

# THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

# NOTEBOOK



Member of COPS  
California Organization  
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 21

SAN FRANCISCO, JULY, 1989

204

NUMBER 7

## An Open Letter To All Candidates Seeking Employment With The San Francisco Police Department

If you are contemplating a career in law enforcement we wish you all the best. And if you have applied for employment as a San Francisco police officer, we would encourage you to seriously consider the following:

- If hired by our agency, you will be working for the **92nd lowest paid police department in the 3rd largest city of California.**

- You will be working in a city that has had 55 drive-by shootings so far this year, and you will be "outgunned" by local gang members (SFPD 6-shot revolver VS. Gang's automatics).

- We are severely understaffed and the Mayor's budget only allows for minimal

hiring to keep up with normal attrition. (We are currently staffed at 1755, down from a previously authorized strength of 1973).

- You will be paying a minimum of \$150.00 per month for your family's medical plan.

- We have no dental coverage.
- You will be purchasing your own replacement uniforms:

Pants: \$99.95  
Shirt: \$69.95  
Shoes: \$79.95

- We have no educational incentives.
- There is no career development program (Last sergeant's exam was given in 1983).

- There are no enhancements for Intermediate or Advanced P.O.S.T. certificates nor for college degrees.

- No provision has been made to reward those officers with bilingual talents.

- There is no longevity pay.

- The SFPD has not had a memorandum of understanding with the City for the past 14 years.

This is what San Francisco offers. You may wish to shop around for a more progressive department with better benefits. There are at least 91 of them in California.

Signed,  
Michael Keys, President  
Steve Johnson, Secretary  
Al Trigueiro, Treasurer

2. Sunnyvale	3877	8%	4187
3. Santa Clara	4044	0%	4044
4. Huntington Beach	3670	9%	4000
5. Culver City	3572	9%	3925
6. Stockton	3208	20.01%	3850
7. Huntington Park	3523	9%	3840
8. Hawthorne	3453	9%	3764
9. Westminster	3441	9%	3750
10. Walnut Creek	3434	9%	3743
11. Santa Monica	3430	9%	3739
12. Newark	3718	0%	3718
13. Beverly Hills	3410	9%	3716
14A. Fremont	3395	9%	3700
14B. Los Gatos	3395	9%	3700
16. La Verne	3373	9%	3677
17. Maywood	3367	9%	3670
18. Brea	3366	9%	3669
19. Costa Mesa	3657	0	3657
20. Glendale	3417	7%	3656
21. Hayward	3326	9%	3655
22. Santa Ana	3400	7%	3638
23. San Leandro	3321	9%	3620
24. Compton	3314	9%	3612
25. Burbank	3307	9%	3604
26. Gardena	3295	9%	3592
27. Vallejo	3336	7%	3570
28. Tustin	3325	7%	3558
29. Pleasanton	3262	9%	3556
30A. La Habra	3247	9%	3539
30B. La Jolla	3247	9%	3539
32. Palo Alto	3299	7%	3530
33. Mountain View	3296	7%	3527
34. Long Beach	3235	9%	3526
35. Fresno	3364	4.6%	3519
36. Alameda	3224	9%	3514
37. Newport Beach	3215	9%	3504
38. Rohnert Park	3272	7%	3501
39. El Monte	3209	9%	3498
40. Laguna Beach	3267	7%	3496
41. Corona	3198	9%	3486
42. Gilroy	3191	9%	3478
43. BART	3190	9%	3477
44. Anaheim	3248	7%	3475
45. Fountain Valley	3180	9%	3466

(See SALARY, Page 24)

## Would A Reasonable And Prudent Person Want To Become A San Francisco Police Officer? Or Is The SFPD Pay Formula Fair?

by Dan Boden

It is incomprehensible to me that fourth year Q-2s in San Francisco are 92nd in pay among their peers in the other police departments in the state. In addition to getting less pay, we also enjoy fewer fringe benefits than our non-financial peers do. Some departments pay for all of their members' retirement costs, and medical and dental insurance premiums, as well as awarding bonuses for certain assignments, range performance excellence, and educational attainments.

If the apparent inequity in pay and benefits were not enough to make us feel disadvantaged, then the disparity in responsibilities should be. With the sworn strength down to 1762 from a high of 1973, with the actual number of full duty officers down to less than 1600, and with an increase in serious crime because of the crack cocaine epidemic, the SFPD officer is working harder than ever before. We are doing more for comparatively less.

After reviewing the 1988-89 standardization ordinance pay formula, I can't help but feel that there is something basically unfair about the way our increases are determined. Instead of being number 92 in pay rates, SFPD should be second in state — as we used to be. I think that as long as we accept the sub-standard salary and benefits package that we are doled out, we are some likely to continue to be shortchanged.

Our complacency not only reduces our near future paychecks, it also affects our

career with the department and our retirement benefits. A difference in pay of \$10,000 per year translates not only into a shortfall every successive year, it also cuts our pension by as much \$7500 per year.

Maybe it's time to take a stand to seek a change in the way our salary increases and fringe benefits are computed. We, as a group, should mobilize now to raise the awareness of the decisionmakers and voters of this inequity which will ultimately result in inferior police services.

Would a reasonable and prudent person want to become a San Francisco Police officer?

See Pages  
12 & 13  
For A  
Detailed  
Comparison  
On  
Salaries And  
Benefits

## Comparison of California Police Salaries — June 1989

For comparison, all police officer salaries are computed at the highest salary step. Most jurisdictions have multiple steps.

The "RET/PICK-UP" column refers to the monetary percentage the employer contributes above and beyond what an individual officer would pay. This benefit accrues directly to the employee who, upon retirement, termination or resignation, receives the entire contribution.

The "COMPARISON" column reflects the sum of the base salary and the employer contribution for retirement benefits.

For example, the San Francisco Police Department base wage is \$3,143 and the retirement pick-up is 0%. Therefore, the comparison figure is \$3,143. The Huntington Beach Police Department pays a base salary of \$3,670 plus a 9% retirement contribution for a comparison total of \$4,000.

This information is current as of June 7, 1989. Many of the below listed agencies will get a salary increase on July 1, 1989.

	TOP-STEP/ WAGE	RET/ PICK-UP	COMP.
1. Irvine	\$3669	0-25%	\$4586

### IN THIS ISSUE

Widows and Orphans	Page 2	President's Column	Page 7
Police Post	Page 2	Salary/Benefit Comparison	Pages 12 & 13
Veterans' POA	Page 2	Letters	Pages 16 & 17
Around the Department	Page 3	PAL	Pages 18 & 19
Board Minutes	Page 6	Sports	Pages 20-23

## 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 July issue:  
Monday, July 31, 1989

# Widows and Orphans Aid Association

The regular monthly meeting of the Widows and Orphans Aid Association called to order by Pres. Tom Green at 2:10 P.M., Wednesday, June 21, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

**ROLL CALL OF OFFICERS:** Excused Trustees T. Bruton & J. Sturken. All other Trustees and Officers present. Sufficient number present for a quorum.

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

**COMMUNICATIONS:** Letter from Atty. Edward Boessenecker re Estate of Mary Flanagan, who had designated Widows and Orphans as one of her beneficiaries. Atty's Office contacted and we were advised that it was not necessary for anyone to attend.

Donations received and acknowledged by Secretary: in memory of Gerald D'Arcy. The Shorestein Company; Mr. & Mrs. Speck (Veteran Cab); Mr. & Mrs. Robert March; Mr. & Mrs. Louis Fontana; Carla Ruth. Other donations: Veteran Police, in memory of Eugene Fogarty; Mrs. Katherine Meyers, for assistance by Sgt. Joel Harms; Comm. Pius Lee, monthly donation. Treas. Parenti presented the usual bills for benefits, salaries, taxes etc. Approved.

Treas. Parenti reported the following deaths:

**WILLAM BETGER.** Born in San Francisco in 1923, Bill worked as a stationary engineer before joining the Department in 1947 at age 23. Worked at Taraval and Southern for 2 years, then Bureau of Criminal Information, 3 years, Southern, 3 years. Appointed a Sergeant in 1957, he went to Park Station for a year and then to Warrant Bureau for 13 years. Transfer-

red to Day Watch at Taraval where he remained until his retirement for service in 1976 at age 53. Bill received the following awards while in the Department: 1948, 1st Grade (Gold) for rescue of a person drowning in the Bay; 1950, 2nd Grade (Silver) for arrest of an armed holdup man; 1951, C/C for arrest of two burglars; 1951, 2nd Grade for arrest of 2 armed holdup men; 1951, 2 C/C's, one for arrest of a burglar-murderer, second for arrest of 2 burglars; 1952, C/C for arrest of two auto boosters; 1952, C/C for arrest of 7 men wanted for numerous robberies. An avid golfer, Bill retired to the Palm Springs area where his

(See WIDOWS & ORPHANS, Page 14)

## San Francisco Veteran Police Officers Assn.

**MEETING:** We meet every Tuesday at the ICA Hall, 3255 Folsom. Tuesday, July 11, 1989 is the date for next month. Social hour begins at 11:30 a.m., business meeting at 12:30 p.m. The Kitchen Crew will have another good lunch for us. Parking is plentiful. Try to make a few meetings this year. NOTE: The Board of Directors will meet at 11 a.m. to discuss the money needed to win our pay amendment in November.

**PRESIDENT'S MESSAGE:** We had a nice turnout at our June meeting. Our good friend, Bill Reed, spoke about changes in appointments that will be made by Mayor Agnos on the Retirement Board and what they may attempt to do with retirement funds. This is why all retired members should also belong to the Retired Employees of the City & County of San Francisco.

We will be going on the ballot this November to amend the city charter, so that we will receive all future raises retroactive to July 1st of each year. It has been decided that each member and all retirees donate the sum of twenty-five dollars (\$25) for this campaign. A committee of Martin Barbero (in charge) and myself and Al Aguilar will set up a special account at the credit union to handle this fund. Please submit your checks as follows: S.F. Veteran Police Officers' Assn., P.O. Box 22046, San Francisco, CA 94122. Please note on envelope and check "Campaign Fund."

**SICK CALL:** Ralph Lintner is in Children's Hospital with a heart problem. Martin Casserly is in Fort Miley with pacemaker problems.

**DEATHS:** Peter Larsen, Gerald D'Arcy and Eugene Fogarty. Rest in Peace.

**NEW MEMBER:** Welcome to Don Schmidt.

**BILLS:** Treasurer Ed Cosgrove read last month's bills. Members approved payment.

**COMMITTEE REPORTS:** Bill Reed said the Retirement Board is getting new pressure to loan money to the business world. We have to watch this... Sol Weiner reported we are advancing our amendment for November. We need a \$25 contribution from all retired members... Tom Dempsey has job opportunities in security work. Call him at 731-4098... John (Chaplain) Minderman has get well cards for our sick members...

**GOOD OF THE ORDER:** Bob McKee says send back those political donation requests with the notation, "Can't contribute. Have to save to pay the Medicare surtax..." Jack O'Shea is the new owner of The Bounty at Pier 96... Enjoy a fine pasta luncheon there at the IOA every third Wednesday, at 11:30 a.m. Attendance 85 Membership 748

George Cathrell, President  
Gale Wright, Secretary

**FOOTNOTE:** Re-read President's message and send in your check.



## POLICE POST #456 NEWS

by Greg Corrales

*"Off with your hat as the flag goes by!  
And let the heart have its way;  
You're man enough for a tear in your eye  
That you will not wipe away."*

Henry Cuyler Bunner

It is sadly ironic that less than a week after America celebrated Flag Day the Supreme Court decided in "Texas vs. Johnson" that it was not unlawful to burn the American Flag. In 1967 when Massachusetts Senator Charles Sumner wrote of our Flag, "He must be cold indeed, who can look upon its folds rippling in the breeze without pride of country." He could not have foreseen future events. In 1984 protesters ripped the Flag from a downtown Dallas bank building. An undercover Dallas police officer testified that he saw Gregory Lee Johnson pour lighter fluid on the Flag and set it ablaze while approximately fifty protesters chanted, "America, the red, white, and blue, we spit on you." This has been declared symbolic speech protected by the First Amendment.

Our National Commander, H. F. "Sparky" Gierke, speaking on behalf of nearly 3,000,000 Legionnaires, said, "With every freedom guaranteed by the U.S. Constitution comes an equal measure of responsibility. Freedom of expression does not guarantee protection to lawbreakers, and those who desecrate the Flag of the United States are guilty of a crime. Many a Gold Star Mother cherishes that carefully folded, triangular bundle of red, white, and blue as the closest link to a fallen hero son. During my recent visit to the Department of Pennsylvania, one such Gold Star Mother, Mrs., Geraldine Shill, told me how she felt. Mrs. Shill's son, Damien Messino, was a 19-year-old navy medical corpsman serving with the U.S. Marines in Vietnam when he was killed by a booby trap. Mrs. Shill said that whenever she looks at the Flag presented to her at graveside, she sees her son. Referring to the way the Flag was used at the Chicago art exhibit, she told me, "When I heard of the way the Flag was displayed and walked on at that art exhibit, it was like stepping on my son. It hurt deeply."

