

NOTEBOOK



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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

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204

NUMBER 5

Determination of Fitness or Invasion of Privacy?

Psychological Testing

by David P. Clisham, SFPOA Attorney

Should you as an experienced police officer be ordered by the Police Department to reveal intimate details of your personal, private life?

Should experienced police officers be forced to take the Minnesota Multiphasic Personality Inventory, The California Personal Inventory, the Thematic Apperception Test or the Rorschach, based either on the whim of a supervisor or to be deemed "qualified" or "fit" for a specialized unit?

As strange as the above may sound, it is exactly what City officials plan for the Tactical Division. Not since Henry Ford hired psychologists to tell the workers they shouldn't feel "upset" with low wages and inadequate benefits have industrial psychologists been given so much credibility in predicting future behavior and using their subjective techniques to weed out the "unfit".

Proposed Evaluation Procedure

A Police Commission resolution — recently adopted under pressure from special interest groups — requires the entire TAC unit to be involuntarily subjected to a battery of tests and clinical interviews. Here is the current proposal submitted to the POA for the Tactical Division Stress Evaluation Program.

"In order to maintain the continued high calibre of officers assigned to the tactical division, the department will initiate a process whereby all officers assigned to, or seeking assignment to, the Tactical Division will be evaluated as to their potential fitness for duty. This Stress Evaluation will also serve to assist officers to cope with the rigors of their duties and thereby remain effective members of their units. Personnel actions — transfers, discipline, etc. — will not be solely based on the results of these evaluations.

"Tactical Division officers will be administered a Psychological Evaluation Process (Stress Evaluation) by Dr. Michael Roberts of Law Enforcement Psychological Services, San Jose, California. The evaluation will include the administration of a battery of psychological tests, questionnaires (biographical information, law enforcement experiences) and clinical interviews. The evaluation process will be similar to the screening process for entrance applicants."

Meet and Confer

As this represents a fundamental change in working conditions — and a dramatic digression from the current Transfer Police (P-1) — department representatives must meet and confer with PAO representatives prior to the implementation of any evaluation program, pursuant to Gov. Code Sections 3500 et seq., the Meyers-Milias-Brown Act (MMBA). The first meeting between the department and the POA on this subject is scheduled for May 11, 1989.

The MMBA requires the parties to "exchange information" and "endeavor to reach agreement". As no information has been forwarded from the department yet,

the POA will be requesting answers to many questions regarding the nature of the evaluation program.

Here are some of our concerns:

- Which psychological tests will be administered?
- What character traits or stress indicators does each test evaluate?
- Who has chosen these tests?
- Why was each test chosen?
- Will the Minnesota Multiphasic Personality Inventory be used in its initial form or will it include any of the three hundred new scales which have been developed since the MMPI was originally constructed?
- What validity and reliability studies have shown these tests to be a predictor of performance as a police officer or a "TAC Unit" officer?
- What studies have shown that TAC Unit officers are more susceptible to stress than other members of the Patrol Division?
- How was Dr. Roberts chosen?
- Will the proposed contract with Dr. Rogers be put out to bid?
- What will be the cost for each evaluation?
- What is Dr. Roberts' hourly rate for his services?
- Are there funds in the budget for this?
- How is it that the Police Department cannot afford to purchase replacement uniforms for officers, but can somehow afford an expensive, possibly unnecessary, psychological test for each of the members of the Tactical Division?
- Who will conduct these tests?
- Who will evaluate the results of these tests?
- What about confidentiality?
- Will supervisory staff connected to the Tactical Division — sergeants, the Lieutenant, the Captain — also "participate" in the program? If not, why not?
- Who will conduct the clinical interviews?
- What private, personal information will officers be ordered to reveal about themselves?
- Who will have access to information obtained in the clinical interviews?
- Will officers be entitled to a representative during their clinical interview, especially since the interview may result in punitive action (i.e., a transfer out of the Tactical Division), pursuant to Gov. Code Section 3303(h) (the Public Safety Officers Procedural Bill of Rights Act)?
- If confidentiality is breached by a supervisor, what is the penalty? May an officer sue for damages for breach of confidentiality?

(See TESTING, Back Page)

Bone-Marrow Transplant Postponed

As if to underscore Ken's need for good blood, the bone-marrow transplant set to begin May 1st was postponed on Friday when pre-operation blood tests confirmed that Ken had contracted hepatitis from a contaminated blood transfusion.

Doctors must now wait at least 30 days for Ken's blood counts to return to normal in order for the bone-marrow transplant to be scheduled — all the while we are hoping that the leukemia does not recur pending this unfortunate delay, when it would be even harder to fight and destroy.

We were able to supply Ken with "directed-donor" blood and blood platelets during most of his prior month of hospitalization, that is, except for his first few days of chemotherapy after he was admitted to UCSF on an "emergency" admis-

sion on a Friday afternoon of a long holiday weekend. We fear that he contracted hepatitis during those first few days when he required so much blood and it was impossible for us to organize our efforts. Now we must live with the risk of having used blood supplied via the general public and redouble our efforts to assure Ken a good clean supply of blood and platelets.

You cannot get any kind of disease by giving blood — but you can give Ken a chance to live on.

We must postpone our blood drive for Ken until Ken gets over his infection and the bone-marrow transplant is rescheduled. For our part, we hope to have a blood donor list available to supply Ken's need in June. Can we count on you?

Thank you

I want to help Ken Mondfrans beat leukemia; please count me in.

I will donate blood or blood platelets for Ken when he needs them again.

Name _____ Work # _____

Blood type: _____ (If Known) Home # _____

*Even different types of blood can be used for blood platelets for Ken.

Please clip and return to Gary Mondfrans, c/o SFPD Communications, Room 455 at the Hall of Justice or to P.O. Box 892, San Bruno CA 94066.

Your gift of blood will mean a gift of life for Ken. Thanks again.

Candlestick Debacle

by Paul Chignell, Vice-President

The San Francisco Police Officers' Association is filing a number of grievances as a result of the change in policy for assigning police officers to the Candlestick detail.

The Administration unfairly removed Captain Diarmuid Philpott, long time administrator of the Candlestick detail and then summarily removed a number of patrol officers who have been working at the ball park without any complaints for a number of years.

No criteria was promulgated for the change of policy, contradictory answers were given to officers who questioned the change in policy and a new element of cronyism has emerged in the assignment of personnel.

The Association is committed to bringing these grievances all the way to arbitra-

tion and forcing the Administration of the San Francisco Police Department to come into the 20th century with their personnel practices.

Any members who have been excluded from work at Candlestick should contact their POA representatives immediately.

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 June issue:
May 30, 1989

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Widows and Orphans Aid Association

The regular meeting of The Widows and Orphans Aid Association was called to order by V. Pres. Robert Kurpinsky at 2:05 P.M., Wednesday, April 19, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

Pres. T. Greene excused. All other Officers present including P. Pres. Pardella.

Minutes of the last meeting approved as presented, in writing, to the members. Motion McKee/2nd Hardeman: GEORGE GAMBLE be restored to the membership rolls, after being inadvertently removed in 1982. Approved.

COMMUNICATIONS: Following donations received and acknowledged by the Secretary: Mrs. FLORENCE GOLDBERG — in memory of her husband, Harry Goldberg; COMMISSIONER PIUS LEE — monthly contribution of his salary as a member of the Commission.

Tres. Parenti presented the regular bill benefits, salaries etc. APPROVED.

Tres. Parenti reported the following deaths — GEORGE ASDRUBALE — Born in San Francisco in 1920, George worked as a carpenter before becoming a member of the Department in 1947 at age 26. From the Academy he went to Potrero, then Southern, back to Potrero for 2 years, then to Southern for 6 years. In 1955 he was transferred to the Bureau of Inspectors. Made an Assistant Inspector in 1956, a full Inspector in 1959, George spent the most time in Homicide Detail before retiring on disability in 1966 at age 46. George was awarded the following while in the Department — 1947, 2nd Grade for arrest of two men in a gunfight in which George was wounded; 1951, arrest of a suspect who had engaged police in a gun fight; 1959, Capt. Comm. for arrest of a suspect who held up the proprietor of a cigar store; 1959, 2nd Grade for arrest of an armed prowler. George died in Intensive Care after being operated on for a by-pass. He was 69 at his death.

JOHN BURKE: Born in Chicago, Illinois in 1918, John worked in a drug store before joining the Department in 1943 at age 35. From the Academy to Co. K (for a short while), to Mission and Richmond, then back to Traffic where he worked in the Accident Bureau for 6 years. Transferred to Bureau of Inspectors, John was appointed an Assistant Inspector in 1953,

then a full Inspector in 1955, working the Auto Detail until his retirement from service in 1973 at age 55. John received the following awards — 1946, 2nd Grade for arrest of two armed men, attempting a break-in and burglary; 1947, 2nd Grade arrest of two men who had wounded a policeman; 1951, arrest of suspect in numerous auto thefts and check passing; 1952, two Capt. Comm. for arrest of three holdup suspects; and for arrest of two armed gunmen; 1936, 2nd Grade for assisting in getting boy from a burning building, saving his life. While in the Department John was active in the S.F.P.O.A., serving as Treasurer for a number of years. Upon his retirement from service in 1955 he went into the real estate business with his son. He was 70 at this death.

WILLIAM LEAHY — Born in San Francisco in 1905, Bill was a laundry wagon driver before becoming a Policeman in 1938 at age 32. Assigned to Ingleside, he worked a year there and was then detailed to Treasure Island to work the 1940 Fair. After the Fair, Bill went to Mission Station for 11 years. He was detailed to the Chinatown Detail, stayed in this detail for 5 years. Bill was assigned from Ingleside to Property Clerks Office where he remained until his retirement from service in 1969 at age 64. He was 83 at his death.

WILLIAM RALSTON — Bill was born in Eureka, California in 1907. He worked as a longshoreman, joining the Department in 1934, just after the General Strike in the City. He was assigned to the Chief's Office, working radio cars in the various district stations for seven years. He then went to Mission Station working there until he resigned to go into business in Southern California. Bill was 81 when he passed away in San Diego.

REPORT OF TRUSTEES: Mrs. Duluk, Security Pacific Bank, reported that the Bank was preparing a recommendation for the Association for the possible increase in benefits. She also had buys and sells of certain stocks and Treasury Notes which were approved by the Trustees. The Bank also desires a night meeting with the Trustees for a deeper look into our portfolio.

NEW BUSINESS: Trustee Hardeman presented a letter from Mrs. Dorothy Shine enclosing a holographic will and some

Municipal Bonds. She desires her estate to go to this Association. Bro. Hardeman & Trustee Burton to contact Mrs. Shine and advise as to her responsibility and possible heirs. Will report at next meeting.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 3:00 P.M. in memory of our above departed Brothers.

V. Pres. Kurpinsky set the next regular meeting for the 2nd Tuesday in May, (May 10, 1989) at 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice.

Fraternally,
Bob McKee, Secretary

San Francisco Veteran Police Officers Assn.

MEETINGS: Our next meeting date is Tuesday, May 9, 1989. The Immaculate Conception Auditorium is very nice. Park your car in the street or in the school yard. Have a refreshment, starting at 11:30 a.m.; business meeting is at 12:30 p.m., then a \$ drawing and yes, a great lunch. Join us and visit with your friends.

PRESIDENT'S MESSAGE: At our April meeting we had a nice turnout to honor Chief Frank Jordan, who was presented with a small plaque of appreciation from the S.F. Veteran Police Officers' Assn. for a job well done. Chief Jordan gave a wonderful talk about what is happening in San Francisco today. Also his thanks on how nice it is to be remembered by your own people. — At our May meeting our Gourmet Chefs: Ray Seyden, Otto Elvander, Bob Pardini and Dick Castro will serve cold cuts, cheese and salads and Master Bartenders McKee, Peterson and Cipparrone will be on hand to pour. — We still need members to write to their senators and congressmen to protest the Catastrophic Medicare Act of 1988. — I hope to see all of you at our next meeting. Bring in a new member and friend.

SICK CALL: Martin Casserly is at Fort Miley Hospital with pneumonia. Charlie Barca is at home recovering from surgery.

Get well soon.

DEATHS: George Asdrubale, John Burke, William Leahy, John Crotty and Jim Woods. Rest in Peace.

NEW MEMBERS: Arthur MacCrystle. Welcome.

CORRESPONDENCE: Several thank yous for memoriums.

BILLS: Treasurer Ed Cosgrove read the bills for March. Payment was approved.

UNFINISHED BUSINESS: Medicare Catastrophic Coverage Act. Several members have already written to their federal senators and representatives to express their concerns about the financial hardship the surtax will impose on them. All members should get involved in this big one. The surtax will cost you 15% on top of your federal income taxes. The law became effective Jan. 1, 1989. You will pay the surtax if you are 65 or more and owe federal taxes of at least \$150. Write to Senators Cranston and Wilson, the U.S. Senate, Washington, D.C. 20510 and Reps Boxer and Pelosi, U.S. Representatives, Washington, D.C. 20515. Become knowledgeable about the surtax so you can advise others and ask them to write postcards too.

COMMITTEE REPORTS: Jim Cole reported the pay raise via the surveyed cities is coming along slowly, which is usual for this time of the year. We would like to go on the November ballot with our own amendment to make all payraises retroactive to July 1 of each year. The new SFPOA President, Mike Keys, would like to visit us for the May meeting. — Sol Weiner reported our committee is meeting this afternoon with the Retired Firefighters to discuss our pay raise amendment for November 1989. The firefighters have already raised \$10,000 for the campaign.

GOOD OF THE ORDER: President Cathrell said Chief Frank Jordan will come back to visit with us again. — Frank Otterstadt said he would like to see our organization turn out in big numbers for the Annual Police and Fire Mass, which is usually held in April of every year. — COORDINATOR: We still would like for some member in the Santa Rosa area to act as a Coordinator, to help arrange rides to San Francisco for meetings of the Veteran POA, Widows & Orphans, the American Legion, etc. John Burke volunteered to do the coordinating, but as you know, John passed away. You do not have to attend every meeting yourself, but just coordinate riders and drivers. If you can handle this job, please call Gale at (415) 731-4765.

Attendance 97
Membership 777
George Cathrell, President
Gale W. Wright, Secretary



Amey/Fladder

SUPERVISOR WENDY NELDER
and
POLICE CHIEF FRANK M. JORDAN

invite you to join them for the
Opening Ceremony and Celebration
for the new
SAN FRANCISCO POLICE MUSEUM

on
Monday, May 15, 1989
7:00 p.m.
at
Civic Auditorium
Polk and Grove Streets
4th Floor Corridor

This ceremony will also mark the opening of National Police Week in San Francisco.

The San Francisco Police Officers' Association

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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:
• Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103
• Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
• Unsigned letters and/or articles will not be used.
• Writers are assured freedom of expression within necessary limits of space and good taste.
• The editor reserves the right to add editor's notes to any article submitted, if necessary.
• Articles should be typed, double-spaced.

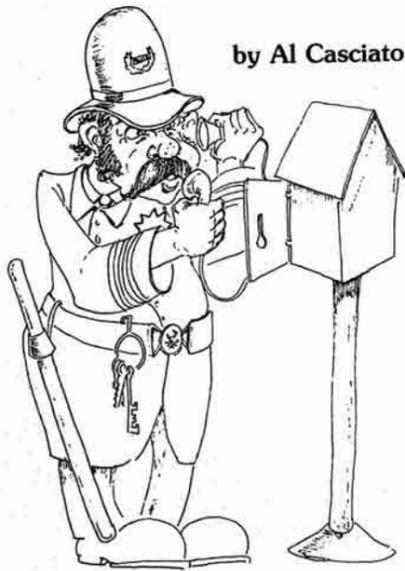
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AROUND THE DEPARTMENT



by Al Casciato

Steve Whitman, Co. K., has been inducted to the S.F. Prep Hall of Fame. Steve's golf career was "supported" by his parents for many years because of what occurred one long ago day when Steve was 5 years old.

Steve had told Mom and Pop that he was interested in the game of golf but they thought it only a passing fancy. On the day in question Pop Whitman came home from work and decided there was enough daylight left to get in 8 holes. Upon looking for his clubs he found them missing and immediately believing that a burglary had occurred, alerted the household.

After inventorying the house Mom and Pop discovered two things missing — Steve and the clubs — PANIC — search — Pop steps (dashes) out to the sidewalk and observes a golf bag seemingly walking by itself turning the corner. Yes, it was Steve carrying the bag that was bigger than he. The rest is history, as they knew then that he was interested in playing golf.

Our P.O.A. administration has been working very diligently attempting to help the membership. Their biggest stumbling block has been our own Vice-President, Paul Chignell, who spouts to all via Warren Hinckle's column that "Those guys who've taken over the P.O.A. are right-wingers" — in an apparent attempt to close City Hall doors to the other members of the executive board. Well, Mike, Steve, and Al have been opening doors all over town in spite of Paul. The politicos that have met them and heard the P.O.A. message are quite pleased and surprised to hear that their main concern is for the membership of the S.F.P.D. and the citizenry of the City.

Question??? — Why is it that only the Colonial Dental and Disability are eligible for the Section 125 Flexible Benefit Plan to reduce your pre-tax deductions thus saving \$\$\$? What about the New York Life and ITT D.P. policies and even the PDS dental plan which are all on payroll deduction? Ask your station rep to contact the Health Service System Rep Jim Diegnan and P.O.A. Welfare Officer Mike Hebel to lobby for eligibility prior to the end of May.

Muni's Tom Flippin (our editor) responded to the Powell St. BART station to back up the BART police on a call of a body under one of the trains. Expecting to see a bloody mangled body, Tom instantly volunteered to handle the crowd control. (He had just eaten lunch.) Surprisingly, Tom heard a woman's voice from underneath the train cry out, "Goddam BART is so slow I didn't even get hurt." Seems that she had tried to commit suicide by jumping under a stopped train. So it was off to see the Wizard — oops! — Doctor.

Monsignor Heany — shame, shame! — you sent a letter causing me to receive a D-17 sexual harrasment complaint — and to boot I never read the letter in question because it disappeared so fast. What comes out of the 5th floor never ceases to amaze me. More on this subject later since

I now have to seek legal counsel. (P.S. I think ?*!#*!??*! No! I shouldn't write when I'm angry and frustrated.) The time and money that will be wasted on this B.S. would probably field an officer for a month and/or the purchase of a new radio car.

will be able to escape and rest at work — Congrats to All and Best Wishes for the Future!

SAVE THE THURSDAY CLUB

The building which houses the Fire Department's Thursday Club at 386 Fell St. is for sale. The reason is that the firefighters who run and own the club are mostly all retired and no longer have the energy to continue. They would like to see a new generation take over. Layne Amiot at Mission Sattion is collecting names of those who may be interested in buying the building and saving the club. Figure on about a \$6,000 to \$10,000 investment apiece. Call Layne at 553-1544 ASAP. Firefighters also welcome and encouraged to call.

SAN FRANCISCO

Fellowship of Christian Peace Officers

The Wise and Foolish Builders

by Jim Crowley, Homicide

"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. The rain came down, the streams rose, and the winds blew and beat against the house; yet it did not fall, because it had its foundation on the rock. But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. The rain came down, the streams rose, and the winds blew and beat against the house, and it fell with a great crash" (Matt. 7:24-27). This is the concluding parable of the Sermon on the Mount. Jesus divides His listeners into two groups; some that hear His words and do what they hear; others that hear His words and do not. What ultimately matters is not simply hearing as the man who builds a house without care to secure a good foundation; the man who hears and obeys will be as secure on the day of judgment as the man who takes care to build his house with strong foundations on the rock. Such as these, and there are plenty of them, make it very plain that Jesus intends to be taken seriously. There is going to be a day of sad disillusionment for many who make glib profession of His name (Matthew 7:22-23). Doing the things Jesus taught, practicing them in our lives, is what will count in the final round up. To do Christ's sayings is conscientiously to abstain from the sins He forbids, and to perform the duties that He requires. Our thoughts and affections, our words and actions, every part of our lives, must be conformable to the gospel of Christ; that is the doing He requires. The Lord is looking for more than just lip service. The essence of faith is obedience that we must put into practice every day of our lives.

Everyone of us has a house to build, and

that house is our hope for heaven. It ought to be our chief and constant care; to secure a title to heaven's happiness, and then to get the comfortable evidence of it. Many never mind this: it is the furthest thing from their thoughts; they are building for this world, as if they were to be here always but take no care for another world. There is a rock provided for us to build this house upon, and that rock is Christ. He is our foundation and no other foundation can any man lay (Isa. 28:16) (1 Cor. 3:11). We must ground our hope of heaven upon the fulness of Christ's merit, for the pardon of sin, the power of His Spirit, for the sanctification of our nature. The church is built upon this Rock and so is every believer. He is strong and immovable as a rock, we can venture our all upon Him, and shall not be made ashamed of our hope. Christ is our only Way to the Father, and the obedience of faith is our only way to Christ: For to them that obey Him, and to them only, He becomes the Author of eternal salvation. We build upon Christ by sincerely committing our lives to Him as Lord and Savior and depending on Him for assistance from God.

