109
Art Steccini	109
George Huegle	112
Glenn Marr	113
Chuck Simpson	117



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SPORTS



Training for the Police Olympic Triathlon

by L.A. Perez

On June 19, 1989 the first event of the Oxnard Police Olympics will begin with the 1 mile ocean swim, 25 mile bike, and 6 mile run triathlon event. This can be your chance to secure one of the first batch of medals for the S.F.P.D. Whether you are a relay team participant or competing as an individual, you will need at least five to six months of specific training for this event. You will need more time if you have been relatively non-athletic for a long period of time.

To finish in the money, you will have to work yourself up to at least 10,000 yards of swimming, 100 miles of cycling, and 25 miles running per week, every week. This formula works well whether you're on a relay team or gutting it out alone as an individual. If your weekly schedule allows additional mileage, put it into your cycling because cycling accounts for most of the time expenditure in a triathlon.

The triathlon was born in San Diego and this sport is extremely popular in Southern California. The top triathletes train here because this region offers favorable training grounds and weather. At least 90% of the medals in the Police Olympic triathlon event are awarded to law enforcement officials from Southern California. You can do something about tipping the award scales in our favor if you're interested.

The triathlon is not as hard as it looks and it is more enjoyable (to me at least), than training for a marathon. The propensity for injury is low because you train different muscle groups instead of pounding the same ones all the time. Once you become proficient at it, you can enter swimming, cycling or running races and expand your horizons.

The hard part is fitting this training into

recovery. Concentrate on form and technique. 1,000 yard warm-up swim. 1,000 yards of paddles, pull buoys and kicking with the kickboard.

the hectic work schedule of your basic Q-2 grunt. Going to court all of the time, doesn't help either. You need to be flexible and able to change your schedule at a subpoena's notice.

I am often asked, "How can you find the time to train?" Well, first of all you need three things and they are 1) Work swings so you can workout in the morning and get something done if you have court. 2) The ability to get up in the morning, regardless of that late arrest last night. 3) An understanding spouse. Number 3 is obviously more important than numbers 1 or 2. Here's how I fit it in as a married guy with three kids, on a day to day basis. The below listed schedule lasts from January from to March and totals 13,000 yards of swimming, 150 miles of cycling and 33 miles of running. During these three cold and wet months, I concentrate on improving form, power and endurance during this time and avoid racing. This time is used to gradually get back into the swing of things after a short winter lay-off, and to prepare my body for the demands of racing in the summer. It is commonly referred to as building up "base" mileage. If you don't build your base, you'll become a burn-out, injured triathlete by the middle of the racing season. The racing season usually lasts from April through October.

TRIATHLON TRAINING SCHEDULE JANUARY THROUGH MARCH 1989 SUNDAY:

RUN: 13 mile long run up San Bruno Mountain on the hills and trails.

SWIM: 2,000 easy yards in the pool for

MONDAY:

SWIM: 3,000 yards of hard swimming with various intervals and speedwork.

BIKE: 25 miles of easy hillclimbing on San Bruno Mountain with five sprints on a gradual incline.

TUESDAY:

BIKE: 64 mile roundtrip ride from my house, through Marin County and back. I leave my home at 0630 hours to meet a group of experienced riders at the Golden Gate Bridge at 0730 hours. This ride enhances biking skills with various tough hill climbs, sprints and paceline work. If you can't keep up, you get "dropped" and nobody waits for you. It's a tough way to get in shape but it works. All of the cyclists that I ride with, are in better shape than I am and I really have to push it to stay with the group. This ride is headed by Len Luke, owner of the Bike Nook in the Taraval. He's the only bike shop owner that I know that rides 50-60 miles a day on the equipment that he sells. When a new product comes out, he'll test it out himself to see if it's any good. If you're thinking of buying a bike or need some expert advice, go see Len and tell him that Lou sent you.

WEIGHTLIFTING: I weightlift to avoid injury and keep my muscles flexible. I train with light weights and high reps to avoid bulking up. Too much muscle will slow you down. I don't do a complete weight training program and exercise just the muscles that I will use for a triathlon.

UPPER BODY: Incline Bench Press 3x15. Upright Rows 3x10. Military Press 3x10. Tricep Extensions 3x10.

LOWER BODY: Qaudricep Extensions 3x25. Hamstring Curls 3x15. SIT-UPS: 2x50 or failure.

WEDNESDAY:

SWIM: 3,000 yards of hard swimming with speed work and intervals.

RUN: 10 miles of easy hills and trails on San Bruno Mountain.

THURSDAY:

BIKE: Same bike ride as Tuesday. Meet the fellas at 0730 hours for another fast paced ride.