I cannot believe that the five Justices that ruled in Mr. Johnson's favor thought of the thousands upon thousands of gravemarkers from here in San Francisco to Boston, and from the cemeteries of

France to the faraway atolls of the Pacific, all standing as mute testimony to the devotion of the men and women who served our Flag without question. That glorious Flag was draped over the coffins of those who gave their last full measure of devotion to defend it.

Speaking of despicable conduct, the American Coalition Against Hanoi Jane is presently working to get the U.S. Department of Justice to reopen the file on Jane Seymour Plemmianokou, aka Jane Fonda. They are particularly interested in hearing from those that were POWs during Fonda's visit to Hanoi; Armed Forces or civilian personnel who heard any or all of Jane Fonda's 21 radio broadcasts over North Vietnamese radio; and any persons that were present during the 32 college campus tour of the 1970s. All materials should be sent by registered mail only. Any material such as photos should be insured. All information should be sent to: ACAHJ, 73 Delaware Ave., Waterbury, Conn. 06708.

On 13 June Chief of Police Frank Jordan took time out from his busy schedule to make an appearance at the Installation of the Post's new officers. This was the first time in recent memory that a Chief of Police has attended the installation of the officers from the Police Post and it was greatly appreciated. On behalf of the 500 members of Police Post 456, I would like to extend to Chief Frank Jordan our sincere thanks!

There is no meeting in July. The next meeting will be 2000 hours on 8 August at the POA Building, 510 Seventh Street. It will be the first meeting that I produce the post-meeting food, as Second Vice Commander. It will be worth the trip to the meeting just to see what I come up with from Mama Corrales' kitchen. Try to make the meeting!

I just got back from the 71st Annual State Convention in Palm Springs. I am anxious to report the news from the convention, but since this month's column is getting long. I will give a detailed convention report in next month's column. For now, suffice it to say that a lot of hard work was accomplished, a lot of war stories told, and an outstanding time was had by all!

This has been a somewhat somber column, so let me close by mentioning that I smoked my first cigarette and kissed my first woman on the same day. I haven't had time for tobacco since!

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### The San Francisco Police Officers' Association

## NOTEBOOK

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• 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.

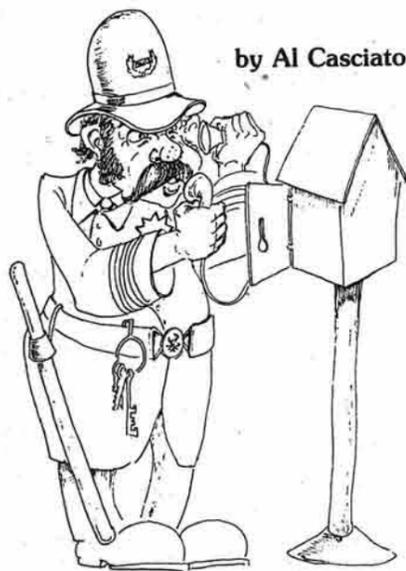
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# AROUND THE DEPARTMENT



by Al Casciato

Uniforms may not be available here or should I say the cost is probably prohibitive for the individual officers to purchase their own. Having this in mind Joaquine Dominguez's wife while visiting Mexico inquired as to the cost of having some uniforms made. Result 3 pants and 3 shirts for \$50. Yes, fifty dollars. They look great and are of higher quality than we've been accustomed to lately.

## BIRTHS

Water skiing enthusiasts Russ and Richell Matli (SOBTF) welcomed to their ever increasing team AQUA-BABY II; Jaclyn Joy 19½ inches, 7 lbs. 3 ozs. on March 31, 1989. Prediction: this Matli will be thrilling audiences by 1997.

Mike Rodriguez who recently transferred to the Airport Police calls to report that his wife Jody gave birth to their second child on May 27th. Joining 3 year old Jason in the Rodriguez's home is Chase Joseph 6 lb. 16 ozs. and 21 inches long.

Congratulation to all and best wishes for the future.

Lou Landini, D.A. Investigations, is an assistant Coach for the University of San Francisco's Varsity Baseball Team. A dream come true for Lou who lives and breathes sports when he's not guest chef at a friend's restaurant. So when you see Lou just refer to him as "Coach" instead of "Chef" ... I think he's looking forward to future position with the Mets but will accept one with the Giants as long as they remain in the City.

Steve Morimoto visited Reno recently and decided to try one of those automated poker machines. After a couple of quarters the machine went goofy ... lights a blinking and horns a blowing ... as Steve hit a Royal Flush. According to Steve he enjoyed the pleasure of the win for about 30 seconds for that is when a casino employee asked him for his social security number ... bringing all back to reality.

Joe Long from the D.A.'s office has been named to the War Memorial Commission. Joe will be representing American Legion Post 456 (S.F. Police Post) on the Commission. They job will not be easy as there is speculation that a plan may exist to take the War Memorial out of the control of the veteran groups and turn it over to some arts group.

Those of you that know Sammy aka Sam Jagham the proprietor of the lil' grocery store at 20th and Hampshire will be happy to learn that he has recovered from the shooting and has put the store up for sale. He will be entering a new line of work selling cars for Ellis Brooks Chevrolet ... Sam believes that the new job will be much safer ... "I won't think about being robbed every 5 minutes."

Caroline Link, a 7 year old from St. Cecilia's School, found a jewelry box in the front yard of her San Benito St. home. Thinking it was a treasure she and her friends brought it to her mother who sadly informed them that it was not a treasure but that the box had probably been stolen. Caroline then said, "Mommy, let's form a Sherlock Holmes Society and find out where the box was stolen from." Mom didn't think that was a good idea but decided to give "The Society" a lesson in citizenship by driving them to Ingelside Station to turn in the found property.

The children appreciated the lesson but were not satisfied that the owner had not been located. Pressuring Mom, the children had her check the neighborhood by calling various neighbors ... Within a few minutes, the owner had been located and was enroute to the Ingelside Station to identify the property which had been taken in a burglary.

The children's efforts and persistence reunited a crime victim with some property that was of great sentimental value and speaks very well for their generation. Keep up the good work kids.

Bob Mammone and Mark Felber have resigned ... Bob has joined the Contra Costa Sheriff's office while Mark is in the process of moving the family to Oregon. Good luck to both on their new careers.

The news media reports that one needs approximately \$70,000 in income to qualify for a home purchase in the Bay Area. \$70,000 is a far cry from the \$37,800 a patrol officer in San Francisco makes. According to our own retention unit we are now the 92nd lowest paid department in California.

Dave Albright (T-shirt entrepreneur) was given the wrong phone number in last month's issue. The correct number is: 573-5471.

"I only care about the numbers not the people." On the grapevine this quote is being attributed to a city administrator. I hope that what the grapevine says is not true ... this is a people oriented city ... both for public and employees.

"An anonymous complaint has been filed against your officer and we have to investigate it." These words are repeated time and time again by administrators and investigators from the EEO Unit, Management Control, and OCC. Though there is some validity to accepting anonymous complaints, when it is only the anonymous ones that are used to taint a professional reputation then something is seriously wrong. Think about it — if someone is out to get you all they have to do is start calling the various agencies anonymously to make your life miserable and destroy your career.

In an effort to correct this situation (which has KGB and Gestapo tendencies), Paul Chignell has filed a grievance on my behalf which will ask for the expunging of an anonymous complaint. If any of you are in similar circumstance, contact Paul ASAP to join the action.

## Professional Courtesy Is Always in Order

by Phil Caruso,  
President NYPBA

(Editor's Note: This is as true out here as it is back east!)

I have in the past expressed my sentiments concerning the subject of professional courtesy in order to heighten the level of awareness of our members concerning their responsibility to act accordingly, yet I continue to receive disturbing reports of abuses. Though they relate mostly to isolated incidents, they nevertheless make you wonder why such a simple message is not being universally received.

If the true spirit of police brotherhood is to continue to serve as a cohesive force, then it is incumbent upon all members to live up to the basic tenet of mutual respect that shapes the essence of police brotherhood. I also wish to underscore the point that in any interaction between on-duty and off-duty officers, it is the uniformed officer who deserves all the respect and courtesy due that official status. Simply put, you don't abuse any brother or sister officer, particularly those who are on duty and in uniform.

As to on-duty performance, I shall be blunt: YOU DON'T SUMMONS ANOTHER COP! You have every right in summonsable situations to extend professional courtesy to police officers, both New York City and other jurisdictions, their families, and don't forget to respect retired police officers who are PBA members.

When you attend the funeral of a fellow police officer, the emotion that grips you is sorrow. When you extend a professional courtesy to another officer the emotion you feel should be that of joy. Try it, you'll like it!

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## O.M.I Good Neighbor Award

Oceanview-Merced Heights-Ingleside (O.M.I) Neighbors in Action invites you to join us in honoring the Recipients of this year's O.M.I Good Neighbor Award

**Captain**  
**Diarmuid Philpott**  
Ingleside Police District  
and **OMEGA BOYS CLUB**

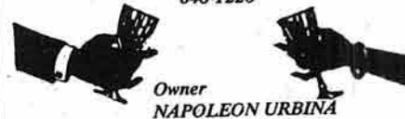
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# Travels With Ehrlich

by John Ehrlich

There are several ways to travel thru Africa each with its own advantages & disadvantages. You can go with: an organized tour, your own 4 wheel drive car or truck; an overland truck company, or on your own.

An organized tour is a great way to go, especially if you have a limited amount of time. Many things go wrong, are late or don't happen at all. With a tour things are organized for you & if something does go wrong it's someone else's worry. With a tour you will be able to see what's been planned, The main disadvantage is cost, since it will cost over \$1,000 to fly round trip to Africa. This may not be as big a factor since its going to be expensive to travel anyway. Another factor is that you will be somewhat removed from the local people, except for tour employees, may or may not feel it's a disadvantage.

Quite a few people buy & outfit cars, or motorcycles or trucks in Europe and drive them across the Sahara. Peugeot 504s go to West Africa while land rovers continue on to Kenya, Zimbabwe, South Africa. Once across, most people sell the cars or trucks at a healthy profit, helping to finance their trip. Some entrepreneurs do it for a living. A vehicle allows you mobility & to go to remote localities, lowers your day to day costs. You can camp & cook your own food every night if you wish. You can go where you wish for as long or short as you wish though it requires more money up front. You should also be mechanically inclined so that you can make repairs when your car breaks down. While it allows mobility you also have to stay close to it to thwart thieves.

There are many companies running overland truck trips throughout the world. A large open sided truck will be outfitted to carry 20-25 people. You pay money in advance, and you're on a set itinerary. There are London-Nairobi-Katmandu trips

which last almost a year. There are also month-long trips out of Nairobi. They can be extremely cheap. I met one truck which cost \$2,000 for five months, but that was exceptional it's so cheap because you camp out in provided tents and you cook food purchased as you go. Everyone must help with the chores. It combines many of the advantages of a tour & having a car. Someone else takes care of the problems and you can get even to the remote sights. You are on a semi-fixed itinerary and may not get to stop where you like for any extra day. Trucks tend to be in their own social group, somewhat cut off from local people & culture. You are also in close quarters with 20 or so people for an extended time; you may end up hating everyone or finding the love of your life. Men rarely outnumber women on these trips.

If this sounds interesting there are several things to find out. Besides cost, before choosing a company: how many people will there be on the truck? How many employees? ("Encounter Overland" has one driver while "Gerbe" has two drivers & a cook). What are the seating & truck arrangements. (Most trucks have padded benches facing inward along the two sides with canvas flaps over the sides. A "Dragoman" truck had airplane seats facing forward with glass windows. Encounter Overland uses a trailer to bring more equipment). What happens if there is the almost certain breakdown? (One guy told me their truck broke down in Algeria. "Encounter Overland" flew out spare parts in two days.) You might also inquire what nationality they expect people to be; while most start from London they advertise for all nationalities.

Lastly, you can travel on your own, as I am doing. It gives me complete freedom to go as I please. I get a lot of local culture & conditions, but I can't get to all the sights because there isn't public transportation. As you may have gathered, sometimes its not all it should be. Some travelers do it much cheaper than I am doing it & stay in places longer. Others rent cars, stay in nicer hotels & fly more. As you travel, you find your own level of comfort, interest & cost.