There are many who profess that they hope to go to heaven, but they build their hope upon the sand instead of the Rock. Everything besides Christ is sand. Some build their hope upon worldly prosperity, as if that were a sure sign of God's favour. Others upon their external profession of religion, the privileges they enjoy, and the performance they go through, in that profession, and the reputation they have got by it. They are called Christians, were baptized, go to church occasionally, hear Christ's words. But there is no change in their lives and if they were arrested for being a Christian there would never be enough evidence to convict them. Everyone of us experiences failures and we can expect that life will continue to offer us problems, trials, and temptations. None of us can claim perfection, when we fail we must try again to overcome all of life's storms through the power of the Rock and the indwelling presence of the Holy Spirit. Each one of us is different, we were not meant to be all the same. We need to live our lives as much as possible similar to the life of Jesus. This should be a progressive change, we should be growing each year to become more like Jesus, in His love, tolerance, forgiveness, patience and understanding. We must feed on the Rock, the Lord Jesus Christ. We must listen to him — meditate on His word by yourself, integrate the Bible to you life. To listen to Jesus means "Do not merely listen to the world and so deceive yourselves. Do what it says." (James 1:22)

Jesus said, "If anyone loves me, he will obey my teaching. My Father will love him, and we will come to him and make our home with him. He who does not love me will not obey my teaching. These words you hear are not my own; they belong to the Father who sent me." (John 14:23-24). What astounding words! Through the presence of the Holy Spirit, Jesus and the Father lives in every believer. I ask you to think about the words of Jesus and ask yourself these questions. Are you a wise or a foolish builder? Have you built your house upon the Rock or on the sand?

They Tried So Hard: On April 13 a young woman's right ring finger was severed in a freak accident on 25th St. Off-duty Berkeley officer Dave Anderson searched and retrieved the finger and was transported by Co. D's Miguel Granados to Ralph K. Davis where the finger was reattached after 7½ hours of surgery. Dave and Miguel followed the young lady's progress but alas the surgery did not take and 10 days later the finger had to be amputated. They're still checking on her progress, sharing that they were there with her — a part of police work rarely discussed.

Former officer Walt Pinosky is now working as a sales consultant for Ellis Brooks Chevrolet on Van Ness.

Deputy Sheriff Steve Costa, formerly with the S.F. Airport Police and now with the Contra Costa S.O., is looking for a copy of the 1975 SFPD Yearbook. Anyone who stumbles over a copy of this masterpiece during spring cleaning should give Steve a call at 646-5441. He's willing to spring loose a few of his hard-earned bucks to add this yearbook to his collection.

RESIGNATIONS

Bill McFarland (MUNI), Matt McNaughton (Co. A), Pat Murphy (Co. E), and Phil Stevesn (Co. F), all leaving to join the Fire Department. Christine Lee (Co. D) leaving to join the U.S. Park Service at Yosemite. Good luck to all in their other careers.

... Bill Bush of the Auto Task Force was the Grand Prize Winner at the Credit Union's Grand Opening. The prize: a 1953 DeSoto in cherry condition.

Imagine — in S.F. there are 10,000 lawyers (Officers of the Court) and 1,700 police officers. Something's wrong with the equation.

BIRTHS

Welcoming the first offspring were Louis and Elizabeth Espinda on May 3rd. David Kazuo (8 lbs. 7 oz., 20½ in.) made them proud parents at 0148 hrs. All are fine and health.

Academy Spanish teacher Theresa Castro and husband Jorge welcomed their second child Pablo (7 lbs., 8 oz.) on March 31 exactly one day after completing the Spanish for Law Enforcement class. Talk about timing. The Castros have an 8 year old daughter Avelina who will be helping Mom with the chores so she can return to teaching.

The Brophys, Lori (Co. G) and Tim (N.E.T.), welcomed their first born on April 1. Joseph Collins weighed in at 9 lbs. 8 oz. For the next few months Mom will have the more difficult job of child care while Dad

SERVING ALL OF MARIN AND SONOMA COUNTIES

Once a fellow officer in the San Francisco Police Department, Bob Jonsen is now an established, highly respected and acknowledged builder in Marin County. Bob has earned a reputation as one of the leading-edge contractors in the areas of architectural style, top quality and stunning craftsmanship. Home buyers in search of new construction have come to learn that "Bob Jonsen" homes are always a special treat and a very pleasant surprise. Bob's homes cater to the higher-end scale of home buyers, but "buyers" and "lookers" alike agree that any of his homes on an open house tour are not to be missed! Bob's current masterpiece is under construction in west Novato. For a special preview, please call us.



DONNA FALZON
Real Estate Broker

DEBBIE FALZON-ASHBURN
Licensed Realtor Associate

859 Diablo Avenue, Suite A Novato, California 94947 (415) 897-9905

Sex Offense Update

by Michael Paganini, Co.D

People vs. Thompson
5th Appellate District
No. F010602
Filed Dec. 6, 1988

In this case, the defendant repeatedly drove past a 12 year old girl, stared at her, and on at least one occasion made hand and facial gestures in her direction. In addition, he stopped his vehicle along her route of travel, causing her to pass by the stopped vehicle. He also drove more slowly than the rest of the traffic as he approached her and as he drove alongside her. In total, the victim saw the defendant 10 times after leaving her house. The minor went to a nearby house for help. Police arrived and found the minor upset and crying. She told the police officer that the

defendant frightened her.

Ultimately, the police arrested the defendant, Wesley Thompson. Defendant admitted he was driving in the area. He admitted noticing the "girl", but thought that she was of high school or college age. He admitted making one of his U-turns in order to look at her legs, a statement the defendant later denied at trial.

The court held that the act of viewing for sexual pleasure may not, in itself, be criminal. However, when the viewing is associated with activity which ordinarily causes annoyance to the minor of attention, this statute may be violated. Concerning this case, the acts constituted an annoyance of the minor, and the section did not require the specific act of annoying to be lewd or obscene. It reasoned the section only requires proof of articulable, objective acts which would cause a normal person to be unhesitatingly irritated, provided the acts are motivated by an abnormal or unnatural sexual interest in a child victim.

The conviction was upheld.

W.O.N. News

by Lois Perillo, Co. D

Three women inspectors will speak about their job and how they got there at the second Career Information Workshop sponsored by W.O.N.

Inspectors Angela McClure of Sex Crimes, Carrie Lucas of General Works and Holly Parra of Juvenile will join in a presentation and discussion at the Police Academy community room on May 23, 1989, 6 p.m. sharp.

Topics to be covered include the study process, the exam (currently under

redevelopment), the inspectors' present responsibilities, their likes and dislikes about the job.

The March Sergeants' Panel was attended by 25 women and provided useful information to those who plan to take the upcoming sergeants test (see April's article).

Officer Rose Melendez and Inspector Carrie Lucas of W.O.N.'s Education/Workshop Committee organized this month's panel.

Agnos, Kopp and the Real San Francisco

by Bill Mandel, S.F. Examiner

So Quentin Kopp wants to run against Art Agnos in 1991. Though Kopp's a smart guy, he may be allowing political ambition to dumb him up. There was a time, Kopp once told me, "When I'd walk through a wall to be mayor of San Francisco, I wanted it that bad." Sen. Kopp, meet the wall.

If San Francisco were actually the town that exists in the minds of Herb Caen and a few fossils on the Chamber of Commerce, Kopp would have a great chance to unseat the mayor. Evidently, little has been learned in some quarters from the election of 1987, which proved conclusively that the real San Francisco has changed a lot in 50 years.

In his Tuesday column, Caen devoted a big helping of valuable herbiage to exploiting a not-very-unusual slip of the tongue by Agnos. Campaigning in Chicago's Greek community for Mayor-elect Richard Daley, Agnos evidently said he was supporting Daley for mayor of San Francisco.

After noting Agnos' mistake, Caen, who usually does so much with so little, belabored that minor gaffe for 20 more lines, none of them very telling.

So what does Caen have against Agnos? Strike One: Caen's pride still hasn't healed from its owner calling John Molinari "the next mayor of San Francisco" for so long. Strike Two: Despite Caen's continuous salvos, Agnos has not come crawling for a reconciliation. Strike Three: Agnos in City Hall is living refutation of Caen's kinder, gentler, whiter fantasy vision of San Francisco.

The down-on-Agnos view that Kopp hopes to ride in '91 exists primarily in Caen's column and among some downtown business executives who don't vote in San Francisco. Agnos can turn out enough votes from one block of Bernal Heights to neutralize every downtown bigshot who opposes him.

It's puzzling that so few of his critics see the major changes that Art Agnos has undergone. In less than 16 months, he has evolved from distrusting business executives to understanding their vital role in San Francisco. He's made peace offerings, but they've often been dismissed with disdain.

What's at work here is class bigotry that at first worked both ways but is now running in one direction only.

I learned a lot about Art Agnos the week before the '87 election when he came to The Examiner to meet with Will Hearst, our editor and publisher. Hearst and the editorial board had just decided to endorse Agnos over Molinari, and Hearst wanted to chat. After their talk, Agnos came into my office and said, wonderingly, "He (Hearst) curses just like a normal person."

It was clear that Agnos, the social worker son of poor immigrants, held an incorrect stereotype of the rich and powerful. He thought a young man like Hearst, who after all grew up in the same '60s as everyone else, would talk differently from people Agnos knows simply because of an accident of birth.

Agnos is a quick study. He learned that all people are more or less the same, that business is essential to San Francisco's continued success and that the rich and powerful are sometimes better company than the poor and disenfranchised.

Art Agnos got it, but his ossified critics didn't. Early on, they cast Agnos as the ruffian symbol of the teeming, multicolored masses fighting to wrest San Francisco from the back-room and boardroom players who traditionally ran The City. When Agnos creamed Molinari, it was, in the minds of the old-timers, like the maids and butlers taking over the mansion.

Since then, Agnos has changed — risking the alienation of his most doctrinaire lefty supporters — but his knee-jerk detractors haven't. If there's stasis in this town, the blame goes more to those who've dug in their heels against Agnos than to Agnos himself.

After a decade of Dianne Feinstein's regal posturing, Agnos came into office amid impossibly high expectations for real action. He got off to a slow start and damaged his image by not "taking charge" in a showy, media-friendly way. His new openness toward business may have softened his farthest-left support. But, overall, he's recouped and expanded more than he's lost.

If anything, Agnos is in a potentially stronger position today in the real San Francisco than he was in November 1987. What about Kopp? It's easy to understand his desire to get back to The City after a few years in Sacramento. Maybe he'd be interested in writing a newspaper column devoted to perpetuating a vision of a San Francisco that, for better or worse, no longer exists.

Reprinted from S.F. Examiner, Friday, April 14, 1989

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Light Duty Officers Promotional Opportunities

Editor's Note: The following exchange of letters highlights changes in promotional opportunities.

February 3, 1989

Deputy Chief Willis Casey
 Administrator Bureau
 S.F. Police Department
 850 Bryant Street, 5th Floor
 San Francisco, CA 94103

RE: Light Duty Officers - Promotional Opportunities

Dear Chief Casey:

In May of 1988 the Department's Legal Office issued an opinion that police officers, presently in a permanent light duty position, are capable of promoting within the Department. Is in my understanding that you desire to delay putting out an information bulletin on this issue until an announcement of examinations had been made.

I would urge you to put the information bulletin out as soon as possible in that, failure to do so in a timely fashion, may prejudice the rights of these officers to seek promotional opportunities. It is well known within the Department that a Q-35/Q-50 examination will be given sometime between October of 1989 and March of 1990. Already members of the Department, eligible to promote, are preparing themselves for these examinations. To withhold the good news for the light duty officers is not in their best interest.

I urge the issuance of this bulletin in that I have presently discussed this issue with several light duty officers who are under the impression that the Department will not promote light duty officers based on an old City Attorney's opinion. This is the commonly held belief amongst officers in a permanent light duty capacity.

Sincerely,

Michael S. Hebel
 Welfare Officer

March 28, 1989

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

Dear Mr. Hebel:

In regards to your letter of February 3, 1989, "Light Duty Officers' Promotional Opportunities," I am sending each permanent light duty officer, whose name appears on the March 17, 1989 roster, a letter regarding the Q35/Q50 examination. Enclosed is a copy of the letter.

Sincerely yours,

Willis A. Casey
 Deputy Chief of Police
 Administration Bureau

March 28, 1989

Dear _____

I am writing to encourage you to begin preparation for the Q35/Q50 examination which is expected to be given in December 1989.

Recent court decisions reviewed by our Legal Division state "disabled persons, in general, and light duty officers, in particular, are entitled to the same promotional opportunities as the other police employees."

At this point I am directing the Legal Division to obtain a written City Attorney's opinion on promotional opportunities for limited duty officers. When the opinion is received I will notify you of its contents.

My best wishes to you in your preparation for the test.

Sincerely,

Willis A. Casey
 Deputy Chief of Police
 Administration Bureau



School Safety Patrol Week

Jon Taylor, an eleven year old fifth-grader at Commodore Sloat Elementary School and Karen Logan, a twelve year old eighth-grader at Notre Dame des Victoires Grammar School, received a proclamation from San Francisco Mayor Art Agnos declaring the week of May 8-12, 1989 as School Safety Patrol Week.

At the presentation in the Mayor's office at City Hall are left to right: Karen Logan; San Francisco Police Commander Michael F. Lennon, Jr.; Jon Taylor; California State Automobile Association Vice President and General Manager James P. Molinelli and Mayor Agnos.

The San Francisco School Safety Patrol's 66th Anniversary review was held Tuesday, May 9, 1989 at 12 noon in the Polo Field of Golden Gate Park.

The San Francisco School Safety Patrol is sponsored by the San Francisco Police Department, Parent-Teacher Association, Catholic Parent-Teacher groups and the California State Automobile Association (AAA).

It's In Your Court

by Bill Fazio,
 Assistant District
 Attorney



The M.T.R. Program

M. T.R. or Motion to Revoke Probation is a program instituted by the San Francisco District Attorney's Office several years ago to better and more efficiently deal with the then growing (and now explosive) narcotic trade.

At the Motion to Revoke Probation, the court hears evidence to determine if the defendant has violated the terms of his or her probation. There is no jury and the standard of proof required is much less than that required to sustain a conviction. The court may, in certain circumstances, consider hearsay evidence.

An individual may be placed on probation for a first time offense or where there are mitigating circumstances that would preclude the defendant from being sentenced to state prison.

A grant of probation is a privilege and the individual afforded such privilege often has terms and conditions attached. For example, as a condition of probation, the defendant may be required to submit to narcotic testing, subjected to a warrantless search, precluded from owning or possessing weapons, or required to perform community service.

In a typical hearing involving narcotics, the district attorney will call the arresting

officer who purchased or found suspected narcotics on the defendant, and the chemist who will confirm the narcotic status of the substance. A hearing often times will last less than 30 minutes, compared to a trial that may last one to three days. At the conclusion of the hearing, the judge may sentence the defendant directly to state prison or modify the terms of probation to require additional conditions on behalf of the defendant.

One may be subject to a probation revocation by violating the terms of probation, by failing to meet with the probation officer, or by committing a new crime. Often times when the violation is a new crime, the District Attorney's Office will revoke probation based on the new offense, and later dismiss the underlying charge (the grounds for the probation revocation). Such action does not give the defendant a "free ride." The defendant suffers the consequences of having his probation revoked while the county saves the money and time of having a full blown trial and often having the defendant sentenced to no greater penalty than the probation revocation itself.

While it may appear that the defendant's charges were dismissed, the reality of it is that the defendant is on his expedited way to serve out the terms of sentence.

Probation is a privilege; when one violates those terms, the privilege is "revoked" and the sentence imposed. Probation is also a chance; a chance to change one's criminal behavior, to get into a drug program, to obtain counseling. Like the horse who can be led to water, the drinking is up to the probationer. To those who benefit from probation society likewise benefits, to those who violate the terms of probation go their just punishments.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Retirement: It's your decision

by Gino Marionetti

What Mike and I are trying to achieve in our Retirement Seminars is to let you know the psychological and emotional impact that takes place when one decides to retire.

In our seminars we attempt to assist you as to what type of retirement program you are best suited for; also a test is given as to whether you are suited for retirement.

Planning is the key word for your retirement. People should start planning for their retirement in their 40's or 50's and at least five years prior to actually retiring. Some people plan more for their two weeks vacation than they do for their retirement.

The first question one should ask himself is do I want to retire. Do not be influenced by your fellow officers saying, "Gee, I wish I were in your shoes, I would retire tomorrow," or that other famous quote, "Do you realize that you're only working for twenty five cents on the dollar?"

The final decision to retire should be left entirely up to you. In fact, if you are still enjoying police work, why retire? If you're undecided, what may occur is that retirement is not what you expected and you may find that your life has become disenchanting and you may even wish you hadn't retired.

Retirement can be rough! I feel that if you retire on a Friday, you should have something to do on Monday. You can consider the first three months of your retirement as the honeymoon period and the first year as the most critical. If you are one that feels when it rolls around that it will take care of itself, you are in for a rude awakening. I personally feel that there are five ingredients that one must possess for a happy retirement and for enjoying the so-called golden years. They are: 1) be active, 2) be stimulated, 3) be productive, 4) have a purpose, and 5) like yourself.

Our next seminar is scheduled for Saturday, Sept. 16, 1989 and we have added three new speakers: Dept. Chief Stanley Cordes and Dr. James Maas who will enlighten you as to their problems with the enormous amount of freedom and inactivity that they were facing and what they did to resolve it. These are two of the biggest items that you face in retirement. We will also have as a speaker Mr. Donald P. Berg

from the firm of Dean, Witter, Reynolds who will advise you regarding: 1) current tax laws, 2) early retirement, 3) IRA rollover, 4) lump sum distribution, and 5) 5-10 year forward averaging.

Set aside Sat., Sept. 16th, 1989 for our retirement seminar. I know it will be the best \$15.00 you have ever invested.

How to Tell if You're Stressed Out — and What to Do About It

Only recently have consultants and psychologists begun to study work place tension in depth. They discovered the most trying professions are those involving danger and extreme pressure — or those that carry responsibility without control. The symptoms of stress have been found to range from frequent illness to nervous tics and mental lapses. The most common tips for dealing with stress focus on relaxation, but sometimes the only answer is to fight back or walk away.

10 Tough Jobs	Warning Signs	Ways to Cope
Inner City High School Teacher	Intestinal Distress	Maintain a Sense of Humor
Police Officer	Rapid Pulse	Meditate
Miner	Frequent Illness	Get a Massage
Air Traffic Controller	Insomnia	Exercise Regularly
Medical Intern	Persistent Fatigue	Eat More Sensibly
Stock Broker	Irritability	Limit Intake of Alcohol & Caffeine
Journalist	Nail Biting	Take Refuge in Family & Friends
Customer Service Complaint Dept. Worker	Lack of Concentration	Stand Up to the Boss
Waitress	Increase Use of Alcohol & Drugs	Quit
Secretary	Hunger for Sweets	

Sources for the 10 Toughest Jobs: The National Institute of Stress.

The Five Minute Hearing Test

The following quiz was field-tested on 71 older patients in five cities; audiograms were also run on them. Results showed that those whose quiz scores indicated a need to see a physician were confirmed, on the audiogram, as having a hearing impairment.

Mark the column that best describes the frequency with which you experience each situation or feeling below.

	Almost always	Half the time	Occasionally	Never
1. I have a problem hearing over the telephone.	—	—	—	—
2. I have trouble following the conversation when two or more people are talking at the same time.	—	—	—	—
3. People complain that I turn the TV volume too high.	—	—	—	—
4. I have to strain to understand conversations.	—	—	—	—
5. I miss hearing some common sounds like the phone or doorbell ring.	—	—	—	—
6. I have trouble hearing conversations in a noisy background such as a party.	—	—	—	—
7. I get confused about where sounds come from.	—	—	—	—
8. I misunderstand some words in a sentence and need to ask people to repeat themselves.	—	—	—	—
9. I especially have trouble understanding the speech of women and children.	—	—	—	—
10. I have worked in noisy environments (assembly lines, jackhammers, jet engines, etc.).	—	—	—	—
11. I hear fine — if people just speak clearly.	—	—	—	—
12. People get annoyed because I misunderstand what they say.	—	—	—	—
13. I misunderstand what others are saying and make inappropriate responses.	—	—	—	—
14. I avoid social activities because I cannot hear well and fear I'll reply improperly.	—	—	—	—
To be answered by a family member or friend:				
15. Do you think this person has a hearing loss?	—	—	—	—

SCORING

To calculate your score, give yourself 3 points for every time you checked the "Almost always" column, 2 for every "Half the time," 1 for every "Occasionally," and 0 for every "Never." If you have a blood relative who has a hearing loss, add another 3 points. Then total your points.