FRIDAY:

SWIM: Same 3,000 yard workout like Monday and Wednesday.

RUN: Fast 10 mile run, in one hour or less, on the hills and trails of San Bruno Mountain.

SATURDAY:

Easy 2,000 yard continuous long swim in the pool for recovery.

BIKE: Fast 10 mile time trial on my turbo trainer using my heart rate monitor. A turbo trainer is a stand that attaches to your bicycle so you can ride indoors. A heart rate monitor checks your heart rate and exertion level. During this time trial, I go all out and try to beat my time from last week. The heart rate monitor keeps me from slacking off as I push my heart into the 170-180 bpm range. A loud radio also helps to break up the monotony of cycling indoors.

So, that's it. I'm usually done by 1030 hours. This enables me to spend the rest of the time with my family before I go to work. If you would like to do any of my training workouts, whether you're a single sport athlete or aspiring triathlete, let me know. I'd like to see some fellow officers toeing the triathlon start in Oxnard. I'm getting tired of seeing the same Southern California cops, over and over again.



Changed your address lately?

NAME _____

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CITY, STATE, ZIP _____

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SPORTS



Beatmen Get Their Irish Up At the Irish Sprint Run

by L.A. Perez

"I look forward to seeing your team eating Vallejo PD team's dust." This was the rather, uh, inspirational quote that Chief Galvin of the Valljo PD used to challenge Chief Jordan to field an S.F.P.D. team at the Irish Sprint Five Mile Run. A month prior to the race, Chief Galvin sent a letter to Chief Jordan and threw down the gauntlet. A copy of that letter and application for the run, trickled down to members of our department's running team, The S.F.P.D. Beatmen. Similar challenges were issued by Chief Galvin to the California Highway Patrol and The Contra Costa County Sheriff's Office. Those agencies also sent a team of six runners to strut their stuff at this race which is held annually at Lake Merced.

After a week of steady rain and drizzle, the weather cooperated by providing clear, sunny skies for the run. Steve Mulkeen (Co. D), Stan Buscovich (Mounted), Dennis Gustafson (Community Relations), Mike Mahoney (Co. C), John Payne (Co. E) and Lou Perez (Co. D) formed the team and represented the S.F.P.D. at this race. This was the first official team race of the year and the Beatmen were anxious to make a strong showing. A trim looking Payne had dropped 12 pounds and had that hungry look in his eyes. Stan "The Man" Buscovich was peaking towards the Boston Marathon in April and was using the race for training. He was scheduled to run a 22 mile training run the following day! Gustafson and Mahoney were going to prove to themselves that their injury-plagued seasons were behind them. Steve "Mad Dog" Mulkeen was ready and able to display his continuing improvement as one of the top runners the S.F.P.D. has ever produced. There is no doubt that Mulkeen could easily capture a medal at this year's Police Olympics in Oxnard if he decided to enter. A top three medal in the Cross Country or 10K is definitely within his grasp. Perez was there so he could burn some calories and eat a huge stack of pancakes that were waiting for him at home. Hey, everybody's got some sort of reason!

Some of the other S.F.P.D. entrants included Mike Shubin (Auto), Rolando Canales (Co. D), Lou Bronfeld (Co. E), John "Mambo" Mambretti (Co. E), Bill Cooke (Co. A), Nelson Lum (Co. A), and Morgan Peterson (Stress Unit). Their presence was certainly appreciated because some of the Beatmen's top running studs opted to pass up this race and continue their strict training schedules for the upcoming Boston Marathon. New faces are always welcome at these events..

Next to the S.F.P.D. runners, the toughest team to beat appeared to be the CHP. Their team included some of their medal winners from Police Olympics past. Mike Zygachenko, a double gold medal winner from the 1987 Stockton Police Olympics, was the top male on the team. The CHP team also included the only female on either of the teams, Carolyn Wagstaff. Wagstaff is the top female runner for the CHP and the State of California. She is undefeated in Police Olympic competition and very tough. During the

1985 Oxnard Police Olympics she crossed the finish line first at the Cross Country Run, nabbing the gold medal. The run was extremely hot and hilly and took its toll on Wagstaff. She collapsed from heat dehydration as soon as she crossed the finish line and was taken to a local hospital by ambulance. She gambled by pushing herself past her limits and won.

The race started with a loud booming cannon that surely drew many irate 415 calls from irate neighbors. The large crowd, estimated at 1,3000 runners took off on their trek towards the finish line. The Beatmen settled into their various paces with thoughts of a first place team finish dancing in their endorphin-filled heads.