(See TRAVELS, Page 10)

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

<b>Income:</b>			
Dues — Active	\$47,166.88		
Dues — Retired	912.00		
Notebook	2,568.70		
Interest Earned	2,575.95		
Misc Income	24,694.00		
	<u>\$77,917.53</u>		
<b>Disbursements/Expenses:</b>			
701 Accounting	320.00		
709 Board of Directors	267.50		
723 Dues Collection	197.76		
725 Equipment Purchase	1,380.39		
728 Equipment Rental	28.22		
730 Expense Acct. (Pres.)	400.00		
753 Janitorial	400.00		
753A Janitorial Supplies	202.19		
761 Equipment Maintenance	709.96		
771 Mailing	203.41		
772 Public Relations	3,375.68		
772A Public Relations Spec.	1,360.97		
773 Rent	1,872.00		
776 Salaries — Office	5,667.08		
777 Salaries — Executive	5,559.95		
781 Supplies — Office	290.34		
782 Administrative Expenses	568.80		
782A Admin. Exp. Supp.	184.71		
785 Fed. Payroll Tax	3,656.38		
Less Withholding	[3,261.86]		
792 Utilities	1,344.49		
792 Building	55.00		
796 Retirement President	2,557.66		
830 Health Svcs./Retirement	1,872.12		
830A Health Svcs. Expenses	527.02		
835 Insurance	620.84		
850 Labor Relations	44.50		
860 Screening	7,130.36		
861 Bley Retainer	5,600.00		
863 Publication	3,734.39		
867 Uniform & Safety	24.32		
870 COPS	1,000.00		
870A COPS Expenses	86.69		
872 Life Insurance (Member)	2,071.56		
875A Fed. Lit Expenses	2,073.78		
880 Stress	500.02		
895S Sports — Special App.	206.50		
897 Will Program	[60.00]		
	<u>\$52,772.73</u>		
<b>Cash received over receipts</b>	<b>\$25,144.80</b>		
<b>Cash at beginning of period</b>			
General Account	18,906.88		
Merrill Lynch	39,441.45		
	<u>\$58,348.33</u>		
<b>End Cash balance</b>			
General Account	1,475.73		
Merrill Lynch	82,017.40		
	<u>\$83,493.13</u>		
The Supplemental Financial Statement further explains the breakdown of accounts.			
May 1989 Financial Statement (Supplemental)			
<b>Income:</b>			
Dues — Active	47,166.88		
— Retired	912.00		
Notebook	2,568.70		
Advertising revenues continue to increase substantially from previous months.			
Interest Earned:	2,575.95		
Merrill Lynch Account adjusted to reflect interest earned.			
Misc. Income	24,694.00		
Thomas Neece Productions (July Variety Show)	\$24,500		
	<u>77,917.53</u>		
<b>Disbursements/Expenses:</b>			
701 Accounting	320.00		
Expenses accrued due to May audit.			
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## Right Here In River City

by Bill Hemby,  
COPS Legislative  
Advocate



### INTERNAL REVENUE CODE SECTION 415 THE TAX TIME BOMB

As if you don't have enough to worry about with fighting crime, skimpy pay raises, if any, and lousy uniforms, now, along comes IRS Code Section 415. The IRS, with Congress' blessings, is going after your pension. Not only the pension system, but contributions to your pension system. Anytime you deal with the IRS, it's complicated. Anyone who does their own tax returns knows that. IRS 415 is no exception.

IRS 415 has been around for a while, but nobody paid much attention to it. Now, it seems, Congress is getting serious and plans to enforce its provisions at years end. Breaking IRS 415 down to simplistic form, it sets either a limit of 100% of your salary, or a dollar limit for all public and private pension plans that, if exceeded, will result in taxation of both the employer and employee contributions and any interest earned by that pension fund over the years. The kicker is that if the retirement allowance of only one member in that pension fund is above the established limits, then the entire pension fund is out of compliance and subject to taxation.

The dollar limit set for public employment is \$98,064 for the year 1989. This figure is adjusted yearly with a federal cost of living adjustment. Although that figure seems high, it is predicated upon a person retiring at the Social Security retirement age of 65. Early retirement results in lowering that ceiling. For instance: Retiring at age 55 to 58, the maximum benefit is \$75,000. Again, that, for most of us peons is high. Now another kicker! The Federal Government in its wisdom, feels if your employer and you share in the pension contribution, (termed an employer pickup) which is the case for most public employees, the figure quoted above is adjusted downward depending on the percentage of employee contribution. If you contribute to a deferred compensation plan, your ceiling is again adjusted down by the percentage of that contribution.

Now, taking the 100% rule. Figure out what 100% of your salary is, reduce that by your age at retirement, the percentage of your employer and your contribution (usually around 20%) and reduce it again by the percentage of contribution to a deferred compensation plan. What you end up with is the adjusted rate.

#### The tax nightmare

If any one person in that pension system exceeds the federal limit, the whole pension system is out of compliance. If that happens, your contribution to the pension system becomes taxable income. The city's contribution to the pension system becomes taxable. The earnings of that pension system each year becomes taxable. And, get this, the fund accrued in your account in that pension system is taxed! That, my friend, means, if you have \$40,000 accrued in your retirement account, it is taxable and you probably will receive a bill from the IRS for tax on \$40,000. At up to 30%, depending on your tax bracket, you can figure out how much you will owe.

The nightmare doesn't stop there. Each month, the money which you do not see, that is your and the City's contribution to your retirement account, becomes taxable and your paycheck will be reduced by the tax on that amount. In effect you will be taxed on money you don't get. Example: if you make \$30,000 a year and are in a 30% tax bracket, and the combined pension contribution from the city and you is 20%, then you could be taxed up to \$1,800. A loss of \$150 a month from your check.

There is a solution, of sorts. Because California and some other states cannot reduce pension benefits which employees

have already earned, Congress included a grandfather clause which would exempt employees hired before January 1, 1990. This grandfather clause does not apply, however, unless the public employer elects to be subject to it.

If the employer chooses to "grandfather in" current employees, all future hires will be subject to the lower private sector limits (these limits start at \$44,124 at age 55 and adjust up to \$63,742 at age 59, etc.). If the employer does not adopt the grandfather clause, then all employees, current and future, will be governed by the current public sector limits.

In order to incorporate the grandfather clause, pension plans must adopt language accepting the IRS Sec. 415 limitations on their pension payouts.

Both the Public Employees Retirement System and the State Association of County Retirement Systems have introduced legislation to include section 415 language in their respective codes. Senator Newton Russell (R) Glendale, is authoring the legislation, SB 200 for the PERS language and SB 875 for the '37 Act counties.

What should you do? Make sure the San Francisco City and County Retirement System administrators are aware of, and are doing something about, IRS Section 415. If they aren't, the SFPOA should jump on it.

### Leukemia Update

### Bone Marrow Transplant

by Gary Mondfrans

The Bone Marrow Transplant for Kenneth Mondfrans, which has been postponed from May, is now moving forward. Ken has made satisfactory progress in fighting the hepatitis infection and his Doctors are planning on a Bone Marrow Transplant for July. To that end Ken is scheduled for a Bone Marrow Biopsy this week and will be re-admitted to U.C.S.F. on Monday for the purpose of extracting 2 pints of Bone Marrow for the autologous procedure. At least 2 units of blood will be needed then and much more blood will be needed for the actual transplant procedure in July. Ken remains in good spirits and is less worried about the actual transplant and chemotherapy than he is about having to spend some 45 days in semi-isolation afterwards. The kid is a real fighter, and I'm sure he's going to make it. I'm doing my best to see that he gets all that he needs to get through this and that includes getting blood donors lined-up for him. While we do have a substantial list of donors we still do not have enough to meet all his anticipated needs. To those of you who have already signed up to donate blood or platelets, again our deepest thanks, you will be contacted shortly.

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## Health Service System Report

by Jim Deignan

First of all, thank you City Employees for re-electing me to the Health Service System.

Now to business. Those employees enrolled in the French Hospital Plan will be receiving notices informing them of the acquisition of French Hospital and the French Hospital Plan by Kaiser Permanente. Kaiser will move ahead to transfer all French Health Plan members to the Kaiser Plan effective August 1, 1989.

Members are to be advised that Novato Hospital/Medical Clinic and the Seton Hospital/Sierra Medical Group affiliations will terminate on August 1, 1989.

The Health Service System will hold a special open enrollment for members of the French Health Plan. Members may move to another plan from July 1, 1989 to July 21, 1989.

#### Item No. 8f

#### Consideration of Impact on French Health Plan Membership by Kaiser Acquisition.

Kaiser and French Health Plans jointly advised us on June 14th that the acquisition agreement by Kaiser of French Hospital and French Health Plan will probably be ratified by the Board of Directors of French Hospital on June 20, 1989. Kaiser management has already approved the agreement.

Although both entities are continuing to work with various regulatory agencies for approval of all aspects of the transition, it

appears certain that Kaiser will move ahead to transfer all French Health Plan members to the Kaiser Plan effective August 1, 1989.

The primary physician base at French Hospital in San Francisco numbers 8 doctors probably 5 or 6 of whom will join the Kaiser Permanente Medical Group. It is planned that these physicians will continue to deliver care at French Medical Center at least into the near future. Some specialists in the health plan will also be coming over into the Permanente Medical Group. The Novato Hospital/Medical Clinic and the Seton Hospital/Sierra Medical Group affiliations will terminate on August 1, 1989.

All French Health Plan members (there are currently about 1,351 subscribers and 1,026 dependents) who wish to continue with Kaiser will receive a Kaiser Health Plan membership with a fleur-de-lys on it which will allow them to use their existing primary physician base located at French Hospital as well as any other Kaiser Medical Center.

All contract health plans are agreeable to allowing a special open enrollment of existing French Health Plan members. If the Board approves a special open enrollment period for existing members, a tentative plan agreed to by the Health Service System and Kaiser/French would envision a communication piece going to French membership the week of June 26-30 explaining what has happened and what can be expected in the future, as well as the offering of a July open enrollment period in which members may transfer to one of the System's other health plans effective August 1, 1989.

French and Kaiser Representatives will attend the Board meeting to provide more background on this decision.



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S.F., CA 94110**Board of Directors and  
General Membership Meeting**

June 13, 1989,

Present: Rosko/A, Maloney/B, Coggan/C, Fox/D, Paulsen/E, Gardner/F, Ramlan/G, Java/H, Conway/I, Doherty/K, Shine/K, Alves/Hdq., Friedlander/Hdq., Donovan/TAC, Sullivan/Inc., Fagan/Inv., Cole/Retired, Key/Pres., Chignell/VP, Johnson/Sec., Trigueiro/Treas.

Excused: Flippin, Muni

**President's Report:**

President Keys suspended the regular order of business to allow for an immediate discussion of the following items:

- Federal Litigation Committee Report
- S.F. Airport Police representatives addressing the Board
- Building Committee Report
- Wilderness Adventure Program
- POA Attorney Contract Change

**Federal Litigation Committee Report:**

A. Chairman John Willett reported that members of the Federal Litigation Committee met this date and agreed to come before the full Board to request the endorsement of two key issues.

- Suspend the 'resurrection' of the Q-80 Captain's list
- Ensure the correct number of Q-50/35 promotions are made, with sanctions against the City if the schedule is not met. (See: Motion #1)

B. Airport Police Representatives, Sgt. Joe Reilly and Officer John Scully requested the POA's support to reject the S.F. Sheriff's Association's charter amendment that would incorporate the 150 SFO police officers into the S.F. Sheriff's Department. No discussion/motion was made at this time pending further review of the measure by the Board of Directors.

C. Gary Lemos, chairman of the Building Committee, requested \$2,000.00 to renovate the kitchen facilities at the POA building (new stove, refrigerator, tile floor) as a preliminary step in making our building a functional hall for future meetings. Request approved (See: Motion #2).

D. Funding of the Wilderness Adventure Program. Presented by W. Scott. Cost \$7,500.00. Discussion: Walt Scott has been associated with the program since its inception and the program has, so far, allowed over 10,000 disadvantaged children the opportunity to visit National Parks since 1981. The \$7,500.00 would allow for the purchase of a new van (which will also be subsidized by the Variety Club and S&amp;C Ford) and provide additional camping equipment for children participating. Request approved (See: Motion #3).

E. POA Attorney Contract Change — Treasurer A. Trigueiro introduced a motion. (See: Motion #4) to replace the Carroll, Burdick, McDonough law firm currently representing the SFPOA with the firm of Davis, Reno &amp; Courtney to handle civil (Federal Litigation, M.O.U.) litigation matters. After much discussion, open to all in attendance, and after a motion (See: Motion #5) to table the matter failed, the

Board of Directors voted and approved the original motion to change law firm representation.