The American Academy of Otolaryngology—Head and Neck Surgery recommends the following:

- 0 to 5 — Your hearing is fine. No action is required.
- 6 to 9 — Suggest you see an ear-nose-and-throat (ENT) specialist.
- 10 and above — Strongly recommend you see an ENT specialist.

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When Private Employers Hire Public Police

In Miami, Florida, on busy weekend days and nights, more than 300 uniformed city police officers can be seen patrolling this troubled city's streets, sidewalks, malls, parking lots, arenas and stadiums. They are all in uniform and armed with Miami police badges, radios, pistols and full official powers to stop, search, chase, arrest and summon reinforcements.

But most of them are not working for the Police Department. They are working for private employers: stores, promoters, banks, even individuals staging large parties at private homes. Some officers, in fact, earn more in this sideline work than from their regular jobs.

And Miami is far from alone. All over the country, the phenomenon of policemen moonlighting as private security officers is spreading, often organized and brokered by police forces or unions. So new is all this that police groups are only now drafting policy guidelines.

While the cities, the police, their unions and the private employers praise this development as bringing additional income to police officers and approved security to worried communities at no public cost, some experts are raising serious questions. They wonder about the liability, ethics and equity of allowing, even encouraging, public servants to provide enhanced security only for private interests who can afford it. They also fear conflicts of interest for police who are hired privately.

Experts also see a continuation of the growing privatization of security in American society with the development of private police force, many using former professionals, for malls, corporations, buildings, even entire neighborhoods. These private forces, they note, are not bound by all of the regulations and civil liberties concerns imposed on the public police to protect both complainant and defendants. Yet by hiring off-duty city police, these companies gain access to the power of arrest and the mantle of official authority that other agencies lack.

Many cities like Miami and St. Petersburg now broker outside jobs, enthusiastically matching private employer with police officer, and charging a fee designed to cover the program's overhead. At least one police agency estimates a \$20,000 profit in a 12 month period. Some Florida sheriff departments and state police have offered cut rates to compete with local police for private security jobs.

While everyone agrees this expanding business involves thousands of officers and millions of dollars, no one knows exactly how many departments allow such off-duty work. William Cunningham, president of Hallcrest Systems, which in 1985 published a pioneer study on private security, estimates that 80 percent of American police departments allow such work, while 20 percent severely restrict or prohibit it.

New York City, for example, forbids an officer from performing off-duty security work in police uniform or in an officer's regular precinct for fear of conflicts of interest.

In New York City, there was "a strict prohibition against all moonlighting" until the late 1960s, said Richard Koehler, the department's former chief of personnel,

who is now the city's Commissioner of Corrections. Under the policy change two decades ago, officers could work another job, but for no more than 20 hours a week. A total ban on officers working as security guards, a prohibition made because of liability concerns, was dropped five years ago. "The view was that, on balance, there was a public safety enhancement to allowing officers to perform private security," Mr. Koehler said.

In Florida, Pat Cowart, a spokeswoman for the National Life Insurance Company, which owns St. Petersburg's Southside Shopping Center, said her company is "very pleased with our hired police."

Despite patrols by two private guards, each earning \$7.15 an hour, shoplifting and robberies once occurred often in the 18-store center. Last fall, merchants contributed to a special security fund and contracted with city police at \$22 an hour for an off-duty officer on Fridays and Saturdays.

Suddenly, crime decreased. In January, merchants dropped the guards to hire an off-duty police every day from 10 A.M. until 10 P.M.

Shoplifting is down, Ms. Cowart said, and robberies no longer occur at the shopping center. The laundromat, once deserted after dark, now booms. "The unarmed private guards don't really have authority to do anything," she said, "and the criminal knows that." The off duty uniformed officer has another hidden advantage: on-duty buddies drop by, adding to a police presence.

According to Mary Colony, St. Petersburg's off-duty police coordinator, an average day sees a dozen off-duty assignments. The number is growing so fast she needs a larger job bulletin board.

Some jobs are regular, such as McDonald's on Friday nights. Some are temporary. When an employee was mugged leaving the St. Petersburg Times one recent evening, the newspaper hired an off-duty officer and a patrol car (an extra \$10 an hour) to patrol the lot from 6 P.M. until 2 A.M., at a cost of \$2,048 for eight days. Some are short jobs. Two officers shepherded an oversize yacht from construction yard to launching ramp. Four dozen kept order at a marathon.

Not all requests cost money. When an abortion clinic, fearing demonstrations, called to hire an off-duty officer, it was assigned a regular patrol at no cost. Such decisions are easy, officials say. An officer would make regular stops at a car dealer plagued with break-ins, for example, but if the dealer wants police presence all night, he must pay for it.

Abuses have already been reported. Some New Haven police were charged for falsely reporting off-duty hours they did not work. Police in another community were caught promoting off-duty hiring as they

(See HIRE, Page 17)

Where Are Their Heads?

by Sgt. George Toy, Richmond Station

On April 20, this administration ordered all flags to half-staff for a newspaper publisher in Sacramento. However I was always under the impression the flag was only lowered for public officials.

Well that shows how much I know! However what I do know is "the department heads" did not order the flags lowered even one inch, for the 47 sailors who died in service of the flag, aboard U.S.S. Iowa.

No teletype was issued!

Nothing!

So I ask this simple question: Where are "the department heads shoved?" I can tell you they certainly are not stuck high in the air with pride, or else "the department heads" would have seen the flags had not been lowered.

Maybe "the department heads" were shoved into the basement of the hall. It seems they noticed members were parking in their assigned parking places. "The department heads" considered this an important issue, and immediately issued a teletype message to all members in the department.

This makes me think. If a police officer was killed in the line of duty, would it be politically fashionable to lower the flags? Maybe not.

I would like "the department heads" to come out of where they're shoved and read this sentence.

Most of the station keepers had enough pride to honor our service men, and lowered the flags on their own, but it would have been nice if "the department heads" would have had a little respect, or at least pretend that they do.

More articles on the interesting places that the department heads are shoved next month.

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Board of Directors Meeting

April 18, 1989

Meeting called to order: 1500 hours
 Present: George Rosko, William Cogan, Gary Fox, Mike Paulsen, Matthew Gardner, Cliff Java, Mike Conway, Ray Shine, Richard Alves, Henry Friedlander, Jerry Donovan, Roy Sullivan, Alex Fagan, Mike Keys, Paul Chignell, Steve Johnson and Al Trigueiro.

Absent: Maloney, Ramlan
 Excused: Cole, Doherty, Flippin

President's Report

President Keys issued the oath of office to Richard Alves, appointing him representative for Headquarters Company.

The following notations were then made by the President:

The Consent Decree Division is targeting either Nov./Dec. 1989 for the next Sergeant/Inspector promotional examination. Our Federal Litigation Committee will continue to monitor this progress.

The SFPOA Memorandum of Understanding Negotiating Team (Chair: A. Trigueiro, Members: G. Delagnes, L. Ratti, J. Smith, G. Rosko, K. Esposto, B. Coggin, R. Parenti, S. Tong), will meet again with the Mayor's representatives in a continuing effort to come to an agreement on benefits/working conditions.

President Keys has been meeting with the Department's Administration on two important issues:

1. 4/10 plan at Potrero Station, and,
2. Renewing the list of officers who would like to work off-duty jobs under the auspices of 10B of the Administrative Code. The Special Law Enforcement Services (SLES) Office will regulate assignment of officers of various job opportunities and will review, biweekly, the earnings of all so that officers will be called for work based on their SLES earnings in ascending order.

President Keys then appointed his committee chairpersons and members (see addendum).

Vice President's Report

V/P Paul Chignell announced that grievance procedures concerning Candlestick Park/Giants overtime detail are in place and available for anyone who has concerns over this regard. Contact your representative if you have cause and wish to file. Approximately 30-40 grievances have already been processed.

Treasurer's Report

Treasurer Al Trigueiro is currently overseeing M.O.U. negotiations, budget discussions with the Mayor's representatives and is in the process of conducting a full audit of Association finances.

The Treasurer will be issuing summary progress bulletins on all of these matters and will also arrange to have the POA solicitor present at the Board Meeting in May for discussion of our variety show contract. Motion: Chignell/2nd Coggin to accept Treasurer's Report. Passed unanimously.

Secretary's Report

Secretary Johnson provided each representative with binders, for both their personal use and for placement within their respective units. These binders will contain all future agendas, minutes and miscellaneous informational papers. Motion/Trigueiro, 2nd/Coggin to accept Secretary's Report. Passed unanimously.

Welfare Officer's Report

Mike Hebel was nominated and, after Board approval, appointed to continue in

his duties as Welfare Officer for our Association. Mike addressed the Board on two issues:

- A) Accepting the 18 Housing Police officers as members of the SFPOA, and,
- B) Supplemental staffing to assist Mike Hebel with his workload.

The Board was given several options concerning Housing Police officers' request:

- Refuse membership request
- Allow full membership
- Allow 'Associate' membership
- Contract our services

After much discussion, a motion Chignell/2nd Shine was made requesting our Welfare Officer to return next month with a By-Law amendment allowing the 18 Housing Police officers associate membership rights at a reduced membership fee. The 'rights' would allow Housing Police legal representation at all administrative hearings (e.g. OCC/MCD/Police Commission). Motion carried unanimously.

Mike Hebel's second concern was his workload. President Keys had earlier expressed his interest in ensuring POA members 24-hour access to a professional advisor(s) re: injury-related questions. President Keys suggested that Mike Hebel obtain the services of a paralegal to assist in handling the 122 cases he presently has and return next month with a report on his progress.

COMMITTEE REPORTS:

President Keys has established a new "Police Services Committee" the function of which will be to improve community contacts, reinstate the Police Family Picnic and sponsor a POA Golf Tournament. Gary Delagnes will chair the committee.

Motions:

Motion Johnson/2nd Fagan to approve the Community Service Committee as appointed by President Keys. Unanimous vote for adoption.

Motion Chignell/2nd Donovan to approve the Insurance Committee, etc. Unanimous vote for adoption.

Motion Johnson/2nd Gardner to approve the Legislative Committee, etc. Unanimous vote for adoption.

Motion Johnson/2nd Gardner to appoint Tom Flippin as Editor of the SFPOA Notebook publication. Unanimous vote for adoption.

Motion Chignell/2nd Fagan to appoint Michael Hebel as Parliamentarian. Ayes: Rosko, Coggan, Fox, Paulsen, Gardner, Java, Shine, Donovan, Friedlander, Alves, Fagan, Sullivan, Johnson, Trigueiro, Chignell, Keys. No: Conway.

Motion Conway/2nd Paulsen to host 36 members of the South Wales Police Rugby Team in conjunction with the SFFD for \$1,000. Unanimous vote for adoption.

Motion Shine/2nd Chignell to appoint Michael Hebel as SFPOA Welfare Officer. Unanimous.

Motion Shine/2nd Fox to appoint stewards at the following units to serve at the leisure of the President in a non-voting position:

- Central - Frank Machi
- Mission - Larry Barsetti
- Northern - John Goldberg
- SOB/Task Force - Jim Drago

Motion passed unanimously.
 Motion Shine/2nd Rosko to provide \$250 to help offset costs of the NAPCRO (Police Community Relations Convention) sponsored by the SFPD in June/89. Motion passed unanimously.

Motion Johnson/2nd Shine to purchase 2 tickets to a fundraising reception for Assemblyman John Burton. Yes: Coggan, Fox, Paulsen, Gardner, Shine, Donovan, Friedlander, Johnson. No: Rosko, Java, Conway, Alves, Trigueiro, Keys. Motion passed.

Motion Paulsen/2nd Shine to donate \$300 to Assemblyman Richard Floyd for a fundraising event. Yes: Coggan, Fox, Paulsen, Gardner, Shine, Donovan, Friedlander, Alves, Johnson, Trigueiro, Keys. No: Rosko, Java, Conway. Motion passed.

Motion Friedlander/2nd Java to contribute \$250 to a fundraising event for Supervisor Harry Britt. Yes: Friedlander, Java. No: Rosko, Coggan, Fox, Paulsen, Gardner, Conway, Donovan, Alves,

Johnson, Trigueiro, Keys. Abstain: Shine. Motion failed.

Motion Conway/2nd Shine to provide \$150 to Taraval Station for their community dinner honoring the members of local businesses. Passed unanimously.

Motion Donovan/2nd Gardner to contribute \$1,700 to Arrest Hunger's SFPD vs. 49er Basketball Fundraiser that will take place on May 27, 1989, at 1930 hours, Kezar Pavilion. Motion passed unanimously.

Motion Donovan/2nd Paulsen to provide \$500 to help subsidize Stephanie Bloesch's attendance to the 8th Annual National Peace Officers' Memorial Day Service in Washington, D.C. on May 15, 1989. Mo-

tion passed unanimously.

Request for payment of dues to the Athletic Congress for members of our department who enter running events was tabled until further clarification of the total cost could be obtained.

Fundraising request for Supervisor A. Alioto. No motion entertained. Fundraising request from Supervisor J. Gonzalez. No motion entertained. Fundraising request from Supervisor B. Maher. No motion entertained. Fundraising request from Committee to re-elect JoAnne Miller to the S.F. School Board. No motion entertained.

Steve Johnson
 Secretary

SFPOA COMMITTEES

As of 4/19/89

*Chairman

BLOOD BANK COMMITTEE:

1. *Tom Vigo (Robbery)
2. Gary Lemos (Sex Crimes)
3. Lillian Mattoch (Potrero)
4. Elizabeth Loew (Central)
5. Bill Welch (Tac)
6. Jan McKay (Sex Crimes)
7. Bob Mahoney (Photo Lab)
8. Steve Ortiz (Community Services)
9. Roy Sullivan (Fraud)

BUILDING COMMITTEE:

1. *Mark Hurley (Muni)
2. Layne Amiot (Mission)
3. Gary Lemos (Sex Crimes)
4. Rich Alves (SOB)
5. Dave Oberhoffer (Mission)
6. Gary Fox (Mission)
7. Henry Friedlander (Comm. Services)
8. Alex Fagan (Narcotics)

COMMUNITY SERVICES COMMITTEE:

1. *Bob Huegle (Sex Crimes)
2. Willie Frazier (Police Commission)
3. Mary Petrie (Community Services)
4. Mike Mahoney (Potrero)
5. John Goldberg (Northern)
6. Phil Dito (Sex Crimes)
7. Mike Hebel (Juvenile)
8. Cliff Java (Ingleside)
9. Henry Friedlander (Comm. Services)
10. Don Woolard (Tac)
11. Lindsey Suslow (Taraval)
12. George Pohley (SOB)
13. Dan Gardner (Northern)
14. Ross Laffin (Southern)

COPS COMMITTEE:

1. *Pete Maloney (Southern)
2. Roy Sullivan (Fraud)
3. Mike Conway (Taraval)
4. Paul Chignell (Mayor's Office)
5. Linda Wittcop (Park)
6. Henry Friedlander (Comm. Services)
7. Dan Linehan (Hondas)

FEDERAL LITIGATION COMMITTEE:

1. *John Willett (Mounted)
2. Roy Sullivan (Fraud)
3. Mickey Griffin (Vice)
4. Valerie Agard (Mission)
5. Mike Paulsen (Northern)
6. Larry Ratti (Mission)
7. Morris Tabak (Taraval)
8. Ed Garcia (Northern)
9. Alex Fagan (Narcotics)
10. George Rosko (Central)
11. Lou Calabro (Property Control)
12. Jim Deignan (Central)
13. Sherman Ackerson (Central)
14. Gary Fox (Mission)
15. Anna Brown (Backgrounds)
16. Matt Gardner (Park)
17. Lon Ramlan (Richmond)
18. Leanna Dawydiak (Peronnel)
19. Lillian Mattoch (Potrero)
20. Jim Drago (SOB Task)
21. Pete Maloney (Southern)

GRIEVANCE COMMITTEE:

1. *Paul Chignell (Mayor's Office)
2. Pete Maloney (Southern)
3. Sherman Ackerson (Central)
4. Mike Lewis (GTF)
5. Valerie Agard (Mission)
6. Ray Shine (Solos)
7. Matt Gardner (Park)
8. Jerry Doherty (3-Wheelers)

9. Dan Linehan (Southern)
10. Phil Dito (Sex Crimes)
11. Ed Garcia (Northern)
12. Ted Schlink (Tac)

INSURANCE COMMITTEE:

1. *Steve Johnson (Chief's Office)
2. Heather Fong (Comm. Services)
3. Sandra Tong (Mission)
4. Alex Fagan (Narcotics)
5. Leroy Lindo (Comm. Services)
6. Leon Loew (Central)
7. Jim Cole (Retired)
8. Dorothy Shurtleff (Potrero)
9. Al Melendez (Richmond)
10. George Rosko (Central)

LABOR RELATIONS COMMITTEE:

1. *Al Trigueiro (Crime Prevention)
2. Ron Parenti (Northern)
3. Larry Ratti (Mission)
4. Ken Esposto (Central)
5. George Kosko (Central)
6. Bill Coggan (Potrero)
7. Jeff Smith (Southern)
8. Gary Delagnes (Tac)
9. Sandra Tong (Mission)
10. Jerry Donovan (Tac)
11. Ed Browne (Mission)

LEGISLATIVE COMMITTEE:

1. *Paul Chignell (Mayor's Office)
2. John Goldberg (Northern)
3. George Rosko (Central)
4. Bill Coggan (Potrero)
5. Tom Donohoe (Auto)
6. Mike Paulsen (Northern)
7. Leroy Lindo (Comm. Services)
8. Roy Sullivan (Fraud)
9. Linda Wittcop (Park)
10. Leanora Militello (Potrero)
11. Lon Ramlan (Richmond)
12. Alex Fagan (Narcotics)
13. Ry Benson (Comm. Relations)
14. Dan Linehan (Hondas)

POLICE SERVICES COMMITTEE:

1. *Gary Delagnes (Tac)
2. Bob DelTorre (Tac)
3. Leroy Lindo (Comm. Services)
4. Martin Sacco (Southern)
5. Ross Laffin (Southern)
6. Joe McKenna (Tac)
7. Bob Geary (Central)
8. Tom DelTorre (Comm. Services)
9. Ron Parenti (Northern)
10. Jeff Smith (Southern)
11. Lillian Mattoch (Potrero)
12. John Currie (SOB Task)

PUBLICATIONS COMMITTEE:

1. *Tom Flippin (Muni)
2. Bob Rogers (Taraval)
3. Dennis Bianchi (Legal)
4. Dave Herman (Northern)
5. Gary Delagnes (Tac)
6. Lois Perillo (Mission)
7. Pete Maloney (Southern)
8. Paul Chignell (Mayor's Office)
9. Duane Collins (Hondas)
10. Ray Shine (Solos)

UNIFORM & SAFETY COMMITTEE:

1. *Dave Herman (Northern)
2. Mike Mahoney (Mission)
3. Rich Alves (SOB)
4. Vince Catanzaro (Mission)
5. Jerry Donovan (Hondas)
6. Marta McDowell (Mission)
7. Belinda Kerr (Park)
8. Don Woolard (Tac)
9. Ed Garcia (Northern)
10. Pauline Hnatow (Northern)
11. Leanora Militello (Potrero)
12. Joe Mayers (Police Range)
13. Roger Weaver (Potrero)
14. Al Hom (Northern)



RESTAURANT & PATIO

621-2566

Lyle Webster
 Carol Hartley
 Keith D. Ripley

558 Castro Street
 San Francisco

Treasurer's Report:

San Francisco Police Officers' Association
Monthly Financial Statement
March 1989

Income:	
Dues - Active	\$46,625.90
Dues - Retired	109.50
Notebook	100.00
Misc Income	2,080.00
	<hr/>
	\$48,915.40

Disbursements:	
701 Accounting	1,352.00
703 Annual Election	579.64
705A Awards/Donations (S.A.)	1,200.00
723 Dues Collection	198.12
725 Equipment Purchase	173.60
728 Equipment Rental	28.22
730 Expense Acct. (Pres.)	400.00
753 Janitorial	490.00
771 Mailing	1,898.68
772 Public Relations	467.22
773 Rent	1,872.00
776 Salaries - Office	7,924.91
777 Salaries - Executive	9,569.26
781 Supplies - Office	507.81
782 Administrative Expenses	228.35
782A Admin. Exp. Supplemental	118.41
785 Fed. Payroll Tax	9,822.17
787 State Payroll Tax	1,490.56
Less Withholding	[5,083.63]
792 Utilities	2,065.53
795 Employee Benefits	6,450.60
796 Retirement President	273.34
798 Property Tax	3,914.64
730 Health Svc/Retirement	1,872.12
830A Health Svcs. Expenses	37.43
835 Insurance	1,341.03
845 Labor Relations	[525.37]
850 Labor Relations	316.30
860 Screening	1,046.40
860A Screening - Supplemental	2,438.31
860B Seal Beach	12.50
861 Bley Retainer	5,600.00
863 Publication	3,398.57
870 COPS	1,000.00
870A COPS - Expenses	10.50
872 Life Insurance (Member)	2,086.20
880 Stress	114.59
895 Sports	1,000.00
897 Will Program	[130.00]
	<hr/>
	\$65,559.94

Cash spent over receipts \$16,644.54

Cash at beginning of period	
General Account	30,247.42
Merrill Lynch	67,000.00
	<hr/>
	\$97,247.42

Ending cash balance	
General Account	13,602.88
Merrill Lynch	67,000.00
	<hr/>
	\$80,602.88

The Abbreviated Supplemental Financial Statement listed below further explains the breakdown of accounts that are not self-explanatory.
March 1989 Financial Statement (Supplemental)

Income:	
Notebook	100.00
The revenues for the Notebook are substantially less for the month of March due to a change in advertisers.	
Misc. Income	2,080.00
Cash received from the Misc. Fund is accumulated from the P.O.A.'s Merrill Lynch Ins. Fund.	