Lou Perez led all law enforcement runners to the finish and was almost immediately followed by "Mad Dog" Mulkeen. A smooth looking John Payne stormed across next. Stan Buscovich led our master runner contingent with a strong time and almost broke 31 minutes. Buscovich doesn't look a day over 35 and his impressive running will only incite the other 40 plus master runners to ask for a DL check. Dennis Gustafson and Mike Mahoney were nipping at Buscovich's heels as they finished within arm's length of each other. Buscovich, Gustafson and Mahoney are also training for the Boston Marathon and their performances were sorely needed to preserve the S.F.P.D.'s honor.

When the dust kicked up by an assorted amount of running shoes had cleared, The Beatmen had knocked off their first race of the season with a gratifying first place win. The CHP followed in second. Warm smiles from all S.F.P.D. runners who finished were a common sight. There was no way our running team was going to let another law enforcement team come into our backyard and walk away with bragging rights. The Beatmen were able to pick up Vallejo PD's gauntlet, wipe their sweaty brows with it, and turn away all comers until next year.

If you would like to participate in some of the running action, whether you're a competitive or fun runner, drop this reporter a line at Co. D. You're bound to get hooked, just like we did, and you might start looking forward to those Code 33 foot chases. The next team race will be at the Sacramento PD Alert Five Mile Run, to be held May 6th. Contact me for applications.

IRISH SPRINT RESULTS:

First Place Law Enforcement Team:

San Francisco P.D.
Lou Perez 27:31
Steve Mulkeen 29:47
John Payne 30:55
Stan Buscovich 31:02
Dennis Gustafson 31:35
Mike Mahoney 31:36
ADDITIONAL TIMES:
Lou Bronfeld 35:41
Mike Shubin 36:30
NOT AVAILABLE:
Cooke, Lum, Peterson, Mambretti, Canales

SFPD Members In International Judo Competition

by Captain Ken Foss

Last November I received a letter from Klaus Meyer, who is a member of the Bavarian State Police and a judo coach in Lohr, a small German town in the Spessart Forest area. Klaus wanted to bring a group of police judo competitors to San Francisco for a match. Could this be arranged? I called Joe Mollo, who contacted Sensi and Mrs. Kimura of the San Francisco Judo Institute, and a match was on!

The International Police Association's Lt. Bob Sola (Daly City PD) met the 12 competitors when they arrived at SFO February 27. The German contingent consisted of Coach Meyer and his wife Maria, along with seven sworn and three non-sworn members. Lt. Sola escorted them to the Hall of Justice, where Chief Jordan welcomed them.

Some of the contingent were hosted by Bob Sola and Bob Payne (DCPD), and SFPD's Rich Weick, Doug Hosea, Ken Foss, and Curt Cashen. Capt. Rich Cairns of Co. A arranged some reasonable lodging for those who could not be hosted.

After a tour of the city February 28, Bob Sola drove the contingent in a van to the SFPD Athletic Club in Hunter's Point, where Mark Hurley, Joe Mollo and Ron

Haight prepared a gourmet feast of barbecued chicken, beans, and salad, provided by funds from the POA. After the meal, the Germans demonstrated their vocal ability by singing German songs.

On the evening of March 1, the SFPD's Jim Hampton, Dan Hampton, David Martinovich, and Charles Tedrow competed against the German team, headed by Stephan Meyer, who won the European Gold Medal in 1988. The other German competitors were Stephan Spall, Stefan Weierich, Dieter Ernst, Karlheinz Lamla, Tony Buettner, Herbety Simet, Detlef Staffa, Wolfgang Siegler, and Ali DeVeci. After hard-fought matches, the SFPD split with the Germans, the SFPD winning two and the Germans winning two.

After the competition everyone adjourned to a pizza restaurant, where the Germans again proved that they were as good a choir as a judo team. Fortified with pizza and beer, we Americans joined in the singing. Everybody's spirits were raised high.

Most of the SFPD officers mentioned above are members of the IPA, which arranges these kinds of international gatherings. When my family and I visited Europe last year, we were treated royally by the German, Danish, and Dutch IPA members. It's a most worthwhile organization.

Notre Dame Vs. Stanford

I have received a lot of response to the trip to Stanford for the Notre Dame Football game. Most of you would rather come back that night so that's what I have set up. Since we will have approximately 40 people per bus, I will take all those interested on a first come, first serve basis. The total for the trip will be \$65.00 per person. This includes your round trip to the game on a first class Charter Bus, a ticket to the game and the tail gate refreshments. For those of you who have relatives or friends that want to go, EVERYONE is welcome.... Just have them drop me a check and they are in.

Depart San Francisco: Approx. 8 a.m.