President Keys then adjourned the regular Board meeting at 1710 hours and convened the General Membership Meeting.

• Mr. Arlo Smith, District Attorney, appeared before the General Membership to request the SFPOA's early endorsement of his candidacy for the office of Attorney General. After a presentation of credentials for the office and fielding many concerns, Mr. Smith made a presentation highlighting his credentials and answered many concerns of the members. Representatives will address their respective watches regarding this matter and return with a consensus vote as to whether or not we will endorse the candidate.

• There was a great deal of concern over the Administration's recent overture to implement a 4/10 watch-off schedule department-wide (Patrol Bureau) with fixed days off. A POA Bulletin has been issued requesting assistance from those commissioned officers who have experience/expertise in scheduling so that we can present an alternative plan at our next meeting with the Administration.

There being no further items for the General Membership Meeting, President Keys adjourned it at 1800 hours and reconvened the regular Board meeting.

**Vice President's Report:** Deferred.**Secretary's Report:**

We are still looking for a publicist (we have received two resumes already and will be interviewing soon).

The POA will be sponsoring a benefit raffle for the Dennis Salido family. (Dennis passed away last January.) Please check with your representative for further information.

Secretary's report accepted. (See: Motion #6)

**Treasurer's Report:**

The audit has been completed and copies will be available in the coming weeks.

The Thomas Neece contract (POA solicitor) was available for review but due to a lack of a quorum (1930 hours) no vote could be taken.

Treasurer's Report approved. (See: Motion #7)

**Welfare Officer's Report:**

Our Welfare Officer, Mike Hebel, has selected William Coggan, Co. C, to assist him in research/preparation of matters pending before the Retirement Board. (Salary will be discussed at the July 18, 1989 board meeting.)

Other welfare matters (i.e. Disability Informational Poster and Housing Police Issue) were deferred until the July 18, 1989 Board meeting.

**COMMITTEE REPORTS****By-Laws Committee (Johnson)**

By-law changes affecting moratorium rights for new members, off-duty representation in certain administrative arenas, associate membership for Housing Police issue will all be submitted for initial approval (pending full membership vote) at the July 18, 1989 Board meeting.

**S.L.E.S. Task Force Report (Shine)**

Chairman Shine has prepared a position paper addressing the major issues involving off-duty employment under 10B of the Administrative Code.

Highlights of the Task Force Report pinpoint late payment issues and expansion plans. (See your representative for a copy of the breakdown.)

Chairman Shine's recommendation for a permanent S.L.E.S. Committee was recognized and addressed in Motion #8. **Grievance Committee Report (Chignell)** Postponed.**NEW BUSINESS****Contributions:**

Request for \$100 for Robbery Investigators' Concurrence

Presented by: P. Chignell

Discussion: Deferred

Request for \$200 for NAPCRO (National Association of Police Community Relations Officers) Conference

Presented by: H. Friedlander

Cost: \$200.00

Discussion: Withdrawn by author

Request for Patron/Sponsorship of Gala Reception sponsored by O.M.I. (Oceanview-Merced-Ingleside) neighbors honoring Capt. D. Philpott and Omega Boys Club

Presented by: M. Keys

Cost: Patron/\$250 Sponsor/\$100

Discussion: Request approved (See: Motion #9)

Request to purchase tickets for Supervisor Nelder's Fundraiser

Presented by: M. Keys

Cost: \$250.00

Discussion: Request approved (See: Motion #10)

**MOTIONS****Motion #1:** (M) Paulsen, Co. E (2nd) Donovan, TAC. The SFPOA will file a brief in Federal Court on Wednesday, June 14, 1989 to a) oppose the 'resurrection' of the Q-80 (Captains) list and to b) ensure the correct number of Q-50/35 appointments are made on schedule. Passed: Unanimously.**Motion #2:** (M) Fox, Co. D (2nd) Friedlander, Headquarters. To provide the Building Committee with \$2,000.00 for the purpose of renovating the kitchen at the POA building (new stove, refrigerator, tile floor). Passed: Unanimously**Motion #3:** (M) Friedlander, Headquarters (2nd) Fagan, Bureau. To finance the Wilderness Adventure Program in the amount of \$7,500.00.Votes: Yes — Maloney/B, Coggan/C, Fox/D, Paulsen/E, Gardner/F, Ramlan/G, Java/H, Conway/I, Doherty/K, Shine/K, Alves/Hdq., Friedlander/Hdq., Fagan/Bureau, Donovan/TAC, Cole/Retired, Johnson/Sec., Trigueiro/Treas., Chignell/VP, Keys/Pres.  
No — Rosko/A  
Motion passed 19 yes, 1 no.**Motion #4:** (M) Trigueiro, Treasurer (2nd) Johnson, Secretary to terminate the Association's relationship with the Carroll, Burdick & McDonough law firm and retain, at a mutually agreed upon contract, the law firm of Davis, Reno & Courtney.Votes: Yes — Rosko/A, Coggan/C, Fox/D, Gardner/F, Ramlan/G, Java/H, Conway/I, Alves/Hdq., Donovan/TAC, Johnson/Sec., Trigueiro/Treas., Keys/Pres.  
No — Maloney/B, Paulsen/E, Doherty/K, Shine/K, Friedlander/Hdq., Fagan/Bureau, Cole/Retired, Chignell/VP.

Motion passed: 12 yes, 8 no.

**Motion #5:** (M) Doherty (2nd) Shine to table the motion before the Board that would change law firms.

Votes: Yes — Maloney/B, Coggan/C, Fox/D, Paulsen/E, Ramlan/G, Java/H, Conway/I, Alves/Hdq., Donovan/TAC, Johnson/Sec., Trigueiro/Treas., Chignell/VP, Keys/Pres.

Abstain — Cole/Retired

Motion failed: 5 yes, 13 no, 1 abstain

**Motion #6:** (M) Cole (2nd) Friedlander to accept the Secretary's report. Motion passed unanimously.**Motion #7:** (M) Friedlander (2nd) Cole to accept the Treasurer's Report. Motion passed unanimously.**Motion #8:** (M) Johnson (2nd) Fox to extend the present S.L.E.S. Task Force as an 'Ad Hoc' Committee with Ray Shine/K as Chair in order to pursue the Task Force recommendations. Passed unanimously.**Motion #9:** (M) Shine (2nd) Donovan to donate \$250.00 (Patron) for the Gala Reception of the OMI Neighbors in Action event honoring Capt. Philpott and the Omega Boys Club. Passed unanimously.**Motion #10:** (M) Friedlander (2nd) Cole to purchase two tickets to a fundraiser for Supervisor W. Nelder for \$250.00. Passed unanimously.Steve Johnson  
Secretary**Compliments  
of a  
Friend**

# Still Tryin'...

by Bill Bush, Co. H

I haven't written in a long time. Partly because I've been a little lazy, and partly because nothing has happened lately to really set me off until now. I wanted to call this article, *What's Wrong With This Department*, but there's so much material I probably could write a book. But since the editor of this fine publication probably wouldn't appreciate a twenty page discussion on the problems of the Department, I'll just limit myself to a few choice topics, like uniformed plainclothes units, modifying the 10 hour day, and such.

Uniformed plainclothes units. Picture this: Uniformed plainclothes units. It's like a conservative Democrat, or military intelligence — there ain't none. Except in this Department, where the ludicrous seems commonplace. The Department has deemed it wise to place all plainclothes units in jumpsuits. This means we virtually have no plainclothes officers working the streets, be they station 35 cars, the S.O.B. units or my old unit, the 10851 unit. No burglary stakeouts, no narcotic buys, no auto theft investigation period. Who's idea was this and why? Granted, the chief has the right to run his Department as he sees fit and place personnel where he wants. But, when crack cocaine use and dealing is worsening on the streets, why place narcotics buy teams in uniform? According to media reports, police reports, and my own experience, the drug traffic in the City is out of control. Everybody but everybody is dealing drugs, and they obviously aren't afraid of the police. These people will kill for a rock sale and don't seem to care. It seems to me the message the Chief's sending to these people is, "OK, you've won. Go ahead and sell your drugs, we can't beat you anyway." The station 35 cars, in addition to investigating district burglaries, also bolster the narcotics units, as most of the burglars are also drug addicts.

If more of a police presence is desired, why not place Muni into more of a visible role? Muni could fill the bill of more cops in uniform on the street, leaving the plainclothes units to do what they do best. (Sorry, Bill. The Chief, in his infinite wisdom, has already put all of Muni Co. into jumpsuits and sent them in to the "Crack Wars".)

If the problem is with the DA's office, then why should we suffer? The DA, Arlo Smith, is running for the State Attorney General's office. If the DA's office can not handle the work load here and forces the police department to redeploy proven enforcement units like S.O.B. and the 10851 units, what makes us think he can handle the Statewide caseload? WE are on the front lines doing the dirty work, while the DA's and the judiciary sit back and relax. It seems to me it's because the DA's office isn't actively pursuing the repeat offenders, which make up the bulk of our work, that the backlog appears. Because of the backlog, any other case gets kicked out for the most trivial reasons. Statistically, our county had one of the worst arrest to rebooking ratios in the State, and, of course, the DA has put the blame on us, saying that our reports are deficient. Deficient is placing convicted drug abusers on double and triple probation with no argument from the DA. Deficient is judges placing a person on probation, having that person get caught for the same offense, then having a judge modify that probation, allowing the felon to stay out on the streets.

Now as to the 10 hour day. I've heard from various individuals and superior officers that the administration is contemplating a change in the 10 hour day, going from floating days off to fixed days

off. Great. Fixed days off. The possibility of never having a weekend off. The 10 hour day was instituted to give those of us in patrol a "morale booster," a way of saying thank you for your hard work and dedication. Now, they want to change it so the only ones who will be happy are those at the top of the seniority lists at stations lucky enough to have the 10 hour day. Some morale booster.

This is the logic I've heard so far. Morale in the Department is low. The 10 hour day was instituted to boost morale. Morale is still low. So, let's take it away from them. I scratch my head and think, if morale is low won't taking away the 10 hour day and the extended days off that come with it push morale down even further? And by creating fixed days off, won't the morale of those who never, ever get a weekend off be even lower? What about the SP and DP rate? Won't they go sky high? The 10 hour day (the way it works now) keeps a number of cops I know sane, by allowing them an extra day off, along with a weekend off every month or so. The weekends are a time when the rest of the working world is allowed to rest, and most of us have friends and family in that world. With fixed days off, those lucky enough to get Tuesday, Wednesday, and Thursday off will never see these people, nor would they be able to see their children during the school year, except when they come home from school.

I admit it takes manpower and equipment to effectively run a 10 hour day. If we spent our money on recruiting competent people and quality equipment instead of feasibility studies on whether or not the Department needs a patrol boat on the Bay, and other such things, maybe it would work. On the other hand, I've heard it bantered around Silly Hall that the Mayor wants the Department to be manned by 1500 officers, despite the political rhetoric he wrote in his infamous campaign book.

There seems to be a mass exodus of quality people from this Department. Partly because of the political crap that we have to put up with, OCC, ACLU, and every other lunatic fringe group, partly because of the fact that we are the 55th highest paid department in the State (92nd actually. See related story and charts on Page 1.) and partly because most of us feel abandoned or unwanted by those holding the purse strings. We used to be the most progressive, innovative, aggressive department in the State. Our Department invented and developed crowd control techniques adopted by the State. We have computers in our radio cars to assist us in checking things on the street. Other jurisdictions marvel at these tools and have them on their "wish lists." We have handheld MVT's which even boggled the minds of our own members. The two man radio car was viewed as the best officer safety technique available, even after most local jurisdictions went to one man radio cars. But now, since there have been no academy classes for about 3 years, no uniform replacements for about a year, and no decent radio cars, we are losing what we long held proud. Our uniforms are tattered, as well as our hopes.

I always dreamed of working in this City as a police officer. There is nothing that meant more to me. I wanted to put bad guys in jail, and help out those that really needed help. I would do almost anything for this Department. I also figured I could make a difference. I still feel that way, sometimes, but it gets harder and harder each day. When the Department doesn't do anything for you, after you've given years of service to it, it's no wonder why. I'm still going to try. Despite what other bonehead ideas come from downtown, I'm still going to try...



## FROM THE PRESIDENT

**M**eet & Confer — We had the initial meeting over the 4/10 plan. The big problem was the fixed days off schedule. We're in the process of working out a rotating schedule which will hopefully appeal to the stations and administration. At least we've got to the table for the meet and confer stage which is a plus. We'll keep you posted on progress.

As per the new POA Board, political endorsements will be done by the entire membership. Your first vote regarding an endorsement will be for our D.A. Arlo Smith who is running for State Attorney General. This is your vote done individually. Whichever way you decide, please do it in a responsible fashion. Let your Rep/Steward know if you support or don't support Arlo Smith. The endorsement vote will be done in the July meeting of the Board. That vote will determine whether the SFPOA gives or doesn't give our endorsement.