Disbursements/Expenses:	
701 Accounting	1,352.00
Expenses accrued due to audit, conducted by the Alan Lindquist & Co. accounting firm.	

703 Annual Election	579.64
H.J. Carle & Sons printing	
705A Awards/Donations (S.A.)	1,200.00
\$100.00 Honorarium given to all Directors who served during 1988.	
725 Equipment Purchase:	173.60
Pitney Bowes Corp. postage meter	
771 Mailing	1,898.68
Postmaster	1,525.00
Federal Exp.	43.00
Sparkies Del.	450.48
Credit	[119.80]
772 Public Relations	467.22
Cal Homicide Inv	100.00
Judge Pajalich Tri.	350.00
Robert Barry	33.60
Robert Barry	101.55
Castro Flower Shop	73.49
AAA Flag Co	5858
Credit	[250.00]
773 Rent	1,872.00
System Parking	300.00
Sumitomo Bank	4,372.00
Rent Credit	[2,800.00]
782 Administrative Expense	228.35
Clerk Muni. Court	20.00
Custom Coffee	156.15
Allen Press Clip.	33.00
S.F. Newspaper	19.20
728A Administrative Exp. Supp	118.14
Butler Uniform Patches	106.50
UPS	11.64
792 Utilities	2,065.53
AT&T	10.06
Pac Bell	321.73
AT&T	354.28
Pac Bell	521.39
PG&E	332.45
Golden Gate Disp.	143.12
Peanuts Answering	120.00
Sonitrol	253.50
845 Labor Relations	[525.37]
Dan Linehan (1/2 Hallinan)	
850 Labor Relations	316.30
Holiday Inn (Seminar)	175.00
Dan Linehan	61.05
Robert Barry	20.00
Robert Barry	2.25
Robert Barry	58.00
860 Screening	1,046.60
Robert Barry	9.50
Robert Barry	5.00
Bley & Bley	53.30
CB&M	508.80
McQuaid, Bedford (Donnelly/Barry)	1,010.00
Richard Shikman (Rivero)	1,031.15
Richard Shikman	397.16
880 Stress	114.59
AT&T	49.59
Peanuts	65.00
895 Sports	1,000.00
Dennis Gustafson	500.00
Oxnard Convention (Olympics)	500.00

Right Here In River City



by Bill Hemby, COPS Legislative Advocate

Legislature On a Rampage

If ever there was a single issue to ignite the fires of political reactionism, semi-automatic weapons comes close to ranking at the top. At last count there are about 50 bills that deal directly or indirectly with these weapons.

I won't bore you with the numbers or text. God forbid! I think I've sat through enough committee hearings on this topic to register as a NRA expert. Boiling it down to its common denominator, we have a gaggle of bills that ban so called military type semi-automatics; that increase penalties for carrying and using them, (on someone else), that increase penalties for carrying any concealable firearm, (Most of the new bills make it a wobbler); that set up 800 telephone numbers to establish who is buying them, (however, one point made was, if you ban them, how can they still buy them?)

There are bills that increase penalties for illegal transferring, selling, giving away, talking about, or having a wet dream over concealable firearms. There are bills that increase penalties for sawed off shotguns, machineguns, silencers, magazines of 10 or more rounds, multiple barrel guns, tanks and armored personnel carriers. There are bills that require firearm safety training certificates and that establish a central computer list of unsavory characters who can't buy weapons; that make it more difficult for nuts (not gun nuts mind you), to buy weapons; there are bills that prohibit rifles and shotguns designed to be fired from the

hip, (there goes the OK corral!) and there are bills banning probation, parole, good time credit, ice cream cones or candy bars for violators of gun laws.

Well, I think you get the picture. It seems the legislature is now doing with a vengeance, what has been attempted but failed each year. That is, make it tougher for the bad guys to get these nasty little guns. Will it stop crime?

Probably not. Will it slow down the bad guys? Probably not. Will it help? Yes. Anytime you can keep one of these weapons out of the hands of a nut or criminal, it's going to help!

On another subject: Hey! Wouldn't you like to have been the one to have found Sonoma County killer Ramon Salcido. Like in a dark alley in San Francisco?

One interesting irony of these debates is the role reversal. Normally, it is the Republicans who push to increase penalties and the Democrats who are cautious in voting for them. With the gun issues, the Democrats are pushing for the increases with the Republicans voting no. I have even seen the NRA siding with the ACLU in some of the debates! What's that old adage? "Politics makes strange bedfellows"?

I have to hand it to Assemblyman John Burton (D) San Francisco. As chairman of the Committee on Public Safety, he is in the hot seat over every crime bill introduced, and to his credit, each bill has received a hearing and most have gone out of his committee.

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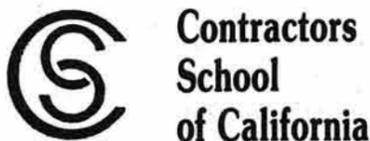
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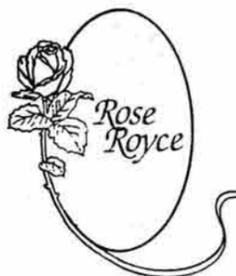
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Sgt. John Young Memorial Picnic

June 4, 1988

Morton's Hot Springs

These photos were submitted by Joe Reilly, formerly of Co. H, SFPD and now a sergeant with the S.F. Airport Police. Thanks for the memories, Joe.

It's not too soon to be thinking about this year's event.



Off to the races ...



A grand slam?



... And now, the Toddler Division.



Chief, how could you?



No wonder dinner was late.



Directions from Dad.



Was it a double? A triple? No, a quadruple ...



Time for the raffle.

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FOR A JOB WELL DONE!

Safety Column

by Dave Herman, Chairman
Uniform & Safety Committee

On Thursday, April 13, 1989 the department's Uniform & Safety Equipment Committee met.

The following members were present: Representing the Department, Deputy Chief Willis Casey, Chairman, Deputy Chief John Jordan and Deputy Chief Frank Reed, POA representatives Dave Herman, Ed Garcia and Pauline Hnatow.

Below were the items on Agenda for consideration.

1. Unit and Lifesaving Awards - Several months ago, the committee received a request from then-Commissioner Gayle Orr-Smith to consider the possibility of extending our award program to include *Unit Awards*. Also during the same time period, members of the Medal of Valor Screening Committee discovered that some incidents, while heroic on the part of the officer and which often lead to the saving of lives, did not constitute life threatening situations, and therefore do not qualify for existing awards. It was suggested that a Lifesaving Award be established to officially recognize these heroic deeds.

The Planning Division surveyed 18 large police departments throughout the United States and found that several departments give an award for outstanding unit teamwork. There are various criterion for the awards but basically the award recognizes outstanding performance by an entire unit. Officer Michael Sullivan of the Planning Division presented a display of possible ribbons and certificates for consideration by the committee.

The committee voted 5-1 in favor of recommending to the Chief and the Commission that approval be granted to establish **Unit Awards**, and to allow the wearing of ribbons and presenting of certificates, plaques, etc., to signify outstanding team efforts and achievements by department units. (e.g., Planning Division's efforts in the passage of Prop A, Robbery

abatement programs, narcotic education, anti-pursesnatching details by units, etc.)

In addition, the committee voted unanimously (6-0 to recommend to the Chief and the Commission that a **Lifesaving Award** be established and that ribbons and certificate signifying heroic efforts leading to the saving of lives be presented to deserving officers.

2. Breakfront Holsters for Female Officers - At the request of Officer Dennis Bonnel, assigned to the Police Range, the committee considered the recommendation that our department purchase "reverse kant holster" (breakfront) with extended shanks to accommodate both male and female officers who experience difficulty drawing their service revolver from the holsters presently issued to all officers.

The committee recommends that the Range, through the Planning Division, purchase 5 or 6 of the reverse kant holsters to send to the district stations for evaluation by interested members, and a report to this committee at the next meeting.

3. Uniform Specifications - At the April 14, 1988 meeting of the Uniform and Safety Equipment Committee, it was unanimously agreed that the uniform pants and shirts would be of the 19 oz. serge material formerly used (pre-Democratic Convention). However, because of a continuation of the budgetary constraint governing the issuance of new uniforms, the committee recommends that the department continue to specify the current uniform material as regulation.

4. Semi-Automatic Weapon Policy Committee Report - Deputy Chief Frank Reed, Chair of the subcommittee which will address the many questions which must be answered prior to establishing a policy regarding the authorization to carry semi-automatic weapons, gave an update of the status of the study.

On Related Issues

As far as uniform replacements are concerned, the city cut \$650,000 from the police budget to replace worn uniforms, and informed the POA that they were not obligated to replace said uniforms because that is a contractual agreement usually part of an MOU and since we have none with the city, an item such as this would be ignored. This particular problem is a

result of years of operating without an MOU, an easy way for the City to save more money citing this situation.

So far, the second year in a row, the department will have no money to replace equipment through normal wear and only emergency replacement will be allowed.

I suggest you document any and all incidents where equipment is damaged during the course of your duties and contact me as soon as possible if you receive adverse comments about your uniform appearance.

Just in case you're thinking of purchasing your own replacement items (silly you), here's a quick check-off of current prices at Butlers Uniforms:

Uniform Pants	\$109.00
Long Sleeve Shirt	\$69.95
Short Sleeve Shirt	\$61.95
Bates Shoes	\$79.95
Uniform Hat	\$49.95
Heavy Jacket	\$169.00
Ike Jacket	\$174.95

9mm Handguns

The department is continuing to test various brands of 9mm handguns and held its second test shoot on April 18th at the Police Range. The sub-committee chaired by Deputy Chief Reed will be meeting again soon, and I will report to you on the results of that session.

Committee Members

As Chairman, I want every member to know and have access to the members and the committee meetings (which I will announce). Here is a list of the Committee and its present members.

- Dave Herman, chairman
- Mike Mahoney, Co. D
- Rich Alves, SOB
- Vince Catanzaro, Co. D
- Jerry Donovan, Hondas
- Marta McDowell, Co. D
- Belinda Kerr, Co. F
- Don Woolard, TAC
- Ed Garcia, Co. E
- Pauline Hnatow, Co. E
- Lee Militello, Co. C
- Joe Mayer, Range
- Roger Weaver, Co. C
- Al Hom, Co. E

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FROM THE PRESIDENT

Each month I will try to put out a short column of items of information which you may not be aware of.

First, I haven't had a chance to thank everyone who supported me in this election victory. To say I was surprised by the results would be an understatement, but I do thank you and appreciate your support. Those of you who did not support me, I hope I can earn your confidence and support during my term in office.

I would also like to thank Joe Zamagni, Reagan Howe, Mike Mahoney, Len Becker, Don West, Jim Parashis and all who helped put on and came to the dinner thrown by Potrero Station for my election as president. I had a great time.

Letters Sent to:

Wendy Nelder and Tom Hsieh thanking them for the pro-police stance taken at the Board of Supervisors meeting Chief Jordan had to appear at over the Salvadoran Demonstration.

Art Agnos for backing the Chief and the Department over actions taken against the

agitators at the Salvadoran Demonstration.

George Alino, President of the Los Angeles Police Department P.O.A. regarding an article which appeared in our local paper which gave his Department negative press, and it wasn't his Department involved in the incident.

Jim Eason for the backing he gave us on his talk show at KGO Radio which brought about the "Hold The Line" banner displayed in the windows at the P.O.A.

Jim Gabbert of TV. Station Channel 20 thanking him for airing a segment called "Too Much Force" which showed what the police have to put up with at demonstrations.

JoAnne Miller of the S.F. School Board telling her the Association did not like her wild accusations made on the TV. Show "People Are Talking." She said the police are doing nothing about the gang problem.

To the West County Times, a newspaper put out in Contra Costa County. A rebuttal to their article on how wrong we were to use an officer posing as a media person to film a demonstration.

Sheriff Dick Michaelson, Sheriff of Sonoma County, whom many of us know personally, on how well the S.O. handled the Salcido incident.

All local Supervisors regarding not giving donations/contributions requested at the April Board meeting.

Meet and Confers:

Crowd Control: Had the Meet and Confer over the policy and procedures — more to be scheduled.

Overtime: Department agreed to open up all overtime monies, etc. and keep a running total of who gets what so it will be spread equally. Lt. Robinson will have a form out shortly on how to apply for various overtime details.

Candlestick Park remains a problem and will have to be grieved on an individual basis. Paul is handling via your rep. Chief will be very, very busy in the months to come over this issue.

O.C.C. on the members response form:

We're working on a new draft of the form so officers can respond in writing which conforms to L-1 guide lines and protects the officer also.

I've met with the following during the month of April: Supervisors Hsieh, Hallinan, Hongisto, Gonzales, Maher, Deputy Mayor in charge of Public Safety Gale Orr-Smith (a former Detroit Police Officer), District Attorney Arlo Smith, Budget Director (for the Mayor) Carol Wilkins.

Attended the C.O.P.S. meeting and Secretaries Day reception.

Meetings with the City over the MOU. are moving along; we'll keep you posted.

By-Law revisions are also continuing.

A thank you to Supervisor Hongisto for defending us against the wild accusations made by JoAnne Miller on the TV. talk show.

To the person who wrote me regarding only taking care of Potrero Station and getting them on the 4-10 plan and not the rest of the stations. Potrero's the next station to go on the 4-10 plan. No one else will get the 4-10 until they do. Need I say more.

As many of you know I've met with various people regarding the budget, and I'm trying to obtain the necessary tools you need to do the job. It's still too early to tell the outcome but, rest assured, you men and women of patrol are the front line. You are the people in the trenches doing the dirty work and working the various shifts. It should be the main goal of the department to always keep the morale up in the patrol force by giving you the proper working conditions and tools to do the job you're expected to perform. As long as I have this office I will always try to obtain those things to make your job easier and more pleasant.

Hold the line!

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Harry K. S. Byun, President

Back To The 'Po

by the Potrero Station and Staff

On Monday, April 3rd, Captain John C. Gleeson returned to Potrero Station after a three (3) month "Tour of Duty" at the F.B.I. Academy in Washington, D.C., (S-P-E-L-L-E-D "Vacation"). In Captain Gleeson's words, "It was anything but a vacation: Potrero seems mild in comparison to what you go through there."

The Captain was glad to be back, as you could see by the big smile on his face all day. Now, you would think that the staff might have a Welcoming Home Party, cake, card or something right??? WRONG??? Evil minds were at work here, the staff just went about their usual business (whatever that is!!) but did say, "Nice to see ya, Captain." Toward the end of the day, the smile had somewhat faded and Captain Gleeson went through his routine of the day and then went home, probably thinking, "Well, maybe they will at least have a card on my desk tomorrow." But come Tuesday morning, no card sigh.....!!!! Now it's about 1400 hours and the Capain is trying to go to lunch as the Captain's Secretary (Dyan Hiross) informs him that one of the staff members (Off. J. D. Hicks) needs an emergency meeting with him and could he hold off on lunch until she went to find him, now the Captain began to get a little suspicious due to the fact that for the next 20 minutes everytime he spotted Officer Hicks and attempted to get his attention, Officer Hicks would dash out the back door or run out the front door while Officer Joe Vigil would cover for him keeping the Captain in conversation. Finally, (20 minutes later) the "WELCOME HOME" Party for Captain Gleeson took place in true Potrero Station fashion as the "Singing Telegram" person arrived with balloons and presented a bottle of "KORBEL" Champagne to the Captain while singing "WELCOME BACK, JACK!!!!" as the staff presented the Captain with a huge strawberry and whipcream cake. That day the Captain went home with a smile as wide as the grill on his car.

WELCOME HOME
CAPTAIN GLEESON!!!!!!!!!!

Also ending "A Tour of Duty" in the warzone

We want to thank Captain Robert Fife for his time and energy in putting up with us for three months. He made the loss of Captain Gleeson bearable and not only did an excellent job running this Station and District but became friends with all he encountered.

THANK YOU, CAPTAIN FIFE!!!

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Health Service Report

by Jim Deignan, Co. A
Health Service System Representative

This month is 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 a 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.

More on the IRS 125 Plan — Just a reminder: You do not have to subscribe to any insurance plan to take advantage of the IRS 125 Pre-Tax savings. All you have to do is sign the election form indicating

that you want your contribution to be pre-tax and you will receive the net savings in your pay check.

H.S.S. rates will be increasing approximately 15% for all health plans. In addition some co-payments will increase so be sure and compare plans and read the informational packets provided you, keeping in mind the changes in co-payments and deductibles.

The H.S.S. has voted unanimously to terminate our contract with Paid Prescription Drug Program. We have elected to contract with Pharmaceutical Card Systems Inc., better known as P.C.S. We believe our new provider will be able to maintain and improve services to our members, while implementing cost containment factors that hopefully will lower our drug experience cost.

Black and White Cops

by Paul Chignell, Vice-President

Working as a police officer in one of the most liberal cities in the United States is a difficult chore. Police officers are by nature conservative politically and having to observe and hear progressive ideas can be a problem. Some officers handle it better than others, but some lash out and promote their right to conservative views but do so without the respect that all of us should have for people with opposing views.

Black & White Cops

Some of our members see the world in black and white terms — on their terms or none at all. It is almost as if there is not another world out there and that if you don't believe in the death penalty, in the right to own any assault weapon available, then you are despicable and not worthy of consideration. Don't get me wrong — I believe in the death penalty but would ban most assault weapons. But my concern is that the toleration of another point of view, the fact that there may be a difference of opinion does not enter the picture with some of our members.

Defenders of the Administration

It is most interesting that the most outspoken opponents of the political system and liberal politicians often do not have the same philosophy attacking "politicians" when it comes to criticism of politicians in our midst, the politicians of the Administration of the San Francisco Police Department. People are not appointed Chiefs, Deputy Chiefs and Commanders solely because they are doing a good job or deserve the job. They are politicians themselves, working the political system to obtain high paid positions in exempt jobs outside of civil service. But they are the untouchables never criticized for failing to speak out on police issues such as the consent decree or budget cuts or unfair policies that impact the rank and file cop. The black and white cops have a field day at-

tacking state legislators, county supervisors, but they take great pains to "support the Chief" as if that support is deserved and disregarding the fact that in police agencies the "chiefs" are just as blatantly political.

Rude Awakening

The black and white cops have had a number of surprises when some of the economic and rights issues have emerged and been voted on by the politicians. The first lesson for many of them was some 13 years ago when rank and file police organizations throughout the state of California decided to do something about procedural due process violations by Chiefs of Police, County Sheriffs and their agents. The fact that cops could not get a fair shake when they were under investigation resulted in the introduction of the Procedural Officers' Bill of Rights Act as state legislation. But a rude awakening occurred in both houses of the California legislature. Virtually every Chief of Police, every County Sheriff in the State of California wrote letters to their assembly member and state senator urging defeat of the Police Bill of Rights. Virtually every Republican lawmaker opposed the bill stating that cops were not entitled to these rights, that the entire police discipline system would break down if cops were given these rights. Police officers were outraged when they found that their conservative allies in the Republican party did not want to give them the same rights that common criminals have. Lo and behold, liberal legislators were almost unanimously promoting the bill and voting for it.

Time and time again in the legislature, police association leaders found that the liberals were consistently voting for police rights, consistently voting for benefits and the conservatives were opposing them.

Local Politics

The San Francisco Police Officers' Association knew of this phenomenon since the mid 1960s. When police retirement and pay issues were put on the ballot, in every election the liberal areas of the City voted for the police and the conservative areas such as Pacific Heights, the Sunset district and others voted the police benefits down. This was illustrated in the 1974 retirement change, the 1982 votes for time and one-half as well as night differential, the 1986 pay formula change that brought total retroactivity to police salaries and others. In addition, conservative politicians such as former Supervisor Quentin L. Kopp often opposed our pay enhancements.