SATURDAY, OCT. 7th

Return Home: Approx. 7 p.m.

SATURDAY EVENING

Mail Checks to:

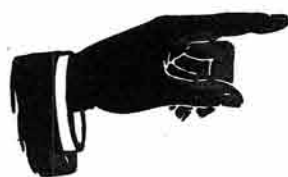
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Summer Games

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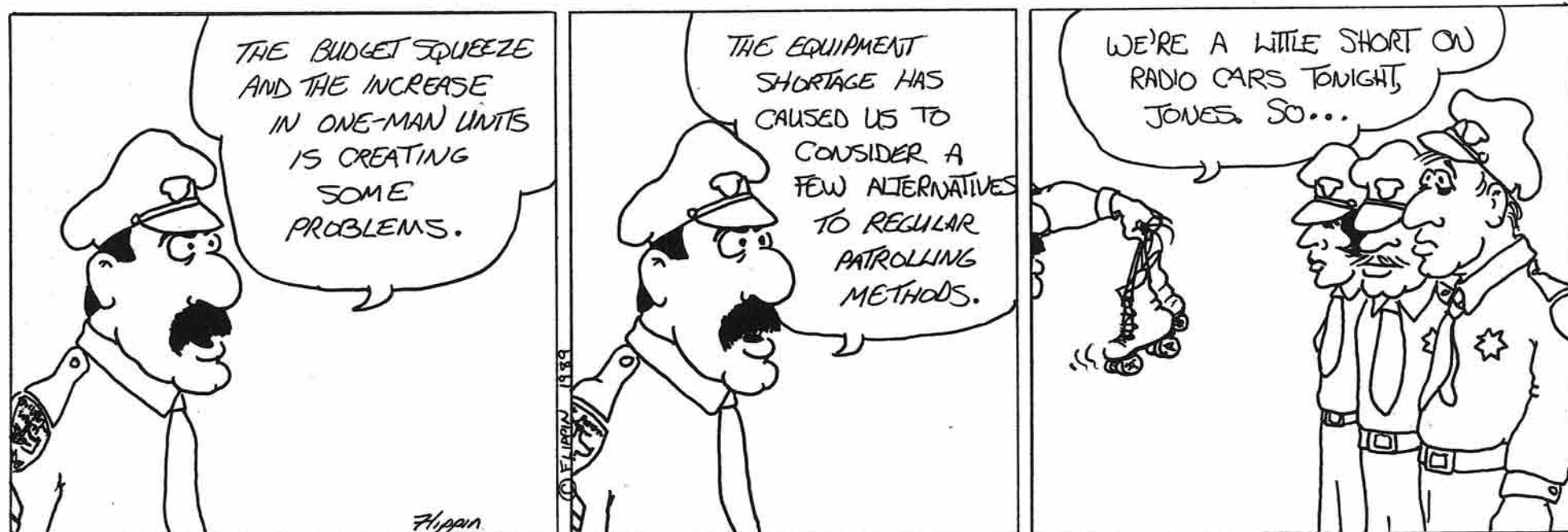


World Police/Fire Games
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ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

New And Improved

Maybe you noticed that the *Notebook* looks a little different this month (I hope somebody noticed). The new format of four columns per page should make the paper more cohesive and more interesting to read. This kind of layout allows more variety on a page ... and, hopefully, more variety means more interest. Change just for the sake of change doesn't appeal to me, but I hope this change will add to and improve the *Notebook*.

Other changes have taken place in the POA recently ... you may have noticed. As with the changes in the *Notebook*, I don't go for change just to be changing. President Keys made a good point when, after being sworn in on March 21st, he told the POA Board that, although he would have different ideas and ways of doing things, the fundamental ways of the POA have not changed. The protection of members' rights ... the work to improve benefits and working conditions ... all these things will continue as before. He also called for all members to work together for these goals; saying, "The election is behind us, and I invite everyone to get involved and help achieve our goals." It's reassuring to feel that, although the outward appearance of things may change, the basic purpose remains the same.

More changes ... several newly elected reps were sworn in and seated on the Board of Directors. This infusion of "new blood" is bound to create change as the new directors contribute their ideas and efforts. To aid them in representing members, an informational seminar is planned for early April. As they settle in to their new duties the members can be sure that they will continue to be represented by informed, conscientious and dedicated people.

So it goes ... the more things change, the more they stay the same. Outwardly, the POA may appear to have changed, but its basic structure, the structure that has made us one of the strongest employee associations in the City, remains the same.

Hold The Line

by Mike Keys, President

You might be wondering what the banner "Hold the Line" placed in the windows of the SFPOA building symbolizes. It symbolizes public support for the rank and file members of the San Francisco Police Department.