Attended the Police Olympics this month. Our Masters Softball Team got a 4th place medal and we enjoyed the week. This time we had a Hospitality Room for 3 days. Most of the response I got was positive. I would like to expand it next year to not just a Hospitality Room but also an Event Coordination Room so we can all keep up with where and when different people and teams are competing. Any suggestions or ideas, drop me a line.

Attended the June meeting of Cops for Christ with the guest speaker Pitcher Dave Dravecky of the Giants. I was very impressed. He is a dynamic speaker. If you ever get a chance to hear him speak, I suggest you do.

Attended the last Auditor/Monitor meeting and I heard mention of the Q-50/Q-35 test in February '90. If the city does push the test up to February '90, at least this time there will be sanctions. Anyone promoted will be paid from December '89. We'll keep you posted.

I've had some recent meetings with different groups of people who are more than willing to support the SFPD rather than our having to always support the liberal element. Keep an open mind. More to come.

In closing, I would like to remind all to please support the members going to the World Games by buying the tickets sent to you.

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## It's In Your Court

by Bill Fazio,  
Assistant District  
Attorney



### Victim Rights

**I**n order to guarantee and ensure that all victims and witnesses to criminal conduct are treated with dignity, respect, courtesy and sensitivity, the California Legislature in 1986 passed Section 679 et seq. of the California Penal Code. The rights so recognized and guaranteed are to be dealt with and administered with the same degree of vigor as those rights and protections afforded criminal defendants.

Among the rights so guaranteed are the following:

- 1) To be notified as soon as possible that any proceeding in which a witness or victim has been subpoenaed will be continued.
- 2) Upon request to be informed by the District Attorney of the final disposition of the case.
- 3) To be informed of all sentencing proceedings, the right to appear, to reasonably express his or her views and to have the Court consider said statements, whether in an adult or juvenile proceeding.
- 4) To be notified of any parole eligibility hearing, the right to appear and to reasonably express his or her views and to have said statements considered.
- 5) To be notified of the inmate's placement in a re-entry or work furlough program, or of the inmate's escape.
- 6) To be notified of entitlement to witness fees and mileage.
- 7) To be advised of rights to civil recovery and compensation.
- 8) To the expeditious return of the victim's stolen or embezzled property, when it is no longer needed for evidentiary purposes.
- 9) To an expeditious disposition of the criminal action.

The San Francisco District Attorney's Office is dedicated to insuring that the above rights to victims are scrupulously protected and guaranteed. The Victim/Witness Assistance Bureau of the San Francisco District Attorney's Office is uniquely qualified to assist and represent the interests of witnesses and victims of crime. Dedicated, knowledgeable, and helpful men and women are on call to insure that the letter and spirit of the law is carried out. Victims and witnesses are no longer the forgotten ones of the criminal justice system.

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# POA Political Endorsement Reform Necessary

by Mike Keys, President

During the recent campaign for Police Officers' Association elections, many Association members complained that recent political endorsements made by the Association seemed inconsistent with where most San Francisco police officers were coming from. That may or may not be true. Regardless, it's critical to the integrity and viability of our Association's endorsements that the general membership have confidence in the validity of our endorsement procedures. Rank and file officers cannot be expected to support the Association's endorsements if they believe they are controlled by a few individuals or that they are made for political considerations which are inconsistent with the general welfare of San Francisco police officers.

One recent election is a good example. While most police officers and police officers' associations throughout the State were supporting the recent campaign against three Supreme Court Justices, Rose Bird, Cruz Reynoso and Joseph Grodin, the San Francisco POA's influence was thrown behind these candidates and in fact was instrumental in obtaining the endorsement of COPS for Reynoso and Grodin. Whether that is where our members were coming from isn't really the issue here; the real problem is that a few members were able to use their influence, as representatives of the POA, to obtain endorsements for candidates without any authorization from the POA membership or our Board of Directors. This action on behalf of the POA was, in my opinion, totally lacking in validity, and I doubt that, had members been given the opportunity to vote, they would have supported the Supreme Court Justices.

To ensure the integrity and validity of San Francisco POA endorsements in the future, and to affirm that the general membership, i.e., the rank and file police officers, are in control of this Association, I will propose to the Board of Directors at

their next regular meeting an Amendment to our Constitution and Bylaws to add the following section.

### Proposed Bylaw Amendment Adding Section 8 to Article IV

The Membership: Supreme authority of the San Francisco Police Officers' Association shall rest with the general membership as set forth below.

A. Endorsement of Candidates: No candidate for public office shall obtain the endorsement of the San Francisco Police Officers' Association without a vote of the general membership except as provided by "C" below.

B. Endorsement of Propositions: No ballot proposition shall be endorsed by the San Francisco Police Officers' Association without a vote of the general membership except as provided by "C" below.

C. For the purpose of paragraphs A and B above, in the event there is a lack of a quorum at the general membership meeting the endorsement of candidates and/or propositions shall be by majority vote of the Board of Directors.

D. Endorsements by Affiliate Bodies and Personal Endorsements: Representatives of the San Francisco Police Officers' Association shall not, on behalf of the Association, urge or otherwise propose to entities organizations that the Association is affiliated with that they endorse candidates or propositions without first obtaining the approval of the Board of Directors, and in no event shall such an endorsement be urged where it would be inconsistent with actions taken pursuant to paragraphs A, B and C above.

Representatives of the San Francisco Police Officers' Association shall in no way indicate or otherwise advertise their position or affiliation with San Francisco Police Officers' Association in relation to the personal endorsements of candidates for public officer or ballot propositions except as to those candidates or propositions endorsed pursuant to paragraphs A, B and C above.

If the Board of Directors approves of the proposal as it is, or with whatever changes they deem appropriate (provided such changes are consistent with the overall intent to assure election procedures that have the integrity that members have a right to expect), I will be campaigning hard for this reform.

# W.O.N. News

by Lois Perillo, Co. D

To assist future inspectors in preparing for the upcoming promotional exam, S.F.P.D. women inspectors will welcome queries and visits from interested candidates.

In the May Career Information Workshop, sponsored by the Women Officers Network, Inspectors Angela Martin, Holly Pera, Barbara Jackson and Carrie Lucas spoke to 25 officers about study preparation, test taking and working as an inspector.

### Preparation

"I didn't have a study group," said Martin. "I studied on my own." Martin said she mentally tested herself, addressing all sorts of questions in her mind so she would have a response ready when she took the oral board.

"Once the scope of the exam was released, I bought all the books," said Pera. "I read everything twice, except the traffic codes."

As a study aid, Pera made audio tapes, which she played on her walkman when at home.

"The best advice I could give is to prepare for each phase as if it were the only part," she said.

Pera emphasized the 'Lt.'s In-Box,' where various reports, forms, memos, etc. were tossed and had to be prioritized and dealt with by the candidates. "The In-Box was a surprise to me," she said. The other inspectors echoed Pera's sentiment. Martin said the In-Box required you to "react as a lieutenant, not just as a sergeant."

Jackson joined a study group where each person was responsible for a designated area of study. Her topic was general orders. She was the answer-person if anyone had questions about general orders and she also made up quizzes for the group.

To be most effective in studying, "develop a special place and a special time to study," said Lucas. Designating the place and time serve as a signal to the candidate that her goal is to seriously study and is a signal to all housemates that the candidates should not be disturbed.

Lucas was part of a study group who hired a consultant to video tape their mock oral boards.

"Good listening skills are crucial to being an inspector," said Lucas of General Work. "They are the basics for effective interview/interrogation techniques."

Writing and organizational skills were other qualities necessary to an inspector, according to Lucas, who stressed prioritizing, but who said, "When something rears its head unexpectedly, you have to go on it. You can't be stodgy. You have to stop things and run."

"In the bureau, you are the only one responsible for your case," said Lucas.

Martin, who works with eight inspectors in Sex Crimes, said an inspector must be able to analyze, rethink and prioritize, while using common sense.

"Organized, flexible and knowledgeable," were Pera's words to describe an inspector's most desired qualities.

Pera, who works in Juvenile with eleven

inspectors, 14 short of the staff limit, emphasized the responsibility of her job. "You have a tremendous amount of control of peoples' lives. Whatever you do can affect their lives for a long time."

Of her transition to inspector, Pera said, "Difficult was not the proper word. Different was the word."

She spent six weeks in the Auto Detail, where she said her co-workers were "terrific."

At Juvenile, Pera said the inspectors were sophisticated and they appreciated the skills she brought to the job.

Jackson, a 14 year member of the department, said "writing, interrogation and good listening skills" were necessary qualities for an inspector.

Each one of the inspectors at the W.O.N. panel holds a dual rank of sergeant/inspector, which requires them to work as street sergeants before going to the bureau.

In reference to the sergeants' training, Jackson said the department course was poor. "The Santa Cruz classes stressed liability. The direction was wrong. It should have stressed what the job entailed," said Jackson.

After a year as a sergeant at Mission, Jackson trained at Sex Crimes and Auto Detail before being assigned to Administrative Narcotics, where her role differs from Martin, Pera and Lucas in that she is both a team supervisor and an investigator.

Ad Narc's 28 member unit develops its own cases. Jackson is responsible for maintaining informant and dealer information. She works closely with state and federal drug enforcement agencies.

### CONS

Working day shift, as opposed to swings, is a negative for Lucas, who also decried the amount of paper work in the bureau. "When I go back to a station, I vow never to complain about paper work again."

"It's hard to block out the job," said Lucas. "When I'm on call (each two-inspector team works weekly on-call duty, every five weeks, for seven nights), I hate being ripped out of my bed at night. But once I'm out there (at the incident scene), I'm jazzed."

Lucas, a nine year department member, who was a sergeant at Ingleside and trained at Fraud and Sex Crimes before being assigned to General Work, joked, "Never answer the phone in General Work. If you do, give a phoney name."

Jackson cited the "political atmosphere" as the most negative aspect of her job.

"There's really no mystique to an inspector's job," said Pera. "There's a tremendous case load and paper work. Sometimes you feel frantic, constantly switching roles among mom, dad, lawyer, cop and therapist," Pera said.

### PROS

"The positive is you control your own investigation; you see it through," said Pera. Generally, "inspectors are treated quite well," she said.

"You are responsible to yourself," said Jackson. "You have control."

"You have freedom," said Lucas. "You're in plain clothes and an unmarked car, not tied to a radio sector or district. Also, you can be creative," said Lucas. "There is no one way to work a case."

Martin credited senior inspectors at Sex Crimes as a resource of knowledge and experience.

"Where you learn is from the people you supervise," said Jackson of her experience with Ad Narc and Mission.

All the inspectors at the panel said they welcomed any of those interested in learning about their job.

Contact them at the following numbers: Angela Martin X1361 or X9686 Holly Pera X1321 Barbara Jackson X9211 Carrie Lucas X9103

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

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# The Twenty Worst Job Interviewing Mistakes

by Robin Ririe, M.A.

(Although this series of articles on how to do well on testing is written for both civilian and police tests, much of the info will be very helpful in the upcoming Q35/50 test.)

The interview process is such a thrilling adventure to be involved in. It's a lot like having a root-canal. You know it has to be done but you wish someone else was going through it, not you. There are many things to be done to prepare yourself. The interview procedure is a process of elimination more than one of selecting the first outstanding candidate. By being careful not to commit obvious wrongs you will find yourself doing more things right. Avoid these mistakes and you will be more likely to find yourself at the top.

**1. ARRIVING LATE:**

This creates a bad impression with the interviewers. If you see that you're going to be late, call and change your appointment or ask to be rescheduled.

**2. ARRIVING EARLY:**

Too early is as bad as too late. Take a few minutes to freshen up and get your head on straight, review your introducing statement. It's best to arrive about 5 minutes early; you don't want to be seen just sitting in the waiting room reading magazines.

**3. DRESSING WRONG:**

First Impressions Count! Dressing too casually or too flamboyantly can ruin your chances. The best choice is a business suit in conservative colors such as navy, black, gray or brown.

**4. DRESSING IN A RUSH:**

Plan in advance what you will wear to your interview. Shine your shoes, get your hair cut/done, hands cared for (manicure, for women - no bright nail polish), suit pressed, or better yet get a new suit.

**5. SMOKING:**

If qualifications are equal, it has been found that a nonsmoker will be hired over a smoker. And besides, smoking makes you look nervous.

**6. DRINKING:**

NEVER before an interview. You need to be alert during an interview, not mellowed out. DRINK DOES NOT MAKE YOU MORE RELAXED OR YOUR THINKING CLEARER.