Future Issues

It is important that the POA in representing our membership not portray special interest groups, politicians and administration officials in a monolithic way. The world is not black and white and our conservative allies on the death penalty issue will quickly turn their backs on police officers seeking a decent wage for their families or basic human rights. It is important for our membership to understand that we have to work with all groups and not be held captive by a conservative philosophy.

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SFPD: 14 Year Compensation Decline



by Mike Hebel,
Opinion
Correspondent

In 1974, San Francisco police officers received compensation rates equal to those paid Los Angeles police officers — the highest in the State. By 1988, San Francisco police officers had slid from #1 to #55 (see the accompanying chart on compensation rates if you don't believe this). How did this stunning compensation rate decline occur and what seeds has it sown within the department?

Top Wage Rates

In 1952, The Police Association, in conjunction with the Firefighters' Union, successfully passed a charter amendment restructuring the method by which police/fire rates of compensation were set. The new formula contained language allowing San Francisco police officers and firefighters to be compensated at a rate not to exceed the highest paid to their counterparts in California cities with a population exceeding 100,000. The Board of Supervisors, in interpreting this provision, consistently set wages to parallel the highest paid in the State.

In the 1950's leading wages were being paid to Torrance police officers.

As the years progressed, various city attorney opinions allowed the Board of Supervisors to consider wages being paid to a senior officer position in Berkeley and the level 2 officer in Los Angeles. These opinions allowed the supervisors to set wages in San Francisco to parallel the highest paid officers within California performing police services comparable to S.F.'s 4th year officer.

From 1968 to 1974 San Francisco looked to Berkeley, Los Angeles, and Oakland. Here the highest wages were being paid. Annually, the supervisors routinely set police/fire wages to equal the highest then being paid.

In so setting wages at the highest rate, the supervisors considered that San Francisco was not providing the same total compensation package enjoyed by officers throughout the Bay Area. For example, San Francisco did not and does not provide for:

- (1) Educational incentive;
- (2) Career development incentive;
- (3) Medical care for dependents;
- (4) Dental/vision care coverage; and most importantly,
- (5) Pension cost pick-ups.

The supervisors preferred a higher wage instead of other employee benefits.

After 1975

In the early 1970's there was a series of small pay increases immediately followed by a surveyed increase of 13% for 1975. Departing from its consistent past practice, the supervisors decided on a 6.5% increase instead of the 13%. Thereafter followed a 3-day police/fire walk-out in August 1975.

On the November 1975 ballot appeared a charter amendment that proposed to restructure the method whereby police wages were determined. This amendment proposed a formula whereby the S.F. police/fire wage would be calculated as the average of wages paid to police officers in California cities with a population of 350,000 or greater. The amendment passed and with it began the slide from #1 to #55.

Retirement Pick-up

In the 1980's police associations throughout California, using the collective bargaining mechanism, began to negotiate a retirement pick-up provision whereby their employing entity paid for the officer's retirement plan. Were the City and County of San Francisco to pay for its police officers retirement plan, there would be an immediate 7% raise for Tier I officers (Pre-November 1976) and 7½% raise for Tier II officers (November 1976 and After).

The lack of a retirement pick-up, whereby the employer pays the employee's

retirement contribution, has by itself resulted in S.F. police officers/firefighters being placed in position #55 instead of #20.

1989-90 Rates

The Civil Service Commission will conduct the 1989-90 salary survey for the police and fire departments in July. The rates must be adopted by the Board of Supervisors by August 25th and will be retroactive to July 1st.

Based on a preliminary survey, it appears that police officers and firefighters will receive an increase of approximately 7.5% effective July 1, 1989. Presently, two (2) cities (Long Beach and San Jose) are negotiating for wage increases for their employees. When they reach an agreement, our 7.5% increase will go up to about 9.2%. The effective date of the additional raise will depend on the effective dates of the agreement in these two (2) cities.

This will upgrade San Francisco's standing on the comparative wage date chart. But this upgrading will not place San Francisco above #25 since all the listed cities will also be raising their officers' compensations.

"Equity Emigrees"

On May 2, 1989 four (4) San Francisco police officers entered the San Francisco Fire Department — 2 more will shortly follow. This pattern, last experienced in the mid-1970's, is now reasserting itself. Why? With wages at depressed levels (by compared to data), these officers sought a profession that offered better secondary employment opportunities.

But the emerging trend is the "equity emigree." This is a police officer with 5 to 9 years of service who is now actively shopping for a smaller police agency without a commute and offering a better wage and benefit package. This officer intends to take his retirement system contributions (his equity) with him to use as a down payment on a house.

Solutions??? Not Soon!

Prior to 1952, police officers went on the ballot every year with their request for a pay raise. The electorate either said yes or no. The passage of the 1952 charter amendment setting a permissive wage formula was a major advance. Lobbying the Board of Supervisors in subsequent years led to the practice of paying police officers/firefighters top wages. This came to an abrupt halt in 1975. Thereafter came the slow, steady, and now horrific compensation deterioration.

Current police officers wages (#55 in the State) has reached a nadir without historical parallel. San Francisco police officer's compensation is now exceeded by every large department (San Jose, Los Angeles, Long Beach, Oakland) excepting San Diego and by almost every small Bay Area police agency (Sunnyvale, Santa Clara, Los Gatos, Walnut Creek, Mountain View, San Leandro, Pleasanton, Vallejo, Alameda, Berkeley, Richmond, Newark, Menlo Park, Milpitas, Rohnert Park, Hayward, Martinez, and Concord).

San Francisco's willingness to pay is clouded by its ability to pay. The 1988-89 fiscal deficit of \$150 million coupled with a projected deficit of \$62 million in FY 89-90 are not favorable economic indicators. Fortunately the Mayor's office budget director projects a small surplus in FY 1990-91 and forward.

City departments suffered a 5 to 10% budget decrease in FY 1988-89 and faced a 5 to 7% decrease in FY 1989-90.

These are not times for large wage enhancements no matter how justified.

The POA has a new Legislative Committee. High on their priority list should be restoring San Francisco police officers to their rightful place — near the top — on the State's police compensation ranking chart.

Rec#	City	Top-Step/Wage	Ret/Pick-up	Comparison
1	Irvine	\$4,009	0%-20%	\$4,811
2	Sunnyvale	\$3,539	8%	\$3,822
3	Santa Clara	\$3,812	0%	\$3,812
4	Culver City	\$3,483	9%	\$3,796
5	Westminster	\$3,466	7%	\$3,708
6	Stockton	\$3,051	20.01%	\$3,691
7	Beverly Hills	\$3,246	9%	\$3,601
8	Huntington Park	\$3,297	9%	\$3,593
9	Santa Monica	\$3,249	9%	\$3,541
10	San Jose	\$3,248	9%	\$3,540
11	Huntington Beach	\$3,233	9%	\$3,523
12	Los Gatos	\$3,202	9%	\$3,490
13	Brea	\$3,160	9%	\$3,473
14	Burbank	\$3,167	9%	\$3,452
15	Glendale	\$3,254	6%	\$3,449
16	Walnut Creek	\$3,159	9%	\$3,443
17	Oxnard	\$3,149	9%	\$3,432
18	Los Angeles	\$3,423	0%	\$3,423
19	Mountain View	\$3,161	7%	\$3,382
20	Long Beach	\$3,103	9%	\$3,382
21	La Habra	\$3,100	9%	\$3,379
22	Compton	\$3,093	9%	\$3,371
23	Santa Ana	\$3,129	7%	\$3,364
24	San Leandro	\$3,110	8%	\$3,361
25	Pleasanton	\$3,077	9%	\$3,353
26	Vallejo	\$3,133	7%	\$3,352
27	Alameda	\$3,070	9%	\$3,346
28	Anaheim	\$3,123	7%	\$3,342
29	Berkeley	\$3,047	9%	\$3,321
30	Hawthorne	\$3,044	0%	\$3,318
31	Costa Mesa	\$3,317	0%	\$3,317
32	Newark	\$3,310	0%	\$3,310
33	Newport Beach	\$3,037	9%	\$3,310
34	Inglewood	\$3,028	9%	\$3,301
35	Richmond	\$3,027	9%	\$3,299
36	Fresno	\$3,150	4.6%	\$3,294
37	Menlo Park	\$3,017	7%	\$3,288
38	Fountain Valley	\$3,013	9%	\$3,284
39	Milpitas	\$3,013	9%	\$3,284
40	Pasadena	\$3,064	7%	\$3,278
41	Campbell	\$3,272	0%	\$3,272
42	Rohnert Park	\$3,054	7%	\$3,268
43	Whittier	\$2,976	9%	\$3,244
44	Hayward	\$2,957	9%	\$3,223
45	Oakland (Pers)	\$2,991	7.348%	\$3,212
46	Torrance	\$2,944	9%	\$3,209
47	Martinez	\$2,941	9%	\$3,206
48	Upland	\$2,935	9%	\$3,199
49	Concord	\$2,928	8%	\$3,191
50	West Covina	\$2,982	7%	\$3,191
51	Buena Park	\$2,977	7%	\$3,185
52	Placentia	\$2,979	7%	\$3,185
53	Pomona	\$2,971	7%	\$3,179
54	El Monte	\$2,897	9%	\$3,158
55	San Francisco	\$3,155	0%	\$3,155
56	Gilroy	\$2,894	9%	\$3,154

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The NEW Federal Monster

The Surtax

by Gale W. Wright

The older persons of the United States are the guinea pigs for a new Congressional tactic, which is a surtax for persons age 65 and older, to pay in addition to their federal income taxes. A surtax is defined as "A tax on something already taxed."

Congress is playing a waiting game with this one. If the guinea pigs won't/can't get organized to have the surtax repealed, then we may well see more surtax laws for other federally controlled agencies such as water allotments, admissions to parks, land leases, etc. Are you ready for surtax laws?

No New Taxes

President Bush has said, "No new taxes." Therefore, he should be more than pleased to sign new surtax laws so he can show what a great job he is doing to lower the federal deficit. Just because you earn \$30,000 or more per year, or you have retired on \$30,000 or more, will you automatically be eligible to pay surtaxes?

Catastrophic Coverage

On July 1, 1988 the former President signed into law the Medicare Catastrophic Coverage Act of 1988, which increases Medicare benefits. In order to fund 63% of the expected costs, the first surtax was included in the Act. "Any person age 65 or older is ELIGIBLE for Medicare; any such person who has a federal tax liability of

\$150 or more, MUST pay the surtax." (emphasis added) (See IRS Publication 934).

This surtax is a 15% sum on top of any federal income taxes owed. There are ceilings, of course, but these ceilings go up every year. If you file as a single person, the ceiling is \$848. If you are married and filing jointly, the ceiling is \$1,696. These ceilings are just for 1989.

This surtax situation is not just a problem for the older persons. When are you going to retire? How soon before you too will be eligible because of your age, to pay the additional surtaxes? What happens to all of your good financial planning for your retirement. Your golden years might be eroded by the Congress of 1988. They are the ones doing this surtax number on your money.

What About Mom and Dad

If you are not 65 today, maybe Mom and Dad are. If they can't pay the additional 15% surtax on their own, maybe you will have to help them out with a few hundred dollars every year. How long can you help them? What about your plans for your money?

Perspective

Regardless of your age, take a look at what you paid to Uncle for last year. If the amount is over \$150, divide that amount by \$150 and multiply it by \$22.50. This would have been your surtax for 1988 if the law had been applicable then. But the amount you arrived at approximates what will be owed by April 15, 1990 for the 1989 taxes. Who is really prepared for this new surtax. The chart below spells out the bad news for the next five years.

MEDICARE CATASTROPHIC COVERAGE ACT OF 1988 (Married, filing jointly)

SURTAX rate per \$150 of federal tax liability:		1989	1990	1991	1992	1993
		\$22.50	\$37.50	\$39.00	\$40.50	\$42.00
Taxable Income	Income Tax	1989	1990	1991	1992	1993
\$ 1,500	\$ 225	\$ 22	\$ 37	\$ 39	\$ 40	\$ 42
5,000	750	112	187	195	202	210
10,000	1,500	225	375	390	405	420
15,000	2,250	337	562	585	607	630
20,000	3,000	450	750	780	810	840
25,000	3,750	562	937	975	1,012	1,050
(Average police/fire pension:)						
30,000	4,500	675	1,125	1,170	1,215	1,260
35,000	5,276	855	1,425	1,482	1,539	1,596
39,050	6,910	1,035	1,700*	1,794	1,863	1,932
39,600	7,064	1,057		1,800*	1,900*	1,974
40,000	7,176	1,057				1,974
41,000	7,456	1,102				2,058
42,000	7,512	1,125				2,100*
45,000	8,516	1,182				
50,00	9,975	1,485				
53,000	10,816	1,600*				

*Maximum surtax each year

By this law, the rates can go up by 1% after 1993 to insure the surtax offsets the Catastrophic Coverage costs by 63%.

Note 1: The surtax increases by 67% between 1989 and 1990.

Note 2: The taxable income subject to the ceilings, decreases from \$53,000 in 1989 to about \$39,000 in 1990, — a far cry from the \$70,000 to \$80,000 gross income figures asserted by several legislators, including Senator Lloyd Bentsen (D-Texas) that only persons of the higher income brackets are complaining about the surtax.

What can YOU Do?

Congress can correct flaws. You hold the key to Congress with your letters and/or postcards. Yours, along with thousands of other letters, will bring about the needed changes. Personal letters/postcards are far more effective than pre-printed form letters or postcards or petitions. Write at least one letter or postcard to the persons listed below. Let them know you are not ready for surtaxes; what the financial damage the catastrophic Act can do to older persons. Be polite, but firm. "Maybe they have learned more about the surtax damage and they might be willing to vote on it again, or support a repeal."

Hon. Alan Cranston
Hart Bldg.
Washington, D.C. 20510

Hon. Pete Wilson
Hart Bldg.
Washington, D.C. 20510

Hon. Nancy Pelosi
Longwor HH
Washington, D.C. 20515

Hon. Barbara Boxer
Longwor HH
Washington, D.C. 20515

References: Mr. Mel Lee, a Technical Specialist of the IRS, San Francisco; IRS Publication 934; American Legion magazine April 1989; The Retired (Military) Officer; The Washington Scene Newsletter.



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Novato vs Hamilton

Tom Flippin, Editor
SFPOA Notebook

Dear Tom:

A little article which will affect the POA members living in Novato. Hope you accept and get it in the next issue before the June election.

Thanks,
Bob Bernardini

by Robert Bernardini

Sixty citizens gathered on a Saturday evening at a private residence in Novato to raise funds and create a grass root defense against the well financed Berg-Revoir Hamilton Housing Development. The No on F group headed by the feisty Gail Wilhelm revealed some cold facts about the proposed Hamilton development which is to span a ten year construction plan. The creation of this sub-city unit consists of 2,500 residences and 3 million square feet of offices; most of which will be rental.

It seems that the City service cost for rental units in many communities is higher than single family units. The Hamilton development real estate tax money, which usually would go to the City, will be siphoned off for 35 years and diverted back into the Hamilton development to pay some of the developer's costs. The streets, roadways, sewage pipes, parks and low-moderate housing units will be paid for by the diverted City tax money according to Williams-Keuelbeck fiscal impact report of 1988.

The mood at this gathering of some 60 citizens was not anti-growth rather it was one of genuine concern that the Hamilton development which will be decided by the public vote this June, will financially penalize Novato residents with a tremendous tax burden mounting into millions of dollars over the next 35 years.

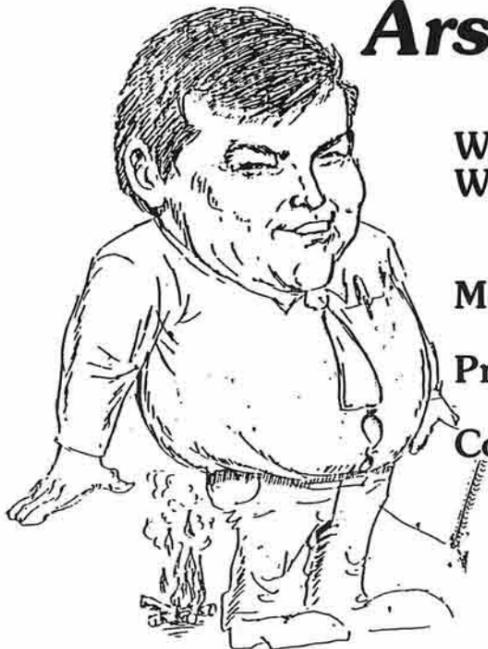
The 180 million dollar siphoned tax money is apparently part of the conditions established through the use of Federal Re-development funds in the proposed Hamilton project. The Hamilton project will generate an estimated \$55,000.00 in sales taxes which could be used to provide City Services. The \$55,000 in sales tax money could pay for the salary of one policeman and part of his patrol cruiser. The other City Services, fire protection, road maintenance, ambulance response, street lighting, parks and recreation, and other service for Hamilton would have to rely on the current Novato tax payers to provide the extra money.

The tax loss for 35 years pales when you begin to realize the number of additional cars that will be generated by the project and dumped onto the 101 highway corridor. The developers, Berg-Revoir, have indicated that they will widen the highway lanes for approximately a quarter of a mile. Many are convinced that the widening will consist of a nice entry and exit off ramp into their project. Some of the protagonists are placing a great deal of faith on easing the 101 commuter crunch by hoping that the purchase of the Northwestern rail line and the addition of a light rail train would resolve some of the auto traffic density. There is, of course, another possibility that the San Rafael Parkway concept would become a reality creating a new freeway, however; the system would have to first receive permission of the B.C.D.C. which protects the bay area wet lands.

Colonel Ray Tyler, a U.S. Military spokesman, informed the City Council that the military would like to return and develop more housing for the military if the Berg-Revoir project fails to get voter approval. Remember that our last neighbors at Hamilton were nice quiet military people. It is understood that the military would not be returning if they have to buy the land back from the General Services Administration. The failure of the Berg-Revoir Hamilton project would more than likely cause a public bid for the land to re-open.

Seems like a yes on F vote will cost the Novato tax payers a great deal of money and help make the Berg-Revoir people very wealthy. Hopefully the voters will take a good look at the Hamilton project before they vote. A No on F seems justified.

Retirement Dinner Honoring Insp. Bob Stone, Arson Task Force



Where: Ft. Mason Officers' Club
When: Thursday, May 18, 1989
1800 No Host Cocktails
1930 Dinner
Menu: Prime Rib or Sole Almondine
(make selection when making reservation)
Price: \$25.00 — Includes wine, dessert, tip & gift. Confirm reservation by May 15, 1989
Contact: Capt. Mike Yalon x1612
Capt. Rich Crispen, SSFD x301
Paul Cummins, DA's x1266
Lt. Rich Hesselroth x1141
Insp. Joe Kennedy x9670
Insp. Doug Ramsey x9670

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EMPLOYMENT OPPORTUNITY FOR RETIRED POLICE OFFICERS

The Fort Miley Veterans Administration is seeking well-qualified police officers to maintain the law and security enforcement for the agency. Responsibilities include the safety and protection of employees, veteran patients, and visiting staff while maintaining effective working relationships within the community. Officers are unarmed and use minimal restraint in responding to situations.

These positions are full-time and offer a comprehensive benefits package including vacation and sick leave, medical plans and retirement coverage. Starting salary is \$17,487 per year. These jobs are ideally suited for retired officers wishing to supplement their income, or police science college graduates seeking to enter the field of law enforcement.

The Fort Miley VA is a 350 bed medical and surgical center which services the veterans of Northern California. The facility covers 29 acres and is located at 42nd Avenue and Clement Street. It employs approximately 1200 personnel which comprises a full team of health care professionals, along with a compliment of administrative and support staff.

For further information regarding these opportunities contact Ken Valk at (415) 750-2107.

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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.

\$429,000

Bravo

Tom Flippin, Editor
SFPOA Notebook

Dear Editor:

Bravo to Mrs. Joe Brodnik for her timely obit notice.

My family waited 17 years for "final justice," but the Brodnik family is still waiting.

My thoughts are with you, Jessie.

Harriet Hamilton

Clearing the Air

Harry G. Britt, President
Board of Supervisors
Room #235 — City Hall
San Francisco, CA 94102

Dear Supervisor Britt:

This letter is in regards to campaign contributions/donations. As of this date I have met with some of you but not all. Some of you requested contributions/donations for your affair which were presented to our Board at the April meeting. All requests were turned down.

The Board has directed me to write to you and explain why. We do not want in any way to send you a message that we do not want to support you or are in an anti-City Hall mood, which some people would lead you to believe.