Our department has received hundreds of letters from citizens urging us to "Hold the Line!!!" — We're not going to disappoint them.

We must continue to "Hold the Line" against all illegal activity and challenge those who misrepresent the facts so that we can remain united with the citizens of San Francisco, the citizens who deserve the professionalism your star represents.

Police Played By Rules; Demonstrators Did Not

Mayor Art Agnos blamed "irresponsible demonstrators" for violent incidents that occurred at Monday's demonstration in front of the Federal Building.

"I am a firm believer in the rights of free speech and peaceful protest," the Mayor said, "but I am not going to stand by and let the Police Department be slandered when they acted correctly."

The Mayor held up a smashed police visor and implements confiscated from the demonstrators as evidence that stick-wielding demonstrators were provoking violence.

"Our police, operating under new crowd control guidelines, which are probably the most careful in the nation, handled a hostile crowd Monday, avoiding the baton jabbing technique that caused the tragic injury to Dolores Huerta last September," the mayor pointed out.

"I am not here to apologize for them. I am here to say that I am proud of the restraint shown by line officers."

"This morning I meet with Police Chief Frank Jordan; Police Commission President Lou Giraudo; my Deputy for Public Safety Gayle Orr Smith; Deputy Chief for Administration William Casey; and Michael Langer, Director of the Office of Citizen Complaints.

"They provided me with evidence that shows our new crowd control policies were followed on Monday.

"Langer reported to me that the officers he observed acted properly despite deliberate provocation.

"Although the majority of the demonstrators were peaceful, if noisy, there were some in the crowd who seemed to be trying to provoke a riot.

"Demonstrators attacked at least one officer with a stick, overturned a police motorcycle, set bonfires in the street, tried to prevent people from entering their place of employment and threw paint and ink filled condoms and balloons at police officers and passers by," the Mayor continued.

"That's not legitimate political protest, that's assault," Agnos said.

Undercover officers acted only after a police officer was downed, at which time they tried to remove from the crowd those few people who were agitating violence, the Mayor explained.

Why were undercover officers in the crowd?

It is standard operating procedure, as stated in the Events Management Manual, that plain clothes officers mingle with crowds when there is evidence an event will include violent acts and when organizers refuse to cooperate in setting up their own monitoring system.

Announcements of the demonstration in flyers and over the radio defined the proposed protest at a "direct action" event. The announcements called for an illegal blockade of the Federal Building and civil disobedience, Agnos noted.

"Organizers of the event, despite repeated calls and even a personal visit from police staff refused to cooperate with procedures set up for orderly demonstrations," the Mayor said.

"We had thousands of people demonstrating in the streets last year when

President Reagan called for sending troops to Honduras. That demonstration was peaceful because event organizers cooperated with my office and the police and set up appropriate internal monitoring procedures.

"That did not happen Monday because organizers did not want it to happen.

"I am calling on the American Civil Liberties Union and other organizations to use their influence to insure that demonstrations are properly planned by sponsoring groups," Agnos said.

In Monday's demonstration mace was used in two incidents: Once when officers were protecting the downed motorcycle driver and the second time when a group of demonstrators threw netting about themselves and tried to block an entry ramp to the Federal building.

"Police did not club the demonstrators. Rather they used the less violent mace technique to encourage the individuals within their self-made net to remove it and

disperse," the Mayor said, adding "It worked."

It has been reported that a legal observer wearing a green arm-band was among those demonstrators in the vicinity of the motorcycle downing who were sprayed by mace.

"Since no-one had contacted the Police Department to advise them that there would be any monitors present, there was no reason for officers to assume the woman in question was an official observer," Agnos said.

"Yet there are those who are trying to blow this isolated incident as some kind of a police brutality example. All the evidence provided to date — and we expect that evidence to be clearer when police tapes of the incident are made public — indicate that the police acted with restraint.

"Attempts to portray our Police as acting without due regard for rights of citizens Monday strike me as being most unfair," the Mayor concluded.

ATTENTION ALL EMPLOYEES

REMINDER

THE MONTH OF MAY IS OPEN ENROLLMENT TO CHANGE HEALTH PLANS AND/OR ADD ELIGIBLE DEPENDENTS

ANY EMPLOYEE WHO DOES NOT RECEIVE OPEN ENROLLMENT MATERIAL THROUGH INTEROFFICE MAIL BY MAY 6TH SHOULD OBTAIN THE MATERIAL FROM THE PAYROLL/PERSONNEL DIVISION OF HIS OR HER DEPARTMENT OR FROM THE HEALTH SERVICE SYSTEM.

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