**7. CHEWING GUM:**

Gum is not a good substitute for cigarettes or confidence. It does not look good nor does it sound good.

**8. NOT DOING YOUR HOMEWORK:**

Know the job, the company or the department you're interviewing for. Go beyond reading the job announcement or advertisement. Call the department and ask for the particulars.

**9. SKIPPING A DRESS REHEARSAL:**

Practice! Practice! Practice! Make sure you can say what you want to say. Use a tape recorder and have a friend or loved one ask you questions and listen/watch for the distracting things you do. If it's available use a video camera and tape these practice interviews then review the tape, looking for distracting body language and giveaway facial expressions.

**10. ADMITTING A FLAW:**

The interviewer is not looking for a long winded explanation of what you might think your weaknesses are. What they are looking for is "are you aware of a short coming and are you doing anything about." The rule for talking about a weakness is 1 to 25. That means for every word you use to describe a weakness you need 25 words to tell what you are doing to fix or correct it. So use one word weaknesses.

**11. NOT KNOWING YOUR STRENGTHS:**

You have to look into yourself and your background so thoroughly that you are prepared to answer any question about it. Then without hesitation explain your strengths and skills to the interviewers' satisfaction. Be prepared with at least 4 strengths or skills that apply to the position you are applying for.

**12. ASKING TOO MANY QUESTIONS:**

The object is to find out your skills and abilities. If you refuse to take the ball and run with it, how will the interviewers find out about you. Most of the questions will be open ended; this will give you an oppor-

tunity to talk about your skills and strengths. When you ask for clarification too often, you give up the opportunity to talk about yourself.

**13. NOT ASKING ANY QUESTIONS:**

Be prepared to ask pertinent questions about the department or current trends in the field that the company or department is involved in or on the brink of entering into.

**14. INQUIRING ABOUT BENEFITS TOO SOON:**

The object of the interview is to find out what you will give to the company or department. It's not what the department or company will do for you. Once the job offer is made — then is the time to discuss and/or negotiate benefits.

**15. CRYING DISCRIMINATION:**

Not everyone involved in the interviewing process is up on all of the laws and rules that apply to the hiring process. Because of this, it is possible that you will be asked a question that is unfair or illegal. The interview room is not the place to cry discrimination. Do your best to answer the question. Your calm and businesslike manner just might get you the job; and if it doesn't, you can file a complaint or grievance later.

**16. BAD-MOUTHING YOUR BOSS:**

NEVER, NEVER, NEVER say anything against any person or anything negative about other departments you've worked in. This gives the interviewers a negative impression of you that's hard to overcome. No matter what has happened in the past, only talk about how you grew from the experience.

**17. NAME DROPPING:**

Playing "who do you know" with interviewers has a tendency to backfire. You don't know the relationship between the interviewer and the name you drop. If you have a friend in the organization, have them put in a good word for you or place a letter of recommendation in your personnel package.

**18. ENERGY FAILURE:**

Its been said that 80% of an interview score is enthusiasm and 20% is knowledge. Don't let outside activities interfere with your energy level on the day of your interview. The interview is the most important thing. ALL else is secondary. There are exercises to raise and keep your energy level high.

**19. HANDSHAKE FAILURE:**

A limp or bone crushing handshake is like bad breath; even your best friend won't tell you about it. However, the interviewer will mark you down for it. Ask a trusted friend "If I were going to develop a perfect handshake, would I make mine firmer, more gentle, grasp more hand or less, or what?" and then practice until you get it right.

**20. PLAYING THE HERO/HEROINE:**

In most of the jobs you'll be called upon to work on you'll be part of a team. Stress how your talents, abilities and experiences will mesh with those of others in the department or division.

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

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

*As a speaker, Robin is actively sought by professional and community organizations. His topics include various career-related subjects. For information on upcoming seminars or individual help with interviews. Contact Robin Ririe at 29 South Curtis Ave., Alhambra, Ca. 91801, or you can call him at (818) 284-1724.*

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# FBI Report: Assaults and Deaths of Peace Officers in 1987

Uniform Crime Reports by U.S. Dept. of Justice

**73 Peace Officers Killed**

73 were males, 66 were white, 7 black, Firearms were used in 66 of the 73 slayings, 13 were killed with their own weapon(19%), 93% of the deaths between 1977-1987 were caused by firearms; Weapons used (firearms) primarily .38 cal and .357 cal weapons - accounting for 2/3 of handgun deaths;

Prior to their murders 19 of the victim officers were acquainted with their killers; more than 1/2 of slain officers were slain within 5 FEET of their assailants; only 4 suspects were killed by victim officers; 48 killed by handguns; 9 killed by rifles; 9 killed by shotguns.

**48 of the 73 Officers Killed Were on Patrol**

37 were assigned to one man cars (This is considered the most dangerous of all assignments; 53% of the patrol officers were alone and unassisted at the time of their killings; 10 were assigned to two man cars; 1 was assigned to foot patrol; 17 were assigned to detective work; 8 were off duty, but acting in a official capacity; 29% of officers on other types of assignments were alone when killed.

**27 Peace Officers Were Killed in Arrest Situations (82% were alone when killed);** 9 while attending robbery of burglary calls; 6 were drug related; 12 other types of crimes.

**11 Peace Officers Were Killed Investigating Suspicious Persons or Circumstances**

**8 Peace Officers Were Enforcing Traffic Laws**

**22 After Responding to Disturbance Calls**

**6 Were Killed While Transporting of Handling Prisoners**

**4 Were Ambushed**

**1 Was Dealing With A Mentally Disturbed Person**

**7 Officers Were Killed With/Other Than Firearms - 3 were stabbed; 2 were struck with motor vehicles; 2 assaulted with firearms and then burned.**

46 of the assailants had prior arrests; 45% of wounds - upper torso; 41% of wounds - head shots

75 officers were killed accidentally - vehicular accidents, accidentally shot, drownings, etc.

**ASSAULTS**

84% of total assaults committed by: hands, fist, or feet

4% by firearms  
2% by knives, cutting instruments  
9% by automobiles, clubs, etc.

68% of assaults occurred between 6 PM to 4 AM

**53% of assaulted were assigned to one man cars**

28% of officers assaulted were assigned to two man cars

6% of officers assaulted were detectives  
13% were handling other duties

17 out of every 100 officers were assault victims in 1987 (no change from 1986)

**IN SERVICE CLASSROOM TRAINING 1987-88**

**FBI, REPORT, ASSAULTS AND DEATHS OF PEACE OFFICERS SUMMAR 1986**

**66 Peace Officers Killed**

65 were male, 1 female  
59 were white, 7 black  
Firearms were used in 62 of the 66 slayings

16 were killed with their own weapon\*\* (24%)\*\*

92% of the deaths were caused by firearms (1977 1986)

Weapons used (firearms) primarily .38 cal and .357 cal weapons)

Prior to their murders, 16 of the victim officers were acquainted with their killers (24%)

**41 of the 66 Officers Killed Were On Patrol**

31 were assigned to one man cars (This is considered the most dangerous of all assignments) 68% of the patrol officers were alone and unassisted at the time of their killings

9 were assigned to two man cars  
1 was assigned to foot patrol

**26 Peace Officers were Killed in Arrest Situations**

10 while attending robbery or burglary calls

7 were drug related  
9 other types of crime

**11 Peace Officers Were Killed Investigating Suspicious Persons or Circumstances**

**10 Peace Officers Were Enforcing Traffic Laws**

**6 After Responding To Disturbance Calls** (This figure represents a 54% decrease over 1985. Officers who were killed as a result of bar fights or man with a gun calls remain constant. Officers killed responding to domestic disputes dropped)

**5 Were Killed While Transporting or Handling Prisoners**

**5 Were Ambushed**

**3 Were Dealing With Mentally Disturbed Persons**

**Assaults**

**Account for total %**

**84% of Total Assaults Committed By: Of Injuries**

Hands, Fist, or Feet **34%**  
(Unchanged from 1985)

4% By Firearms **22%**  
(1985=21%) down 1%

3% By Knives, Cutting Instruments **30%**  
(1985=27%) up 3%

9% By Automobiles, Clubs, Etc. **14%**

73% of assaults occurred between 6 PM to 6 AM

55% of officers assaulted were assigned to one man cars

27% of officers assaulted were assigned to two man cars

6% of officers assaulted were detectives  
3% were handling other duties

17 out of every 100 officers were assault victims in 1986

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## TRAVELS

(Continued From Page 4)

One question I've been asked is "What's it like traveling & living among Africans?" It's wonderful! Africans are among the most enjoyable people to be with. They are helpful & friendly. Many times when I've asked directions they've insisted on escorting me. They are more ready to laugh & have a good time than many other people I've met. I say Africans because there are differences from country to country & tribe to tribe. There are also a small minority of criminals. Nairobi, Mombasa, Douala, Bangui & Nigeria are known for thieves. Nairobi has robbers & in Lagos they have guns just like in San Francisco. There have been some rapes reported on the beaches of Kenya & Tanzania. I've seen crowds of Africans stomping on thieves who have been caught several times.

For women, sub-Saharan Africa is one of the best places to travel. I've yet to hear of a single woman traveler being sexually harassed in any way. In Moslem areas you should be aware of local customs and keep arms and legs covered.

If you are interested in modern sub-Saharan Africa, I highly recommend *The Africans* by David Lamb. He is a journalist for the LA Times who spent many years in Africa. He wrote a readable book about AID polycys, the leaders & the economies of African countries.

This month I went thru Central African Republic (car), Cameroon, Nigeria & Benin. Except for Nigeria, they are all former French colonies and use the African franc (CFA). It's tied to the French franc at the rate of 50 to 1. It's a hard currency, hence no black market. It makes it much easier to go from country to country, economically, it has pluses & minuses with which I shall not bore you. It does make CFA countries much more expensive. Nigeria used to have a strong black market, but very recent changes in the law have weakened it. Now it's 6.5-7NAIRA to the dollar in the bank and 7-8 Naira on the street market. All this means is that I'll quote all prices in dollars.

After crossing the river from Zaire I arrived in Bangui, the capital of car. It's a former French colony of little note, its quite poor & has few resources. You may have

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heard about it because a former leader "Bokassa" declared himself Emperor. He had a coronation which cost a significant portion of the government budget. His reign was one of many abuses. After he machine gunned down elementary school kids protesting in front of the palace, he was deposed, he fled only to return a few years later when he was tried and executed.

I spent the whole next day in transit, crossing the border into Cameroon. Cameroon is a country split in several directions. The north is Moslem, the south is Christian. Most of the people speak French except for the western section next to Nigeria, where English is spoken. While there have been occasional elections, it seems to be moving toward a police state.

The first few hours in Cameroon were along the last bad road of the month. I ended up the day on an overnight train ride to Younde the capitol. One nice second class seat cost \$15 which seemed like a lot since a nice second class sleeper cost \$7 in Kenya. The Moslem influence during the day was much more pronounced, the men wore caps & long shirts. We stopped for prayers several times.

Younde is a nice capital city built on several hills. It was warm in the daytime & cool at night, which was a relief after the heat of the last few weeks. I found a bed in a dorm at a Protestant mission for \$7 a night.

I also had to go to Douala, the commercial center, to make a report to American Express. It was hot & humid. Douala has a bad reputation for thieves. I spent \$15 for a secure hotel; besides having air conditioning, it was pretty dismal. Douala is not a city I want to go back to.

I returned to Younde to get a visa for Nigeria, one nice thing about former French colonies is that the food is better, in general, than former English colonies. I ate a lot of BBQ Shish Kabab sandwiches which are sold in sidewalk stands. I found a nice restaurant near the mission where I could get a good meal for \$4.

I headed for the western part of Cameroon where the scenery reminded me of the brown hills of California with the addition of palm and banana trees. This is the dry season but also that of the Harmatan. The Harmatan is a dry warm wind which blows off the Sahara. It makes the sky very hazy like a smoggy day in LA. After 10 days in Cameroon, I headed to Nigeria.

Nigeria has a bad reputation for thieves & robbers with Lagos being especially bad. I read a long magazine article about the problems & plans for changes in the police force. Nigerians seem to be more aggressive in general than other Africans. If things aren't to their liking they are much more likely to complain. I saw quite a few violent arguments & couple fights.

As we headed up the Delta we stopped next to an anchored Nigerian Navy Patrol Boat; they were quite hostile toward us, I had to bring my pack on board their boat. They asked me lots of questions. Where had I been in Africa? What was I doing in Nigeria? Did I have foreign currency? Why wasn't I crossing at a land border? They made a thorough search of my bag & a cursory search of my pack. Meanwhile they grilled the other passengers, most had CFA currency. My neighbor said they took half of his CFS currency. He said they were so hostile because another patrol boat had gotten into a dispute with some smugglers on the size of the bribe and killed all the crew of the patrol boat. After 45 minutes & some money changing hands we were on our way. 10 minutes later we ran into another patrol boat. I was again asked questions but it went easier for me. The Nigerians were asked to each give a certain amount of money which they refused to pay since they had paid the previous

boat. They were then brought one by one onto the patrol boat for a partial strip search & lots of questions. It took an hour before we could continue.