What we do want you to know is that we are more than willing to support and work with you, but as of this time the new Board is being cautious and is taking a wait-and-see position.

Sincerely,
San Francisco Police
Officers' Association
Michael Keys
President

Wally Mooney, long time friend and advertiser in the POA has recently survived a heart attack and a quadruple bypass. Back to the office after a two month "rest", Wally hopes to serve you another 10 to 15 years.

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Letters

Error

Tom Flippin, Editor
SF POA Notebook

Dear Mr. Flippin,

I am an interested reader of the POA Notebook, and in the April issue, page 2, SF Veteran Police Officers Association article, I believe there is an error.

In the part about the Medicare Catastrophic Coverage Act, reference is made to IRS Publication 994. I believe it should be Publication 934.

Publication 935 is also very important since it provides an adjustment (that may lower the Supplemental Medicare Premium) for rehired government employees that receive a taxable pension from a federal, state or local government, and little or no social security benefits.

Henry H. Jebe, Jr.
San Francisco Fire Dept. (ret.)

Thanks

Officer Mike Keys, President
SFPOA
510 - Seventh Street
San Francisco, California 94103

Dear Mike:

Thanks for your nice letter of appreciation. The capture of Ramon Salcido marks the beginning of the end to the most violent crime spree in the 132 year history of the Sonoma County Sheriff's Department. Although our labor on this case is far from finished, this is a good point to pause and reflect on the contributions of the many people who participated.

On behalf of the County of Sonoma and the Sonoma County Sheriff's Department, I would like to express my appreciation for the help we received from San Francisco Police Department.

It is refreshing to know that in a time of tragedy or disaster, organizations and people still pull together and support one another. This proves that a true spirit of care still exists. Your assistance has made an impact on the outcome of this case.

Again, thank you for your support.

Sincerely,

Dick Michaelsen
Sheriff-Coroner

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SFPD/SFFD Easter Hospital Visit

by Off. Steve Johnson

I recently had the privilege, along with 15 other off-duty police officers and firefighters, of meeting a young 3½ year old girl who survived the intricacies of premature birth, lost her sight in one eye to cancer and is currently undergoing treatment for another tumor found near her jaw. She is a courageous young lady with exceptional parents.

We left her a small gift and continued on with our hospital visit, a visit initiated in March of this year when the SFPD and the SFFD joined forces for the first time ever to distribute gifts to children at local clinics and hospitals during the Easter holidays.

Officer Jennifer Forrester, Northern Station, was kind enough to spend an entire day dressed in a bunny costume visiting over 400 children.

We started off at San Francisco General Hospital at noon, proceeded to St. Luke's Clinic, Kaiser Clinic, U.C. Hospital and ended up at Koret Family House 6 hours later.

Special thanks goes to:

SFFD
Assistant Chief Art Kenny
Lieutenant Mel Patsel
Lieutenant Vick Pagan
Firefighter Mike Chapman
Firefighter Leo Martinez
Firefighter Louie Ramirez
Firefighter Jim Carey
Firefighter Bob Barbara
SFPD

Lt. Sylvia Harper
Police Officer Bob Armanino
Police Officer Mary Petrie
Police Officer George Pohley
Police Officer Dolly Casazza
Police Officer Howard Bergmark
Police Officer Jennifer Forrester

Volunteers with the SFFD Toy Program:
Sue Stacks
Joanne Gervais
Patty Barisone
Dorothy Teupel
Pat Postel

Donations made by:
Dakin's
The Candy Jar
Fantasy Island Costume Shop

If you want to know how much you mean to the people who really count, give me a call at the SFPOA office because we're going to continue our volunteer hospital visits, and I know you'd enjoy being a part of it.

Reasons Why Executives Fail

Here are five major reasons for executive failure, according to a survey of 191 top executives, conducted by the Center for Creative Leadership:

- *An inability to get along* — especially with subordinates. The biggest reason for failure is poor interpersonal skills.
- *The "me only" syndrome.* Some managers are too preoccupied with themselves and how much credit they're getting, how much money they're making and how fast they're being promoted.
- *The failure to adapt.* Too many managers cling to a once-successful style or strategy even after it stops producing results in a new environment.
- *The fear of action.* Indecisive managers often are diligent workers but lack the passion and conviction to sell their ideas. Often these executives try to prevent failure by avoiding action.
- *The inability to rebound.* Managers, especially those who succeeded in their careers, tend to react to failure by being defensive or trying to conceal their failure.

Source: *The Wall Street Journal*, as cited in communication briefings, July 1988.

New Strategy In War Against Drugs

San Francisco District Attorney Arlo Smith announced that — at the request of the office — the San Francisco Superior Court Judges have signed an order which would keep repeat felony offenders in jail pending hearings on probation revocation motions.

"In the past," D.A. Smith explained, "Some drug suspects were released from custody pending hearing on motion to revoke probation. This resulted in continuing criminal conduct and therefore additional cases to process."

"The suspected drug dealers were often back out on the streets faster than the cop

who arrested them much to the dismay of our office and other law enforcement agencies — not to mention the communities these suspects were released back into."

"Well, this new procedure says 'No More,'" D.A. Smith continued. "This newly signed procedure won't allow suspect drug offenders to be released from custody until the court, the D.A.'s Office or the arresting or commanding officer says so."

Under the current procedure, suspects on probation can be released after a new arrest and then ordered to appear in court. Often times, many have failed to appear in court under this system.

Believe It Or Not

by John Sanford Jr.,
Potrero Station

On April 2, 1989 at 3 p.m., Officer Bruce Meadors #2200 of the SOB/Task Force, united in holy matrimony (in other words got married). Bruce exchanged vows with a lovely young lady by the name of Alicia. This historical event took place at a private wedding setting in San Francisco. A few friends and family members gathered to witness this most joyful event. The news of Bruce's marriage was quite shocking throughout the department. Bruce was known to many as being a "lady's man." Nicknamed by the old Narcotics Unit, Meadors generously carried the AKA "Hookster." Meadors, or the Hook,

held a smile that often got brighter when a cute young lady would pass. Bruce's warm smile and talented personality has made him liked and well known. In talking with Bruce, I've discovered that he's sincere. He has finally found someone that has made his love true. Alicia, he's found you. Bruce is now assuming the role of son-in-law to a gospel minister. He also inherited William Scott from Central Station as a new brother-in-law. To my good friend Bruce, congratulations on your new marriage. I hope and pray that you and Alicia will live in peace. Remember for better or for worse, through good times and bad, may your hearts beat as one. What God has put together let no man put asunder...

"Jamaican Switch" Alert

District Attorney Arlo Smith issued a consumer alert to beware of con artists who are back in town using the infamous "Jamaican Switch" con game to bilk their victims of thousands of dollars. "Eight victims have fallen prey to this scam in the last month," District Attorney Smith stated, "usually there are only one or two victims per month."

In this latest version of the switch, the victim — usually a man or woman over the age of 50 — is approached as they wait at the bus stop or leave a store or bank. The con artist walks up and says that he's inherited a great deal of money and shows the victim an official looking letter about the inheritance. The con artist says he needs help in dispersing the money to charity because he is from Jamaica or Africa and that he can not take the money home with him and asks the victim to give it away to charity.

When the victim appears reluctant, a second con artist walks up and says he's overheard the story and would be glad to help out. The victim is then more willing to participate because he or she believes that another person is involved. The victim and second con artist then agree to make withdrawals of "good faith" money to show that they are trustworthy and responsible and that they wouldn't steal the inheritance money.

The second con artist then goes into the bank and returns with a fake roll of bills and puts that money into an envelope or handkerchief. The two con artists then ask the victim to do the same with his or her real "good faith" money. At the last minute,

the package is switched for a handkerchief or envelope filled with a roll of blank paper. The con artist asks the victim to put the envelope inside the front of their shirt or blouse for safekeeping. The con artist says a blessing over the money and thanks the victim for helping to send the money to the poor or needy. The con artists say they'll drop the victim off at their home or ask the victim to drive them to a hotel where they're allegedly staying. When the victim eventually looks inside the envelope, there is no money and it has disappeared along with the two con artists.

"If anyone has fallen prey to this type of scam, they should contact San Francisco Police Fraud Detail Inspector Fred Groven immediately," Arlo Smith said. "His phone number is 553-1521."

"The main point is to avoid this type of scam in the first place," District Attorney Smith continued. "Don't discuss your finances with strangers and don't draw cash out of the bank at the suggestion of someone you don't know."

"Never get involved in a money scheme where you are asked to demonstrate 'good faith' or money resources," Arlo Smith stated. "It is a tragedy that a lot of people — particularly senior citizens who are often targeted for these schemes — lose their life savings to these types of con artists."

"Over the last couple of years, we have published a booklet titled 'Don't Be A Pawn in Con Games'. It is available in English, Chinese and Spanish and is available from our office by calling 553-1814," District Attorney Arlo Smith concluded.



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HIRE

(Continued From Page 7)

took official burglary reports from victims.

Albert J. Reiss, a Yale University criminologist who studied the private hiring of public police for the Justice Department, cited St. Petersburg's as among the best off-duty programs because the department oversees everything so closely, from screening assignments (no bars, credit or collection agencies, and no acting as bodyguards) to checking officers on off-duty assignment by radio or in person and processing off-duty pay. Even for off-duty work, officers must check in and out at headquarters and change clothes there.

In some cities, officers arrange their own off-duty work. In Seattle, the police union matches private employers with public police. In emergencies, watch commanders do not know where their moonlighting officers are.

For a variety of powerful economic and sociological reasons, including growing concern with crime as well as budget problems that curb hiring, many police officers are now able to earn more money from their sideline police work than from their regular police duties. Depending on experience and employer, some police can earn from \$15 an hour up to \$22 when set fees or time-and-a-half pay are included. Off-duty members are subject to the same rules as on-duty officers and can only work in their own municipalities. All must carry guns.

Miami officials estimated three years ago that such work put more than \$4 million a year into the pockets of Miami's 1,000 officers. Until the current lottery system of job assignment (to be computerized by mid-year), some eager Miami officers waited in line six hours to obtain a four-hour job assignment.

In 1987, George Cavada, a Miami police accident investigator, had a base salary near \$27,000. By working virtually every day off at the dog track, parades and football games, he matched that amount in extra pay and bought a house. If a police emergency keeps him from his private job, Mr. Cavada must find a replacement or the job might go unfilled.

The Law Enforcement Police Center of the International Association of Chiefs of Police in Arlington, VA, recently began distributing a police paper and model administrative plan, similar to St. Petersburg's to hundreds of police departments where off-duty work has been handled informally as a minor sideline. According to Phyllis McDonald, the center manager, concern is mounting rapidly about legal and medical liability issues.

Questions arise in several main areas including the coverage of overhead; the carry-over effect of physical and emotional strains on an officer's primary duties, and the conflicts that can arise from serving a public agency and a private employer.

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GANG SEMINAR

June 15 & 16, 1989
PHOENIX



A crack team of the most distinguished gang investigators ever assembled will present a new program unsurpassed in law enforcement training. The course will offer up-to-date, practical tips on handling the gang issues of most current concern, including:

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- Prison Gangs
- New Mexican Mafia
- Officer Safety
- Bikers
- Raid Planning
- Meth. Labs
- Raid Safety
- Intelligence

The instructors will discuss gang structures, links between groups, methods of operation, recognition of members, recognition of contraband, weapons, tactics and officer safety during contact. The program will place heavy emphasis on officer safety techniques, with special presentations on the recognition, investigation and disruption of gang drug activities; and on the growing sophistication and expansion of Southern California Street Gangs; the potential of Biker Alliances; the creation of a new prison gang; and officer safety while raiding and searching methamphetamine labs. This is not a theoretical or historical course, but one designed to provide immediately useful and worthwhile information for any officer (plain clothes, undercover, uniform, custodial, probation or parole) concerned with their success and safety when handling gang related cases. This is a thoroughly up-dated course with totally new information that will not duplicate our last Arizona and California programs, which were rated "excellent" by even the most experienced officers.

LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED, AND RECORDINGS WILL BE PROHIBITED.

TUITION: \$120 per person if registrant names are received by 5 P.M., Friday, May 26, 1989 (includes Gang Manual). Persons registering after May 26 must pay the regular tuition of \$135. Registrations may be made by either telephone or mail. To qualify for the special \$120 tuition, telephone registrations must be received by 5 P.M., May 26, and written registrations must be postmarked no later than May 26. Visa and MasterCard accepted. If your new fiscal year is about to begin, we will not bill you until after that date if you so request. We will also gladly adjust other billing procedures to accommodate the needs of individual departments.

Requests for refunds will be honored up to 5 P.M., Wednesday, June 7, 1989, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed for cancellations received after 5 P.M., Monday, June 12, 1989.

COURSE CREDIT: This 14 hour course will be accredited by every state with a mandatory, in-service training program (except Calif., where it meets "training point" criteria—but with no reimbursement). ALEOAC approval is routine, but must be initiated by individual agencies.

Each participant will receive two Certificates (one Certificate for course credit and personnel records, and another Certificate suitable for framing).

LOCATION: Sunburst Resort Hotel, 4925 North Scottsdale Road, Scottsdale, Arizona 85251-7692. (602) 945-7666 or (800) 528-7867 (outside Arizona). This is Scottsdale's most conveniently located resort hotel. Walk to a large variety of restaurants and shops. Ample free parking.

Tremendous Law Enforcement Group Rate: \$40 single OR DOUBLE occupancy (two persons, two beds for the price of one). You must tell the hotel that you are part of a "group" sponsored by the National Law Enforcement Institute. Contact us immediately if you need any assistance with room reservations. Room block released to the public two weeks prior to the seminar.

SIGN-IN / TIMES: Sign-in and receive course materials on Thursday, June 15, from 8 A.M. to 10 A.M. Class will begin promptly at 10 A.M. on Thursday, and conclude at 5 P.M. on Friday.

REGISTRATION & INQUIRIES: National Law Enforcement Institute, Inc.
P.O. Box 1435
Santa Rosa, California 95402
(707) 545-3355 (8 A.M. to 5 P.M. Pacific Daylight Time)

FACULTY: Steve Polak, Los Angeles P.D., Gang Narcotics Div. (Black gang expansion); Jerry Hill, Street Gang Enforcement Unit, Phoenix P.D. (Crips & Bloods); Frank Marcell, Ariz. D.P.S., Intelligence Div. (Prison Gangs); Steve Trethaway, Ariz. D.P.S., Criminal Investigation Bureau (Outlaw Bikers); and Dave Audsley, Ariz. D.P.S., Intelligence Div. (Meth Lab Raids).

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HEALTH SERVICE SYSTEM
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For additional information
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POLICE ACTIVITIES LEAGUE



Ron Exley
Dir. Program Development

When a pal needs a PAL

Law Enforcement Seminar

125 Law Enforcement Explorers participated in a seminar "For Cadets by Cadets" sponsored by the Police Activities League Exploring Post, on Friday, April 28th, 1989. The seminar took place at the Police Academy from 8:30 AM to 3:30 PM. Chief Jordan and Assembly John Burton addressed the cadets. There were a number of workshops conducted by current and former cadets. Explorers chose four out of six workshops, which included:

1. Leadership
2. Cadets in Transition
3. Peer Pressure
4. Women in Law Enforcement
5. On the job behavior
6. Rap Session

The all day seminar ended with a Dinner-Dance Cruise on the Blue & Gold Fleet from 6:00 PM to 10:00 PM.

OMI/PAL Crack Prayer Service

The Oceanview/Merced Heights/Ingleside Community Organization and PAL sponsored an Interfaith March and Prayer Service against crack in Oceanview-Merced-Ingleside District on April 9, 1989 from 5:15 PM to 7:30 PM. The march led by Cecil Williams attracted over 100 participants. The march began at the Temple United Methodist Church on Junipero Serra. The marchers carried banners along the way. The march paused briefly at each church along the route where the pastor greeted the marchers and then joined the crowd with his/her congregation. When everyone arrived at Oceanview Park, the

police in attendance were told by Cecil to come forward, and the participants gave the officers and the PAL cadets a standing ovation.

Coach of the Year

Thelma Williams was honored by the Giants for her award as California Amateur Baseball Coach of the Year for 1988, the first woman, in a pre-game home plate ceremony. The award was given to her by PAL's baseball directors, Stan Charucci and Leo Guillory, during the Bay Bridge Series on April 2nd. She also threw out the first ball as she waved to the 300 PAL members in Section 17, who were yelling and waving a banner, "We love Thelma". Thelma was the first PAL baseball coach some 33 years ago. Now at 78 years old, she's coaching a 7-8 and a 9-10 years old teams. The only difference between her and Roger Craig that day, was that she was a winner.

The Giants sold rivalry caps and it seems from all indications \$4,700 will be given to PAL from the sales of these caps. A week after the game, a check arrived from the Sante Fe Foundation for \$1,000 commending PAL on its service to the youth of San Francisco and to Thelma, who the director of the foundation saw at the game.

San Francisco Youth Baseball season opened on April 8th. Once again PAL, FLAME, and the Recreation & Park Department are jointly coordinating the 150 teams and the 2,700 youngsters who are playing. On May 30th from 3:30 p.m. to 5:00 p.m. at Balboa Park, the Giants and PAL will be conducting a Baseball Clinic. Be sure to bring your child.

New Board Members

Leonard Louie
Judge Youth Guidance Center

Wendy Nelder
Supervisor
City and County of San Francisco

Lawrence G. Allen
Vice President of Merrill Lynch
Graduate of MBA-Finance, Wharton School of Business, University of Pennsylvania, Quarterback of the University of Pennsylvania, Active with Modern Art and Opera Guild. Grew up playing baseball for New York Police Boys Club.

George G. Breed
Senior Vice President of PMI
Mr. Breed has been PMI's General Counsel for over 15 years. Prior to that he was a FHA closing attorney with the HUD office in San Francisco.

Mr. Breed is our second member of the Modern Art Council of the San Francisco Museum of Modern Art. He served as secretary of the Council.

Mr. Breed is chair of the State Government Relations Committee of the Mortgage Insurance Companies of America.

Mr. Breed graduated from the University of California, Berkeley, and the University of Pennsylvania Law School in Philadelphia.

CAL/PAL Shoot-out

San Francisco PAL was a winner in the girls division with 2 firsts out of 3 and a second in the boys. Nefretiri Ellis, age 15, of St. John's High School took first place in the girls under 15. Last year Nefretiri

represented California in the Pepsi Shootout in Washington D.C. Dina Calvin, age 13, 8th grader at St. Michaels participated in the 18 and under. Dina tied for first place and beat the star of Richmond in a playoff with a 2 point shot. Congratulations, Dina and Nefretiri. Dina's mom even sneaked on the floor for the over 45 group, The Women Director's Shootout. Dina, you need to take mom over to Oceanview for a few lessons. Dominic Gardiner, age 15, took second in the boys 18 and under. Dominic replaced our winner, who was victimized 2 days earlier walking from the gym to his home. He was shot in both legs by a drive-by shooter.

Emperor Norton Days

Mark your calendars: July 13, 14, 15 and 16 for Emperor Norton Days at the Civic Center Plaza. A carnival with games, rides, entertainment, art, food and refreshment booths. Good "Ole San Francisco" fun. Come and meet Emperor Norton.

Housing for PAL

The City that knows how is way behind other cities. San Jose PAL not only has their own offices, boxing and judo gym, but also their own football/baseball complex that brings in a nice chunk of money yearly, and serves 25,000 youths a year. Richmond and Oakland PAL have just been given their own gyms (both high school gyms) and thier own offices. Vallejo has a field and offices. But the city that prides itself on knowing how does not have a

(See PAL, Page 19)



For additional information
Phone PAL 821-1411

POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



(Continued From Page 18)

PAL facility. Who serves more children than PAL? Who has 73 soccer, 83 basketball, and 163 baseball teams in their leagues, and the City's one football program? But San Francisco PAL does not have a home. Mayor, keep your promise. Give PAL a home.

Homeless Families

When we mention the word "homeless", many disturbing images come to mind: bag ladies digging in garbage cans, drunken bums sprawled in doorways, ex-mental patients muttering to themselves on street corners.

Of particular concern to PAL is the increasing number of homeless families, single parents with children, who are finding themselves on the streets because of unemployment, financial burdens, unforeseen medical emergencies, soaring housing costs, evictions, and foreclosures.

The effects of homelessness are more dramatized when one considers the children who must learn to cope, and, somehow, survive on the streets. Growing up in the environment of instability provides for a breeding ground for abuse, neglect and inadequate physical and emotional development. The children born into this harsh reality of survival on the streets usually must play catch-up during most of their formative years.

The Mayor has said, "homeless families have become a city crisis". Exact numbers are elusive. Some statistics say there are currently 5,000 to 10,000 homeless children in San Francisco, and probably another 5,000 children in imminent danger of becoming homeless because of excessive rents, loss of family income, and poor living conditions. Each night in San Francisco, approximately 200 families are housed in emergency hotels, and another 170 sleep in overnight shelters. Still, 20-30 families are turned away daily, having no other resources than to seek shelter on a park bench or huddle in a doorway, far from the comforts of a warm, protective bed.

Any evening, entire families can be seen wandering through the streets of the Tenderloin and the Mission, aimlessly in search of shelter and refuge, or sleeping in a run down vehicle, or living in a substandard 1-room welfare hotel.

About 44% of the homeless families that reside in San Francisco previously had stable jobs, friends, and were self-supporting, while seeking "The American Dream," but because of the loss of work are now homeless. The political reforms under Reagan's Administration resulted in enormous cutbacks in social welfare programs including government subsidized low-income housing.

A studio apartment in the Tenderloin averages \$450 per month in rent, one half of an AFDC check for a family of 4. The struggle to survive on a day-to-day basis in San Francisco is burdensome and at times overwhelming for many families.

Substance abuse and domestic violence have increased among the homeless. 95% of those living in the Apollo, the City Center, and welfare hotels, are on substance abuse. San Francisco County has one of the highest rates of child abuse and neglect in the state. Child abuse is three times higher among homeless children. The impact of economic pressures, high unemployment, inadequate wage increases, drug addiction, unavailable childcare, and long waiting lists for public housing, all contribute to the homeless issue. The painful reality of losing one's home, of being without a place to sleep, can happen overnight. I remember a self-employed engineer who was making \$100,000 a year, but in one night, his family ended up on the street. He had no

medical insurance and a hospital stay of one month, put his family on the streets of San Francisco.

The only resource for the homeless are their family and friends. When they dry out, it's one's car and emergency shelter. But in San Francisco, there are two shelters which accept entire families, two which accept women and their children, and two of which are strictly for battered women and their children. The system is not conducive to maintaining the family unit, but destroys it.

The other resource for homeless families is the single room in a welfare hotel. In San Francisco, 200 families (including 600 children) are housed in three welfare hotels. A family cannot be evicted from the room as long as they remain on AFDC, but if there is a waiting list of 6,000 for Section 8 housing, it will be sometime before the homeless are housed. In San Francisco, approximately 11,700 families (24,000 children) are on AFDC. Thus, one out of 14 children in San Francisco lives in poverty.

I would like to introduce you to four-year-old Wendy who attends one of the Tenderloin subsidized child care centers. Wendy lives in one room at the City Center hotel. She is usually cared for by her 9-year-old sister. The two beat officers know her well at Boedekker Park. Parental guidance and care, she does not know. There is little child-parent bond. The signs of poor hygiene habits and anti-social behavior are prominent. Her clothes are dirty and worn. Her unpleasant body odor is the talk of her peers. Mom has a history of substance abuse, smells of liquor, and is hostile toward her children. Wendy's family moves from one hotel to the other. All her clothes are in a plastic bag. Her mom frequently runs out of food before her next welfare check. Wendy looks forward to going to school, because she knows she will get a hot breakfast to fill her empty stomach. Living in a welfare hotel, without privacy, increases the family's daily stress. Withdrawal and depression are symptoms of the welfare child.

There are other Wendys in the Tenderloin, who lack proper nutrition, lag in their social and emotional development, need parental attention, care and supervision. At four, she has been asked to growup too fast. Wendy, at the age of 4, is learning to survive on streets of San Francisco.

The Answer

In 1988, only 7% of the city's General Fund was spent on children's services, while 22% on the city's criminal justice system.

The Home-Based Head Start and Infant Family Support, Emergency Family Care Program, respite care, subsidized childcare, and Public Health Nurses assigned to the hotels and shelters, are all services with limited effectiveness because of their shoe-string budgets. The city must begin to see that the cycle of homelessness will double if more services are not provided to the children living on the streets or in the shelters.

Additional emergency shelters must be the city's first priority. Secondly, more social workers assigned to work directly in the shelters and welfare hotels, assessing the needs and monitoring the progress of the children, is vital. Thirdly, more public health nurses assessing the health needs of the homeless children are needed. Fourth, the school district must develop a system to be sure that all children get an address, since they do need one in order to register for school. Fifth, counseling must be part of their school curriculum, to avoid the present high rate of suicidal children.

Sixth, San Francisco County has more subsidized childcare per capita than any other county in California, but with an 8-month, 2-year waiting list, the need for other centers is great. Seventh, why not offer prevention and early intervention services for abused and neglected children at these childcare facilities?

Eighth, the Housing Authority needs to move homeless families more quickly into public housing, provide childcare, and afterschool programs in these Section 8 dwellings.

The first priority for a homeless child is stability. Only 33% of homeless families move into permanent housing and jobs. The failures of our system wander the

streets daily. The sad, lifeless faces of homeless children can be seen all around the Tenderloin. You can't tell me that we don't know what needs to be done, or how to do it. Do we care enough about our children and their future? If so, we have the starting point to build on.

San Francisco PAL and the Girl Scouts have instituted a joint program for homeless children. On Saturday morning activities would be offered to school age children living in the two identified hotels for homeless families. These activities are conducted at the Mission Recreation Center for children from the Apollo Hotel, and the Tenderloin Recreation Center for children from the City Center Hotel.

The Girl Scouts provides activities for girls and PAL for the boys from these hotels. The Saturday morning workshops include the following activities: Healthy eating, dental care, safety, grooming, physical exercise, self-esteem, dealing with feelings, cooperative games, etc.

Each workshop runs for approximately 3 hours and a snack is included in the program. The PAL staff is Randy Williams of Mission Station and the coordinator is John Meek of Central Station.

The program has had a good start, but it will be quick lived at the City Center, because these families on May 1st were moved to the Geneva Towers.

The goals of the project are threefold:

1. To provide weekly workshops on well-being (emotional and physical) for children from homeless families in San Francisco.
2. To make these children aware of additional programs/activities they can utilize, e.g. PAL, Girl Scouts, Boy Scouts, Boys & Girls Club, and City Recreation & Park programs.
3. To serve as a service project in assisting and coordinating clothing/food drives for these homeless families.

If you have clothing for these children call Joe Mollo at 552-7495, and if you have food call John Meek at Central Station 553-153.

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SPORTS



Training For The Police Olympic Triathlon Part II

by L.A. Perez

The Police Olympic Triathlon is looming around the corner and now is the time to feel the need for speed. Endurance or long distance work should be minimized so you can concentrate on getting fast and approaching your peak. You can only hit your peak for around 3-6 weeks and then you risk the chance of burning out, or getting injured. During the next three months, you should be able to push it a little harder and you will lose weight in the process. Drink plenty of juices and eat lots of carbohydrate rich foods so you can replenish your energy stores. I like to race every weekend if possible during this time because racing is the best form of training. You can pick up a racing schedule at

almost any athletic shoe store for free. This schedule will list all of the weekly biathlons, triathlons and running races and their locations. Use these races to get fast and get feedback on your training. Don't overdo it and take an easy bike ride or run if you feel tired. Sometimes it pays to do nothing at all and recover from the previous day's training efforts.

Here is my training schedule for April through June 1989. Please don't try to follow it, but instead get an idea of how I balance my workouts and their training intensities. It's taken me four years to build up to this point and I don't expect you to just jump right in. Vary your mileage and training depending on your initial fitness level.

SUNDAY

Long Bike Ride: 64-77 mile bike ride with speedy cyclists through Marin County. I meet them at the Golden Gate Bridge at 0830 hrs. On this day we usually ride up Alpine Dam which is a series of strenuous hill climbs. If I feel tired, I'll do the Tiburon Loop by myself.

MONDAY

Fast 3,000 Yard Swim: I shorten the rest on my intervals and try to complete the hardest workout that is listed for the day. A good Masters swimming program will list several easy, medium and hard workouts for you to choose from. The workouts are usually listed on a blackboard.

Long, Moderate Effort 13 Mile Run: I take to the hills of San Bruno Mountain and run from my house to the top of Radio

Road, via the Summit Loop trail. I'll try to break one hour and thirty minutes for this run.

TUESDAY

Long Distance 3,000 Yard Swim: A long, continuous moderate 3,000 yard swim in 44 minutes or less is my goal for today. This swim (approximately 120 laps in a 25 yard pool) help to simulate the swim portion of a triathlon and teaches me to pace myself.

Fast Hilly 25 Mile Bike Ride with Sprints: I like to climb San Bruno Mountain and increase the gear and effort as the climb increases. I'll start out spinning in my lowest gear (42 x 21), hit my 42 x 19 midway through the hill, and finish the ascent with a 42 x 17 gear. When I finish the climb, I always get out of the saddle and sprint to obtain a high heart rate, then I spin and recover on the downhill. I'll do three of these climbs during the course of this ride. In between, I ride into Brisbane and do eight short sprints on a gradual one block incline in a 42 x 17 gear. The triathlon bike course in Oxnard is basically flat this year, but you still need to leg strength to push a big gear as fast as you can.

WEDNESDAY

Fast 3,000 Yard Swim: Another hard workout from the ominous blackboard at my pool.

Fast 10 Mile Run Time Trial: Fast run up to San Bruno Mountain's Ranger Station and back, as fast as I can, in one hour or less.



THURSDAY

Long, Fast Bike Ride: I meet my training partners at 0730 hours at the Golden Gate Bridge and try to hang on for a 64 mile ride. Some of the guys who show up for this ride include four time U.S. National Cyclocross Champion Clark Natwick, who also races mountain bikes for a living. When this guy shows up, I know I'm going to feel thrashed at the end of the ride.

Fast, 10 Mile Turbo Trainer Time Trial: After the ride, I'll jump on my Turbo Trainer and do a 10 mile time trial with my heart rate monitor. I try to push a 53 x 17-15 gear until I hit 170-180 bpm towards the end of this time trial.

FRIDAY

Fast 3,000 Yard Swim: Another hard workout from the ever present, unforgiving blackboard.

Moderate Bike Ride: Fairly enjoyable cruise to and through Golden Gate park. The effort depends whether I'm racing on Saturday or not. This ride is about 30 miles long and I actually get to enjoy some of the scenery instead of watching it whiz by at 25 mph plus.

SATURDAY

10K, 5K Running Race or Local Triathlon, Biathlon: Most of the Multi-sport races are held on Saturday and I'll pick one out for training. If I can't find a race, I'll go to the track and do intervals for foot speed. A good track work out for me consists of the following:

- 1) Two mile jog for warm-up.
 - 2) 10-15 440's with an easy 440 jog in between for recovery.
 - 3) Two mile jog to cool down.
- The track intervals should be done fast and with good form. Pace yourself and don't overdo it. Avoid injury at all costs. I continue to lift weights on Tuesday and Thursday to help prevent injuries and stay flexible. I also like to stretch after every run and bike ride that I do. Your muscles are fairly elastic after a run or a ride and this is the time to stretch them.

So that's it, my training program for the Police Olympic Triathlon. Remember to cut back on your workouts a week before the triathlon event. I like to cut the distances in half but maintain the same intensity. This allows me to feel fresh, hungry and ready for a good placing. If you're interested in triathlon training or have any questions, let me know. Good luck!

Summer Games

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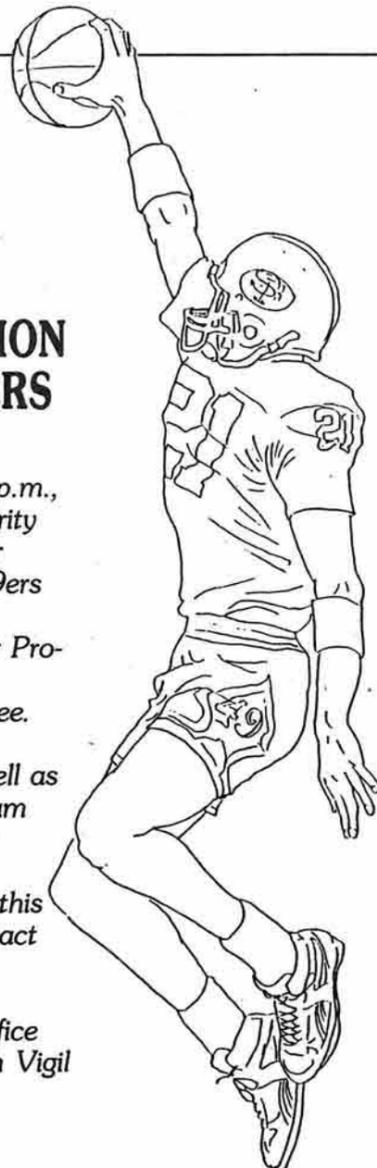
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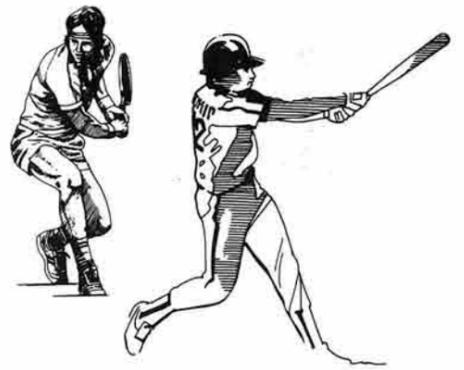
On Saturday, May 27, at 7:30 p.m., members of SFPD will play a charity basketball game against the Super Bowl Champion San Francisco 49ers at Kezar Pavillion. The game will benefit the SFPOA Arrest Hunger Program. Admission is five dollars (\$5.00), with children under ten free. There will be door prizes of 49er souvenirs and paraphernalia as well as free programs featuring a 49er team picture. The 49er's will be signing autographs at half time.

Volunteers are needed to work this event, if interested in helping contact Steve Ortiz, Co. E. between 1600-0200 hrs Ext. 1563 or 586-2549. For tickets: P.O.A. Office Northern Station - Ben Vigil





SPORTS



Picking Your First Racing Bike A True Master Triathlete

by L.A. Perez

If you're thinking of entering a triathlon, competing in a bicycle race, or riding long distances for fitness, you need to invest in a bicycle that will give you your money's worth. When you're zooming down a hill at 60 mph+, the last thing you need to worry about is whether your bike is going to fall apart or not. The best bikes are light, strong and comfortable for long ride. They are built to take miles of vigorous abuse from a demanding cyclist. Let's take a look at what it takes to get a racing bike that will make you happy.

Cost: We're talking about a \$500 to \$800 investment that can last you a long time. Some companies in this price range offer a lifetime guarantee against workmanship and defects. Companies such as Trek, Specialized and Cannondale honor their guarantees without question as long as you didn't damage the bike through your own negligence. (Like crashing!)

Material: There are three common materials available: steel, aluminum and carbon fiber. Steel and aluminum fall into the \$500-\$800 price range and carbon fiber does not. Carbon fiber costs more because it's lighter and stronger than most steel or aluminum bikes. Stick to the aluminum because it doesn't rust and it's much lighter than steel. Cannondale currently makes an aluminum bike that weighs less than the fancy, overpriced Kestrel carbon fiber bike at half the price. This new three pound frame is very strong and guaranteed for life. If I had to pick my first bike, I would pick Cannondale all over again. I still have my five year old Cannondale bike which I continue to race without any problems. For around \$200, I could trade in the frame of my old Cannondale for the lighter three pound 1989 model. Kind of hard to believe, but it's true.

Extras: A \$500-\$800 bike will come with indexed shifting. Indexed shifting is great because it's like the automatic transmission on most vehicles. You just pull on the shift lever and the bike changes gears automatically. You don't have to fumble around with the shift lever to align the chain with the front and rear derailleurs. Shimano produces the best indexed shifting systems because they practically invented it. You can't go wrong with Shimano stuff.

The wheel should have 32 to 36 spokes. I'd take the 36 spoked wheels for training and 32 spoked wheels for racing. If you weigh less than 170 pounds, go for the 32 spoked wheels. The wheels that come with the mid-price range bikes are what are commonly referred to as "clincher" wheels. The tire and the tube easily separate in the event of a puncture for quick repair. This is in sharp contrast to "sew-up" tires, that are expensive and have to be glued to the wheel's rim. The inner tube is sewn into the tire. Stick with the clinchers. I race with clinchers and find that there isn't much difference between the clinchers and the sew-ups except in my pocketbook.

The most flat-resistant tires are the Michelin Hi-lite Comps. They're light and cheap. The worst tires are the Specialized line of tires. Their tires flat all the time and I've thrown away all of my old ones into the garbage. Michelins are the way to go. Combine the Michelins with some polyurethane inner tubes and you have a very flat resistant set-up. Polyurethane inner tubes are three times more puncture resistant than rubber inner tubes. Just make sure you buy the EXACT size for your tires and don't over-inflate them.

Polyurethane doesn't stretch as well as rubber.

The bike should also come equipped with reliable brakes, handlebars, stem, a comfortable saddle and pump peg. Look for names like Shimano, Cinelli, Modolo for long lasting equipment. Here are the parts I would recommend:

Handlebars: Modolo Anatomic with Modolo Stem, Cinelli bars and stem

Brakes: Shimano SLR, DIA-Compe BSR

Saddle: Selle Italia Turbo or Concor with Steel Rails (If you're a female, you'll need a women's version which is slightly wider to accommodate the hips and other gender differences.)

Wheels: Mavic Open 4 CS's.

Most bike dealers will let you swap parts with little or no cost, depending on what you're changing with the bike you are buying. Bike shops that I recommend are the Bike Nook and Noe Valley Cyclery in San Francisco, and Chain Reaction in Redwood City.

Size: What size will you need? The bike must fit you perfectly and it should not be too large or too small. Here is how to determine your frame size. We will be using centimeter measurements instead of inches, because centimeters are more exact.

1) Find a small version of the Penal Code. The paperback version will do.

2) Locate a wall with a smooth flat floor. No tile or carpeting.

3) Put on a pair of biking shorts and socks.

4) Place the book up into your crotch area, keeping your feet and butt against the wall.

5) Mark with a piece of tape the spot where the top of the book touches against the wall. Do this at least five times to make sure you have the same measurement.

6) Measure the height of the mark, to the bottom of the floor.

7) Multiply this measurement, your inseam height, by .65. This will give you your frame size. For example, my 83 cm inseam multiplied by .65, gives me a figure of 53.95. Rounded off, I ride a 54 cm frame.

Armed with this figure, your bike dealer will be able to fit the rest of the bike to you. The stem and the handlebars of the bike may need to be changed to fit you comfortably. If your bike is not comfortable, you won't want to ride it.

Don't forget to buy a light-weight styrofoam helmet, like the Giro Pro light, to protect your noggin. The best cyclists I know crash from time to time. See you on the road!

by Dennis Bianchi

A quick first glance at Assistant District Attorney David Moon gives you a hint that this fellow is probably an athlete. His long, lean, muscular build and ruddy complexion certainly reflect good health and fitness. However, David is not just a casual fitness buff. He's a nationally recognized competitive triathlete with medals and accomplishments galore.

In the early 60's David attended Occidental College in Southern California. While there, he anchored a two-mile relay team that won the conference for four consecutive years, and in his freshman year the team set a national record! The half-mile race is a real test of speed and strength. Obviously, David has both.

After graduating from the University of California's Boalt Hall Law School, David joined the San Francisco District Attorney's Office in 1976. Approximately ten years ago he took up running longer distances and ran several marathons, breaking the three-hour mark several times including a personal best of 2:44. However, it was when David switched to triathlons that his talent blossomed.

David was searching for a way to stay in shape and to satisfy his competitive urge without getting injured when he first took up this demanding test of endurance. The swimming leg proved the biggest challenge, which is frequently the case. By observing the top swimmer's technique he improved his ability and began to place in meets. His record since then is most impressive.

In 1987 he took 1st in the Monterey Triathlon, 1st in the masters division in the Foster City "Bud-Lite" Tri (setting a course age division record), 1st in the San Jose Tri, and 5th in the masters' division of the "Bud-Lite" National Championships. In 1988 he took a 2nd in San Jose, 3rd at Bass Lake, 2nd in Sacramento, and 6th overall in Belmont, winning the masters' division. He topped 1988 off by flying to Hilton Head, North Carolina for the "Bud-Lite" National Triathlon Championships, taking second in his age division. He has been selected by "Triathlon Today" magazine to the All-American team, honorable mention, for two consecutive years.

On April 23, 1989, David flew to the Virgin Islands to compete in "The America's Paradise Trial." This grueling event consists of a two-mile swim, a 59-mile bicycle route (called The Beast) and a 20K run. David was entered in the elite masters division, befitting his status as among the top 20 master triathletes in



David Moon pouring it on at Hilton Head.

the world. David finished 5th and decided to semi-rest on his laurels for the rest of this year.

These accomplishments don't come easily. At 47 years of age, married and the father of four children, time is a most valuable commodity; nevertheless he squeezes into this busy life 104 miles of cycling, 35 miles of running, and 10,000 yards of swimming each week. I don't know about you, but any one of those three seems like plenty of exercise. It has brought David outstanding success, great health and a serene pleasant manner, making him always a pleasure to be around.