At Oron I went thru immigration; they didn't have any of the required foreign currency forms. In many African countries, foreigners must fill out a form declaring all foreign currency. When money is changed at a bank its entered on the form. In some countries they check when you leave to make sure it all matches.

One of the Nigerians said he knew a safe place to stay since it was now night, several Nigerians said to watch out for thieves. It was a safe place though I may have been one of the few white men to stay there. Three adjoining rooms on the side of a bar with three double beds in each room. It was clean & had a fan. There were two to three people to a bed, but what do you want for 35 cents. Actually I slept quite well & I didn't get ripped off.

The next morning as I walked along the waterfront two guys warned me not to go any further because of bandits. They then escorted me a safe way around to the dock. People are like that in Africa.

I then headed north to Jos. Most all of the roads in Nigeria are paved with shared Peugeot 504 taxis running between the cities. Jos is on a plateau in a drier cooler area, and in the middle of a tin mining area.

My next stop was Kano in the north. The Harmatan blew strongly filling the air with dust & sand. It wasn't yet the season for the real sand-storms but it was a little unpleasant. There is a tourist camp with camping or rooms for \$3; they had a restaurant & color TV. They even showed videos.

The overnight bus ride to Lagos cost only \$5; it was a nice bus. It was supposed to leave at 5 P.M. & arrive at 6 A.M. It didn't leave till 6:30 & then broke down a couple times. Once smoke in the engine compartment started a stampede for the doors. We finally pulled into Lagos before noon.

Lagos has a terrible reputation as being a large noisy dangerous city with massive traffic jams.

I wouldn't have stayed there except that I needed to get a visa for Benin. I spent some money & stayed in a nice hotel, "The Federal Palace Hotel," in a safe part of the city. A room with a view & air conditioning was \$30 a night.

From Lagos it's only a half day trip to Cotoneau in the Republic of Benin, it's a French speaking country using CFA currency. A decent room in a cheap hotel cost \$12. I spent one night in Cotoneau & then headed north to Abomey the capitol of the kingdom of Dahomey from the early 17th century to 1900. Each king built his own palace, all of which are now only ruins. After getting a basic but clean room for \$7, I walked out to the museum which is on the site of the last palace. The entrance fee & English speaking guide cost \$5. It was a fascinating tour. Many of the buildings have been reconstructed & house artifacts, including a skull throne from the kingdom. The kingdom was finally conquered when the French army invaded after the king refused to sign a bad treaty. It caused several years of fighting. As in other places, one of the main reasons the Europeans were victorious was that they had machine guns & the Africans did not.

The kings of Dahomey practiced human sacrifice & used human blood in the construction of mud palace walls. They were the head of a fetish cult which when exported to the Caribbean became voodoo. The king had 4000 wives of whom 40 volunteered to be buried with him to join him in the next life.

After leaving the museum I ran into a descendant of the king Prince Damien who has fallen on hard-times gave me a tour round the city to the sites of several other palaces and many of the fetish shrines. Fetishism is still the major religion here. There are various animals painted on the outside walls & inside one finds stones or a figure not found in nature with melted candles. Chicken feathers are on the ground & stuck to the walls with blood.

It was pleasant & drier in Abomey than on the coast, so I spent an extra day. Then my visa was up. I spent all day going to the capital of Togo, Lome, where I will meet my friend Rick who is flying in from the U.S.A.



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# The San Diego Experience

**'I was hurt because I was working alone and cover took 10 minutes to show up'**

*Editors' note: Cleveland POA is in the process of negotiations and an important issue to them is two-man cars. They sent a letter to San Diego PD for a study. The results are interesting.*

We would like to share with you, the membership, some facts and opinions that we learned from the San Diego Police Officers' Association. You are probably wondering why we chose the San Diego Police Department to investigate the one-officer car. Let us give you some background history on the San Diego Police Department.

In 1976, their Department did an extensive study on the issue of one-man and two-man cars. (The same study verbally referred to by Fresno Sheriff personnel.) The results of that study showed that the one-man car was more efficient and the danger to the police officer was at a minimal. This study was used by many departments around the country as the pilot program to stimulate the one-man issue.

The conclusions and recommendations of this study showed that two-officer regular patrol units do not appear to be justified in San Diego.

### Separate comparisons

Separate comparisons of units: performance, efficiency, and officer safety under current conditions all suggest that one-officer units are at least equal to and often more advantageous than two-officer units. Which means one-officer units should be the normal pattern in the city of San Diego from now on. *How wrong they were and what a cost to find out that the San Diego study was totally invalid.*

Here are a few facts to show the total failure of the San Diego experience:

**FACT: San Diego Police Department, 1700 strong, led the nation in mortality rate. That is officers killed in the line of duty. They were seven times higher than New York per capita, five times higher than Los Angeles per capita in a period of 1977 to 1985. Ten police officers killed in the line of duty. The majority attributed to one-officer units.**

**FACT: San Diego police officers were number two in the nation for police officers injured in the line of duty.** These claims are all documented to show 50 percent of all officers attempting to effect an arrest in San Diego were injured by suspects.

Below are some actual cases that police officers in San Diego testified they experienced as the result of the one-man cars. *One officer testified: "I was hurt several years ago because I was working alone and cover did not show up for 10 minutes — I was fighting six people."*

*Another officer had a close call under a different circumstance: I stopped a motorcyclist one night — ran a records check. The subject fled. I was alone and this happened at night. I pursued on foot, calling for cover on my walkie-talkie. Communications did not receive my transmission. I caught the subject and we fought. The subject overpowered me and took my gun. I owe my life to the fact that the subject was in a 'fright' not 'fight' mood. The subject was 6'3", 200 lbs. I am 5'8", 150lbs. Communications and other officers deduced that I had been calling for cover. The first cover officer showed up two minutes after the fight was over and the subject escaped. Two-man teams with shotguns searched the area and found the subject still with my gun."*

### Close calls cited

*Other officers cited close calls where their partner made a big difference. There*

*were several respondents indicating that another person, non-officer, had come to their rescue at a critical time. Such an officer driving by a disturbance: "I noticed a group of people that appeared to be in a discussion with a male standing away from them holding a shovel in his hands. I stopped my car and observed from about 150 yards. I asked for the ETA of my cover unit and was advised he was still 5 minutes away. The person with the shovel saw me (still sitting in my car) and ran at me throwing rocks and swinging the shovel as if it were a baseball bat. I put out a Code 3 cover. I got out of my car in an attempt to try to calm this person down, but to no avail. I began to back up and was forced to draw my gun to defend myself. I told this person not to come any closer or I would shoot. At this time he was about 10 yards away, walking slowly towards me and still swinging the shovel. At that point a neighbor ran from the sidewalk tackling this person from behind, giving me time to holster my gun and assist in subduing the suspect. My cover unit arrived and also had to assist the neighbor and myself in handcuffing the suspect. If not for the neighbor, I may have been forced to shoot a 16 year old juvenile 6'2", 175 lbs., not to mention right in the presence of his whole family."*

*A patrol officer that has been on the police force for over five years encountered a situation which gives some contrast between a one and two-man unit: "Just recently I was covering an ambulance (2 officers) [ambulance manned by police officers] on a stop. They were issuing him a citation when they got a priority one call. I was left there to finish the cite. When other officers were there, the guy was cool and calm. As soon as the other officers left, he started getting mouthy. He finally said, 'Now that your friends are gone, what are you gonna do if I don't want to sign it?'"*

*A patrolman with over five years of service in the force wrote: "In a one-man unit, I stay away from suspicious groups, where I would contact them with a partner."*

### Similar views expressed

*Another patrolman expressed hearing similar views expressed from other officers: "Talking to officers working one-man units, I have heard frequently, 'I am not going to get involved unless I have a cover unit with me.'"*

*Detectives also indicate the need for a partner: "Most suspects we deal with have been in prison and the first thing on their mind is they are not going back. The presence of a second detective makes them think twice about becoming violent."*

*A respondent expressed a view concerning situations when other officers are out of service: "When a few officers are out of service, I think the remaining few try to stay*

*clear to handle calls and cover each other."*

Various respondents expressed feelings of affirmation. Their feeling is that the administration cares more about police efficiency than policeman's safety. The open-ended questions provided an assortment of responses which included concern for officer safety, willingness to cooperate with information, willingness to improve efficiency, alienation from the administration, anger over recent fatalities of police officers. *Finally, one officer who prefers to wait for a cover wrote: "The most important part of my job is to come home each night. My family needs me and depends on me."*

The last paragraph seems to echo the sentiment of police officers everywhere, from Cleveland to San Diego. But the administration of San Diego did not hear that echo. Not until eight years later. April 23, 1985 to be exact. And, it took the news media, along with the San Diego Police Officers' Association to scream up to the ivory tower, "You have a major problem here."

What took place then was the most intense indepth investigation any police department has ever conducted into its own operational procedure. This Officer Task Force Study is unique in law enforcement history. Not only for the number of people who participated in it and the number of recommendations which resulted from it, but also and more importantly, for the simple fact that the San Diego Police Department had the courage to say, "We were wrong in our earlier study."

### More than 80 officers required

This Officer Task Force Study required more than 80 police officers, from patrol officers to the Chief's office. It took 22 weeks to complete. It included 102 recommendations which were developed that will result in sweeping changes in training, field and supervisor procedure, stricter security controls, and vast improvements in the equipment provided to officers.

The cost associated with the Task Force Study are high and will go higher. The cost to the citizens of San Diego will reach over 6 million dollars to implement all 102 recommendations. But, most importantly, *San Diego police vehicles will be operated by two officers.*

Getting back to the cost factor. That will be paid by the city of San Diego. *What really disturbed me was the high cost factor to get this study done in the first place. Ten officers killed and 50 percent of their officers injured from 1977 to 1986. Enough said.*

*Reprinted from PORAC, April 1988*

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Police Dept.	Lateral Transfers	Retirement City Paid	Educational Incentive Tuition Reimbursement	Uniform Allowance	Health & Dental Includes Family	Other
1. Irvine	Yes	Private Plan City Paid	4% - Int. POST 8% - Adv. POST \$800-\$1,000 yr Tuition Reimb.	All Provided As Needed	City Paid Includes Family	
2. Sunnyvale	Yes	PERS City Paid	2.5% - AA Degree 5% - BA Degree 100% - Tuition Paid If Police Related 50% - Paid For Any Degree Plan 10% - Gen. Coursework	\$325 yr	City Paid Includes Family	
3. Santa Clara	Yes	*Highest Top-Step Wage in the State. No Retirement P/U	Yes	\$400 yr	City Paid Includes Family	2.5 Longevity Pay
4. Huntington Beach	Yes	PERS City Paid	Yes	\$536 yr	City Paid Includes Family	Bilingual Pay Senior Officer Pay
5. Culver City	Yes	PERS City Paid	2.5% - Int. POST 5% - Adv. POST Up to 75 Units Reimbursed	Provided As Needed Plus \$276 yr	City Paid Includes Family	5% Senior Officer Pay 5% Training Pay
6. Stockton	Yes	PERS City Paid	Info Unavailable	Information Unavailable	City Paid Includes Family	
7. Huntington Park	Yes	PERS City Paid	Percentage Paid for Int. POST and Additional % for Adv. POST 50% - Tuition Reimb.	All provided As Needed	City Paid	
8. Hawthorne	Yes	PERS City Paid	3% - Int. POST 6% - Adv. POST Yes	Information Unavailable	City Paid Includes Family	
9. Westminster	Yes	PERS City Paid	5% - Int. POST 10% Adv. POST	Information Unavailable	City Paid Includes Family	6.5% Briefing (All Patrol) 7% Special Assign.
10. Walnut Creek	Yes	PERS City Paid	Adv. POST or BA \$200 mn	\$490 yr	City Paid Includes Family	
11. Santa Monica	Yes	PERS City Paid	3% - Int. POST or AA 6% - Adv. POST or BA/BS All officers encouraged to take at least 3 semester units per yr or 40 hrs police training. All costs reimb.	One A Year Plus \$480	City Paid Includes Family	\$250 bonus yr for taking less than 12 sick days per yr 2.8% longevity pay after five yrs., 5.4% after ten yrs., 8.1% after 15 yrs. Marksmanship bonus \$2-\$16 month
12. Newark	Yes	Private Plan	5% - Int. POST 6.5% - Adv. POST	Information Unavailable	City Paid Includes Family	
13. Beverly Hills	Yes	PERS  Def. Comp. Also Def. Comp. Also	5.5% Int. POST 8% - Adv. POST 100% Tuition & Books Reimb. (Any School) 5.5% - More paid toward degree or law enforcement-related coursework	Provided As Needed Plus \$600 yr	City Paid Includes Family	Special Assignment - 5.5%-8.25%  Physical Agility Incentive - 2.75%-5.5%
14A. Fremont	Yes	PERS City Paid	2.5% - Int. POST or AA 5% - Adv. POST or BA/BS	\$570 yr	City Paid Includes Family	2.5% Longevity Pay
14B. Lost Gatos	Yes	PERS City Paid	\$77 mn Int. POST \$125 mn Adv. POST	\$675 yr	City Paid Includes Family	Senior Officer Pay
17. Marywood	Yes	PERS City Paid	\$200 semester Reimbursement	\$475 yr	City Paid Includes Family	\$50 mn - Bilingual Pay
19. Costa Mesa	Yes	Private Plan	5% - Int. POST 10% - Adv. POST	All Provided As Needed	City Paid	5% Bilingual Pay, 5% Senior Officer Pay, 2% - Patrol, Physical Fitness
20. Glendale	Yes	PERS	50% Tuition & Books if seeking a degree or law enforcement related	\$775 yr	City Paid	\$50 mn - Bilingual Pay
21. Hayward	Yes	PERS City Paid	5% - Int. POST 7% - Adv. POST	\$440 yr	City Paid Includes Family	Fully paid health club membership
22. Santa Ana	Yes	PERS City Paid	Five yrs service & AA - 7.5% Seven yrs & AA - 12% Nine years & BA - 15%	Information Unavailable	City Paid Includes Family	Senior Officer Pay
23. San Leandro	Yes	PERS City Paid	Info Unavailable	Information Unavailable	City Paid Includes Family	\$100 mn - Patrol & Traffic Bureaus
25. Burbank	Yes	PERS City Paid Def. Comp. Paid by City	Int. POST - \$100 mn Adv. POST - \$150 mn	\$700 yr	City Paid Includes Family	Bilingual Pay - \$100 Merit Pay
27. Vallejo	Yes	PERS City Paid	Int. POST - \$125 mn Adv. POST - \$165 mn	Information Unavailable	Information Unavailable	Telephone Allowance Range Incentive Pay - \$15 quarter