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SPORTS



Broiled in Boston

by Dennis Bianchi

On April 17, 1989 five runners from the S.F.P.D. participated in the oldest continuously run marathon in America. The event is everything a world-class event should be. The representatives of our Department left Boston with an appreciation of what a first-class marathon and city are about.

Your runners were led by Stan Buscovich, who has been having the racing season of his life this year. Stan set a personal best marathon time of 3:21:47 to lead us all. Personal bests are hard to come by and seldom set at Boston when it's hot, which makes Stan's accomplishment just that much more impressive. This writer crossed the line in a personal worst 3:36:23. (More personal observations later.) Morgan Peterson trotted in with a 3:52, while Walt Garry, who hadn't run a marathon in several years, almost broke the four-hour mark, finishing smiling and fresher than anyone! The real story of courage on that day was Marty Walsh. Since turning 50, Marty has turned it on. His running has been stronger and smoother than many runners half his age. Marty was ready but his heel wasn't. Two and a half miles into the race Marty suf-

fered a recurrence of an old bone spur injury. Rather than walking off the course, Marty completed 24 miles with pain. His 4:35 time doesn't accurately reflect the impressive accomplishment of this quiet, tough competitor.

Two other runners indirectly connected with the San Francisco criminal justice system competing that day were Angus McFarlane, a juvenile probation officer at Y.G.C., finishing in 3:22:17, and Jim Ryan, who once worked on our raido cars at the police garage and is now out in the central shops. Jim's bushy white hair and steady gait crossed a marathon finish for the twentieth time at the 93rd running of the Boston Marathon. Congratulations to every one of you!

A Personal View

The day before the race was cold, rainy and miserable. The anxiety level, already too high, was heightened. The city of Boston was alive and happy with Marathon Mania and it seemed that everywhere you went you were reminded of this 26 mile challenge. The big stars from Africa, Ireland, Japan, Canada, France, the U.S.A., Mexico, Sweden and many, many other countries were present. The overwhelming hugeness of the event, the history, the respect and happiness were felt everywhere.

The day of the race arrived and I could hardly wait to get it over with. The ride out to Hopkinton, where the race began, seemed to go on forever! "This must be a 50-mile marathon! How will I ever get

back?!" We arrived two and a half hours early (not by choice) and I became crazier. I had been told a hundred times to take it easy, go slow. I'd told myself the same thing 200 times, but did I listen? The day was more than moderately warm and getting warmer. Everything seemed so professional and first class and so overwhelming that I lost track of everything. The marshalls were making those runners who were out of their assigned starting place leave. Much has been written about the strictness of qualifying, but it's not entirely true. A voice announced, "Come forward, we are about to begin," and the assigned-start myth was shattered as several thousand non-paying, non-qualifying "bandit" runners jumped from the crowd and slow runners rushed forward. The beginning was auspicious.

The gun goes off and the excitement is terrific. I start off O.K. but the nerves and over-consumption of water and glucose drink forces a "pit-stop". I can feel the anxiety as I lose time at this stop, which seems to go on forever. I foolishly race like mad to catch my team members, Stan and Angus. They are running easily, fluidly and fast, and it takes too great of an effort to catch them. I'm now in oxygen debt and rattled. Instead of backing off I try to stay with them. The quiet, sneaky, rolling hills are taking their toll. I have run too fast, too early, in too much heat. The series of hills known as the Newton Hills, or Heartbreak, are waiting and I know it. I try to concentrate on the crowd. This is the largest collection of happy, positive, supportive people I could ever imagine. The race organization is impressive but the people on the race route and in Boston are beyond words. The children alone are worth flying to Boston to see. They offer you water, oranges, ice, a handshake or a touch. Their "high-five" (actually low-fives) bring encouragement and relief. For 26 miles, through the rural towns and metropolitan city, people extend themselves to people. They en-

courage and cheer, they order and demand, they become a part of you that you can't ever forget. At mile 17 or 18 I begin to fade. Stan and Angus stride away and I feel both relief and frustration. I run through Heartbreak Hill and I know I'm finished. I'm sunburned. The third or fourth hottest day for this race had done its work. I can hear these people, reading my singlet, "C'mon San Francisco Police, it's all down hill from here," "Way to go San Fran' Police." I try harder. At mile 21 or 22 the Boston College students order me not to quit and when I stop to drink or walk a few steps these students won't let me quit or walk. "Hey San Francisco Police, get moving. It's downhill all the way. Get your butt in gear." When I begin to run a gigantic cheer goes up. It was as if they made it possible for me to finish and I take them with me to the end. I am forever a B.C. fan! The 24 mile mark was beautiful! I know I'm going to finish and hope to sneak in under 3:30. I try to move faster. Near the twenty five mile marker my hopes end when my left hamstring rolls up the back of my leg. I feel as if I'd been stabbed. Down I go. Race officials come running. I know I'm close to the finish and that I intend to finish with my head up and not quit or be carried in. I stretch, I walk, I go down again. I stretch again, I massage myself, I swear, I walk. The massive crowd encourages me. Barely trotting, I reach the finish.

Some time ago Jeff Brosch told me, "If you keep running marathons you're going to have a bad one." Well, Jeff, this one will go down as "not my day." Thirty minutes slower than my qualification time and thirty times more painful. Nonetheless, I am thrilled to have done it. I hope I represented us well and I will forever feel gratitude to the P.O.A. for helping me get to Boston, to my wife and family, who love me in spite of this madness, and to the people of Boston who, for at least one day, shared their humanity, their goodness and their charity with 8,000 of their fellow humans in experience that gives us all dignity and made us one family.

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SFPD Softball Standings As Of May 1st

"A" DIVISION	
Masters	6-0
SOB	4-1
Northern #1	3-1
Misfits	3-1
Ingleside	3-1
Mission #1	1-3
Southern	1-4
Taraval	0-3
Potrero	0-6
"B" DIVISION	
Muni	3-0
Central	4-1
Richmond	4-1
CHP	3-1
FBI	3-1
Northern #3	3-1
Northern #2	3-2
Airport	3-2
Women	1-6
Mission #2	1-6
Park	0-3
Narcotics	0-5

*Please remember, call your scores in to Layne Amiot so we can keep the standings current.



SPORTS

“Super” Dual Match At the Comstock — Success

by Armond Pelissetti

As previously mentioned in these pages, the “Super” Dual Match at the Comstock Hotel and Casino was to be the highlight of the shooting season.

“Highlight” turned out to be a definite understatement. John Douglass, general manger of the Comstock in Reno, pulled out all the stops and turned the place over to more than 200 law enforcement officers from over 60 agencies throughout the United States and Canada. The most visible officers were the 14 members of the S.F.P.D. Pistol Team, elegantly dressed in their new royal blue, embroidered, polo

best “help-hunter,” chasing down Jamie Ongsin, Jimmy (Sleepy) Gaan and Curt Cashen — give us back the shooting flags now, guys.

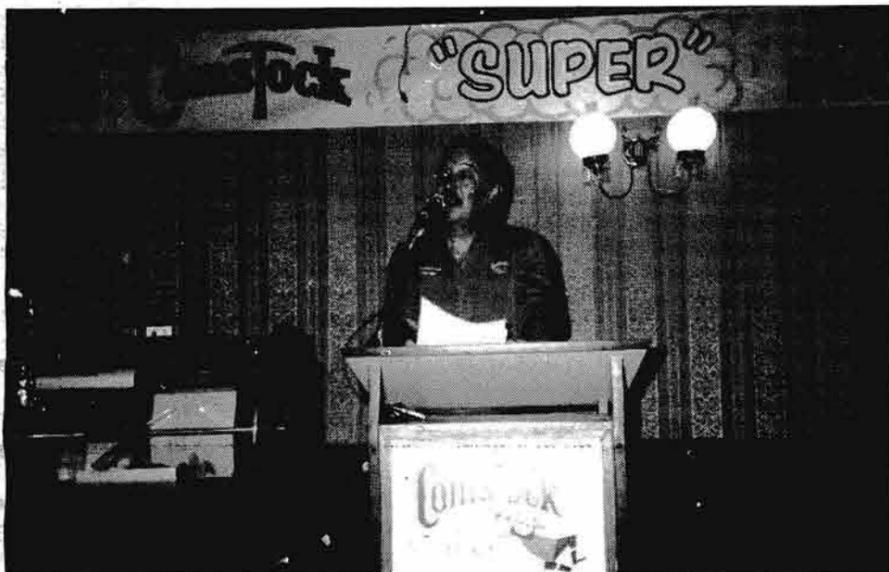
Dennis Quigley, Janet Scarborough, Brenda Walker and Mike Zurcher did a great job at the range and at registration; long hours, no pay, but a lot of fun too.

My heartfelt thanks go out to all of you who had so much work to do to make this a success. You did it.

Reno weather was goofy! After having three solid weeks of perfect 75°, no wind weather, which continued for the first day of the match — the day most winners fired, along came Friday. At eight o'clock winds



S.F.P.D. Pistol Team practicing for the match.



Armond Pelissetti kicking-off the festivities.

shirts and classy windbreakers. As the days passed it became first name basis with the entire Comstock staff, including Ralph Criddle, match coordinator, the beautiful Valerie Lane, manager of Special Events, DeDe Robbers, Gloria, Glenda and so many more. They presented the comfortable, friendly atmosphere that allowed all the participants and guests to kick back and have a ball.

Registration was a streamlined affair that took little time and found shooters with arms full of gifts and souvenirs and saying: “Is that all there is to it!” Thank you — Paulette Pelissetti for making it so. Sharon Zurcher stepped in and saved us from exhaustion, knowing that Bob Fitzer, Don Sloan and yours truly needed breaks from the 6 a.m. start.

The range was in the capable hands of Glenn Pamfiloff, who had California’s best match caller, Duane Otis, getting the shooting done on schedule. Roger Farrell kept his police talents sharp at the scoring area making sure 9s didn’t become 10s. Dan May was voted best flagman and the

were gusting from 25- 40 mph, by noon they were blowing at 55-70 mph. This was the day your “real cops” shot. Of course, our scores were garbage and we weren’t going to win any guns, but I was proud to be part of a bunch of gusty California cops who still hit their targets in the worst of conditions. There are some pretty good security marksmen as well, like Gene Pamfiloff of Executive Security (S.F.) who held good groups and has served notice to his industry peers.

Saturday the winds calmed, so it decided to snow. We learned that cops can shoot in the snow! A lot of Thursday’s high shooters saw their first places go to the likes of John Pride, L.A.P.D.’s best, who won the Washoe Sheriff’s match and placed second in ours. It was a fantastic shooting experience with virtually every adversity to overcome, but it was overcome, and everyone was proud to participate.

Unsatisfied with just making everyone feel like kings and queens, with parties every night, John Douglass put on a superb

banquet on Saturday night to showcase the “winners” and present the 15 Commemorative Smith and Wesson .44 cal. revolvers in walnut cases. The smiling faces that walked away with these included Mike Zurcher of Co. H, the S.F.P.D. Pistol Team’s fastest improving deadeye. Nice going; that a \$700 new toy.

While the match was going on, the Comstock held the slot tournament and gave away fur coats to lucky winners. More importantly, the blackjack tournament found Glenn Pamfiloff and myself reach the final six. Glenn went for it all with a great strategy move around the 23rd, but the fates were cruel so he won sixth place. I

almost bombed out by the 9th hand, but came back slowly but surely. On the last hand, going for the win, I caught a pat 20, but got blackjacked-out by my two opponents (dealer busted) and I settled for 3rd place based on their 1½ payback. Not bad, and very exciting.

With all the work done, all the fun had, the feelings are: “I can’t wait to do it again.” The people are great, the event itself is fun, and the whole affair develops the rare camaraderie that makes you want to share time with your law enforcement friends and family. Think about joining us next year. You’ll love it, I guar-on-tee. I



A proud Sharon Zurcher with victorious Mike's new toy.

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ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

Swine Song

Once upon a time three little pigs lived in a Sty-by-the-Bay with many other fine swine. The swine in the Sty-by-the-Bay were members of a wonderful organization called Porkers' Indescribable Guild of Swine. P.I.G.S. (as some members of the guild called it) was very, very active in opposing the efforts of the Wildlife Obliteration League of Fanatics. Members of this evil group (often called the big, bad W.O.L.F.) were dedicated to keeping the swines' snouts buried in the mud. At the time of our story, P.I.G.S. had successfully kept the W.O.L.F. from the door, and the swine in the Sty-by-the-Bay were very happy.

The three little pigs were well fed and protected from W.O.L.F. In fact, they were protected so well that none of the three understood what P.I.G.S. really did for all the swine.

The first little pig, who was named Whiner, complained to the others that every time the swine got their swill, he had to give a spoonful of his swill to P.I.G.S. for the community bowl. Of course, Whiner weighed 475 pounds and really didn't need the extra spoonful of swill, but he said it was the principle of the thing: "I've been giving up all that swill, and I've never even seen a W.O.L.F."

So Whiner told the others that he had decided to leave the Sty-by-the-Bay and make his own way in the world. As he left the front gate, a W.O.L.F. jumped from behind a tree ... pushed Whiner's snout deep into the mud ... and kicked him ham over pork chops down the road.

When Whiner didn't come back to the Sty-by-the-Bay, the other two little pigs looked at each other and said he must have had the right idea.

The second little pig was called Crier. Crier, who didn't have a very good memory, complained to the third pig that the sty hadn't been cleaned up for so long that he was in mud up to his curly tail. As a matter of fact, the sty had been cleaned regularly until six months before when the Big Board-by-the-Bay told P.I.G.S. that regular sty cleaning was too expensive. Crier said that P.I.G.S. never did anything for anyone. He said his corner of the Sty-by-the-Bay was sooo dirty that he couldn't stay there any more. So he left. As he walked down the road outside the Sty-by-the-Bay he saw a nice little sty filled with clean straw. When he went into the sty, a W.O.L.F. jumped out from behind the gate, locked it and said, "This little piggy's going to market ... as a basket of bacon."

The third little pig was named Squealer. Squealer was always in trouble ... running away and getting lost in the forest ... eating too much swill and getting sick ... or jumping around in the Sty-by-the-Bay and knocking down the fences. But the P.I.G.S. always took care of Squealer.

Now, Squealer told the other swine that they were stupid. He said that Whiner and

TESTING

(Continued From Page 1)

- What are the reporting guidelines for the psychologist?
- Have standards been adopted for evaluating employees for stress? If so, what are they?
- To what extent will an officer's on-the-job performance be a factor in the psychologist's conclusion?
- To what extent will the supervisor's evaluation be a factor in the evaluation process?
- To what extent will prior citizen complaints be used by the psychologist?
- Will an officer have the right to "appeal" the psychologist's conclusion?
- Will the department pay for a second evaluation by a psychologist chosen by the officer?
- If an officer "fails" this psychological test based upon on-the-job stress, will the officer be entitled to a disability pension?

The POA will pose these and other questions in the meeting and confer process with the department prior to the implementation of the stress evaluation program.

Legal Issues

As with random testing of employees for drugs, the spectre of psychological testing raises a host of legal questions which must be addressed by City officials prior to imposing these procedures on police officers.

First of all, as noted above, as public safety officers, members of the TAC Unit are entitled to representation whenever an interview focuses on matters which are likely to result in punitive action [Gov. Code Section 3303(h)]. Punitive action is defined as any action which may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment (Gov. Code Section 3303). (Emphasis added.)

The police department's initial, skeletal proposal implies that members of the TAC Unit may be subjected to "personnel actions — transfers, discipline, etc." — at least partially based on the results of these evaluations. As the police department's proposal raises the issues of transfers and discipline, the POA must insist on full compliance with the Bill of Rights.

Second of all, psychological tests and interviews fall within the zone of constitutionally protected privacy and therefore

Crier were right: it was silly for all the swine to stay cooped up like chickens in the Sty-by-the-Bay ... to give up part of their swill ... and besides, what had P.I.G.S. done for him lately? So Squealer went out the gate (leaving it wide open) and the whole membership of W.O.L.F. came in and ate up all the swine in the Sty-by-the-Bay.

Moral of the story: Casting pearls before some swine is as useless as teats on a boar.

Other moral: If we don't hang together, our hams will be hanging in Moe's Meat Market.

raise significant due process issues.

The court in *Cutter v. Brownbridge*, 133 Cal. App. 3d 836, 842-843 (1986) stated:

"The right to control circulation of personal information is fundamental. . . the 'zones of privacy' created by Article I, Section I (Ca. Const.) extend to the details of one's medical history. (Citation omitted.) An individual's right to privacy encompasses not only the state of his mind, but also his viscera, detailed complaints of physical health and their emotional overtones. (Citation omitted.) Most recently, the California Supreme Court has stated, 'If there is a quintessential zone of human privacy it is the mind. Our ability to exclude others from our mental processes is intrinsic to the human personality.' [Long Beach City Employees Assn. v. City of Long Beach (1986) 41 Cal. 3d 1987, 944 (227 Cal. Reporter 90, 719 P.2d 660).] We recognize the close analogy between the physician-patient and a psychotherapist-patient relationship and conclude that Brownbridge's impressions and diagnosis, and other details of his professional relationship with Cutter fall within the zone of privacy protected by the state constitution."

In addition to considerable case authority which requires the government to establish a compelling interest to justify such invasion, California Evidence Code Section 1014 establishes the confidentiality of statements made between a patient and a psychotherapist. Such "privilege" may be exercised to prevent another from disclosing confidential communications.

Both the battery of tests and the clinical interviews in the Stress Evaluation Program may very well require an individual officer to reveal details, thoughts and feelings of a private, confidential nature. The psychologist involved is under a statutory obligation pursuant to Evidence Code Section 1014 not to reveal such information to anyone, especially the officer's employer, without the consent of the officer. With such restrictions, is it possible for the psychologist to administer a comprehensive evaluation and report the results of the evaluation to the Police Department without breaching the psychologist's duty of confidentiality?

Given the strong interest in privacy as expressed in the California Constitution and, in addition, the fact that the psychological testing of tenured employees involves individuals who have property interests in their positions, it is doubtful that the City can impose mass testing of an entire unit such as the Tactical Division.

Lynn Torres Kudos

On the evening of February 19, 1988, the San Francisco Fire Department requested that Officer Lynne Torres of the San Francisco Police Department's Psychiatric Liaison Unit act as a negotiator in a suicide attempt. Arriving at the scene, Officer Torres discovered that the young man was threatening to jump from the face of a very high cliff.

After several unsuccessful attempts to convince the individual to leave the cliff, Officer Torres allowed herself to be fitted into a harness, and in total darkness, was

Stress Evaluation, of course, has been permitted when an employee seeks a disability rating. Pre-employment psychological testing has also been upheld by a Federal District Court in New Jersey, *McKenna v. Fargo* 451 Fed. Supp. 1355 (USDC, D.N.J. 1978). There are, however, no reported cases of psychological testing involving entire groups of employees, such as that contemplated by the Department in regards to the Tactical Division. In the Ninth Circuit Court of Appeals, *Stewart v. Pearce* 484 Fed.2d 1031 (9th Cir. 1973) required a public employer to afford an elementary school teacher a due process hearing after an accusation of "apparent emotional instability". The court stated that such an allegation implicated the employee's liberty interests, thus requiring due process.

There is no due process presently contemplated in the department's current procedure: no need for a statement of instability by the officer, no preliminary review by an independent psychologist of the need for a psychological evaluation, no stated professional standards for the conduct of the evaluation activities, no post-review of the psychologist's conclusions by a psychologist of the officer's choice, no "appeal" of an adverse evaluation. Without these procedural and substantive steps in place, no such evaluation, in our judgment, will be upheld by the courts.

Finally, and most important, the jury is still out on psychological "projective techniques":

"The large majority of published validation studies on projective techniques were inconclusive because of procedural deficiencies in either experimental controls or statistical analysis, or both." *Anne Anastasi, Psychological Testing*, 5th Ad. (New York, 1982).

It is ironic, of course, that one of the groups calling for involuntary testing of police officers, possibly in violation of their constitutional rights, is the local chapter of the American Civil Liberties Union, a group that has historically championed the rights of individuals against improper intrusion by governmental officials. The call for involuntary psychological testing of employees was emotional and political; POA representatives hope that the meet-and-confer process with the department representatives regarding the implementation of a stress evaluation program will proceed in an orderly, deliberative fashion and that a stress evaluation program will be tailored to fit a limited, specific need on an individual basis only.

lowered down the cliff in order to talk face-to-face with the subject. After negotiating for an hour, she was able to convince the young man not to jump, and he was then rescued and detained for psychiatric evaluation.

The staff of the *Bulletin*, along with Officer Torres' superiors, is pleased to recognize her courage and skill during a crisis situation.

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