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# E DEPARTMENT BENEFITS June 1989

29. Pleasanton	Yes	PERS City Paid	AA - 2.5% BA/BS - 5%	\$492 yr	City Paid Includes Family	
30A. La Habra	Yes	PERS City Paid	AA - \$60 mn, AA & Int. POST AA & Adv. POST, BA/BS & Adv. POST	\$408 yr	City Paid Includes Family	
30B. La Jolla	Yes	PERS City Paid	AA - \$60 mn, AA & Int. POST - \$100 mn AA & Adv. POST - \$140 mn BA/BS & Adv. POST - \$180 mn	Information Unavailable	City Paid Includes Family	
32. Palo Alto	Yes	PERS City Paid	Int. POST - 5% Adv. POST - 7.5% Tuition Reimb.	Yes	City Paid Includes Family	
34. Long Beach	yes	PERS City Paid	Int. POST - \$104 mn Adv. POST - \$259 mn	All Provided As Needed	City Paid	
35. Fresno	Yes	Private Plan and PERS	2.5% - BA Additional 2.5% to Continue Education	\$500 yr	City Paid Includes Family	
36. Alameda	Yes	PERS City Paid	Adv. POST - \$120 mn Adv. POST & BA/BA - \$160 mn Additional \$10 mn while attending college	All Provided	City Paid Includes Family	
37. New Port Beach	Yes	PERS City Paid	Adv. POST & BA/BS - \$192 mn	Yes	Information Unavailable	Specialities 5% - 15% Incentive Pay
42. Gilroy	Yes	PERS City Paid	Int. POST - 5% Adv. POST - 7.5%	\$600 yr	City Paid Includes Family	Senior Officer Pay Bilingual Pay - 2%
43. BART	Yes	PERS District Paid	\$750 year - tuition remimb.	\$468 yr	District Paid Includes Family	Training Pay Specialty Pay
44. Anaheim	Yes	PERS City Paid	Int. POST - 7.5% Int. POST & BA/BS - 10% Adv. POST - 10% Adv. POST & BA/BS - 12.5%	All Provided	City Paid Includes Family	Bilingual Pay - 5%
45. Fountain Valley	Yes	PERS City Paid	Int. POST - \$150 mn Adv. POST - \$300 mn	\$720 yr	City Paid Includes Family	
46. Richmond	Yes	PERS City Paid	AA - 5%, BA/BS - 7.5% 2% Educational Incentive	Information Unavailable	Information Unavailable	
49. Los Angeles	Laterals on a trial	Information Unavailable	Int. POST - \$75 mn Adv. POST - \$125 mn	\$550 yr Additional	Various Plans Partially Paid	2.5% Bilingual Pay \$95 mn Longevity Pay
54. San Jose	Infor Unavail.	Information Unavailable	Int. POST - 5% Adv. POST - 7.5% \$500 yr - Tuition Reimb.	\$600 yr	Paid Includes Family	5% Specialized Unit Pay
57. West Covina	Yes	PERS City Paid	AA - \$135 mn BA/BS - \$270 mn	\$400 yr	City Paid Includes Family	5% Senior Officer Pay
58. Placentia	Yes	PERS City Paid	Int. POST - 2% Adv. POST - 5%	Information Unavailable	Information Unavailable	5% Specialized Unit Pay
59. South San Francisco	Yes	PERS City Paid	Int. POST - 2.5% Adv. POST - 5%	Information Unavailable	City Paid Includes Family	2.5% Bilingual Pay
60A. Fullerton	Yes	PERS City Paid	Int. POST - \$50 mn Adv. POST - \$100 mn AA - 3%, BA/BS - 6% \$100 yr Tuition Reimb.	\$720 yr	City Paid Includes Family	Bilingual Pay \$75 mn Def. Comp. paid by City
60B. Oxnard	Yes	PERS City Paid	AA & Int. POST - 5% Adv. POST - 10% Tuition Reimb.	All Provided	City Paid Includes Family	Bilingual Pay \$520 yr Longevity Pay 2.5% at 5 yrs, 5% at 10 yrs
74. Brisbane	Yes	PERS City Paid	Int. POST - 2.5% Adv. POST - 5%	All Provided	City Paid Includes Family	
80. Menlo Park	Yes	PERS City Paid	Int. POST - 5% Adv. POST - 7.5% Tuition Reimb. - \$600	\$500	City Paid Includes Family	2.5% Bilingual Pay
81. Concord	Yes	PERS City Paid	10% for each Additional POST Certificates Tuition refund for related coursework	Yes	City Paid	
83. San Francisco Airport	Yes	PERS Not Paid by City	Int. POST - 3% Adv. POST - 5%	Information Unavailable	Information Unavailable	
86. Oakland	No	PERS City Paid	.8% - AA, 3.2% BA/BS 4% - MA/MS Tuition reimb. for related coursework	\$550 yr	City Paid Includes Family	
92. San Francisco	No	City Plan No Retirement Pick-up	No Educational Training	No Uniform Allowance *Uniforms not replaced with normal wear and tear - replacement given only for damage docu- mented in the line of duty	Various Health Plans. Some paid By City. Others Only Partially Paid. Does Not Include Family No Dental	



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## WIDOWS & ORPHANS

(Continued From Page 2)

death occurred at age 66.

**WILLIAM BYRNES.** A San Franciscan born in 1915, Bill joined the Department at age 31 after working as a bookkeeper. From the Academy to Sol./MC where he worked for 9 years. Transferred to Southern, Bill remained there until appointed a Sergeant in 1959 when he went to Taraval for just a short while, then to Central for 6 years, Southern for 3 years. Promoted to Lieutenant in 1968, he was transferred to Potrero, then to Central and back to Southern, where he stayed until his retirement for service in 1977 at age 62. Bill received the following awards during his time in the Department: 1957, C/C for arrest of suspect wanted for numerous burglaries; 1966, C/C for arrest of two suspects in the act of burglary; 1968, 2nd Grade for arrest of a man armed with a shotgun who had already shot another person. Bill was 74 at his death.

**GERALD D'ARCY.** Born in New York in 1931, Jerry worked as a clerk before he became a member of the Department in 1953 at age 23. He worked at Potrero, Central, Southern and Park before being assigned to Co. B, Dog Patrol in 1964 after being appointed Sergeant. Jerry worked there for 4 years and then was in the supervising Captain's Office, Potrero Station, Crime Prevention, after being appointed a Lieutenant in 1969. Promoted to Captain in 1978, served in The Chief's Office, then Traffic Bureau, Potrero Station, until appointed a Commander in 1980 in charge of Night Operations, remaining there until his retirement for service in 1985, at age 55. Jerry received the following awards while in the Department: 1957, 2nd Grade for arrest of two armed burglars in the act; 1959, 2nd Grade for rescue of three women from a burning apartment and aiding in assistance to 50 others; 1961, 2nd Grade for rescue of many from burning building, carrying many to safety; 1962, C/C for arrest and disarming a woman with a gun. On his retirement, Jerry took the position of head of security for The Shorestein Company. He was a young 59 at his death.

**EUGENE FOGARTY.** Born in San Francisco in 1929, he joined the Department in 1952 at age 21. From the Academy, Gene was sent to Park Station, remaining there for four years, then four

years at Northern before being transferred to Bureau of Special Services, Narcotic Division. He worked this detail for 7 years, and when promoted to Assistant Inspector went into Bureau of Inspectors, General Works Detail. He was promoted to Sergeant in 1969 and a full Inspector in 1970. He retired from General Works detail on service in 1982 at age 53. Gene received the following awards: 1955, 2nd Grade for arrest of a shooting suspect fully armed; 1964, arrest of suspect wanted for numerous hot prowls and rapes; 1965, 3rd Grade for disarming and arresting a deranged person with a shotgun; 1966, 3rd Grade for preventing a suicide from the Golden Gate Bridge while off duty; 1967, C/C for arrest of a man and wife resulting in recovery of a quantity of stolen jewelry and narcotics. Eugene was only 60 at the time of his death.

**EDWARD LAWSON.** Born in San Diego, Ed worked as a printer before becoming a member of the Department. From the Academy, he was assigned to Taraval Station, serving there for 3 years before being transferred to the Mounted Patrol out of Richmond Station. Ed remained there until he retired on Disability in 1978 at age 50. He received a C/C in 1968 for the arrest of four armed robbery suspects. Ed was another retired member who passed away at an early age. He was 61.

**RICHARD WHITE.** Born in New Jersey in 1904, Dick joined the Department in 1931 at age 28 after working as a chauffeur. He was assigned to Ingleside for a short time and from there to Traffic Bureau, working in Accident Investigation and later in Hit & Run. From Traffic to Richmond for 4 years, Potrero for 3 years, and when appointed a Sergeant in 1963 was returned to Richmond, where he served until his retirement for service in 1966 at age 62. Dick had a longer retirement than those members above as he was 85 at his death.

**REPORT OF TRUSTEES:** Meeting with Security Pacific changed from June 23 to June 30.

**UNFINISHED BUSINESS:** Motion Hardeman/2nd Jeffery that Article VI, Section 1 of By-Laws be amended to read: "Full Benefit not to exceed \$12,000.00". This increases benefit by \$1,000,000, effective date to be July 1, 1989. Approved/2nd Reeding and is now part of the By-Laws. Tr. Hardeman reported on Mrs. Dorothy Shine, who had tried to donate stocks and money to the Association. Social Services has taken over and will appoint a conservator for her estate. W/O will probably not receive anything at this time.

**GOOD OF THE ASSOCIATION:** Treas. Parenti requested that a letter be written to our new accountants, Tret Company, thanking them for their donation of \$150.00. Pres. Greene set date of next meeting for Wednesday, July 19, 1989 at 2:00 P.M., usual meeting place.

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

Fraternally,  
Bob McKee, Secretary

JOHN M. KOK  
Associate

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# NOTICE

Tom Flippin, Editor  
SFPOA Notebook

Sir,  
Although I've been insured by the Police/Fire Insurance Assn. for over eight years, I just received this week, their quarterly journal *The Protector* for the first time.

The May '89 issue may be of importance to several POA & Dept. members. Attached is a list of people who hold dividend checks that were undeliverable for some reason or other. Several names on the list are active members. Perhaps you could publish the info or contact the individuals.

Fraternally  
Jim Dudley, Co. E

- Anderson, Williams S., San Francisco, 00D201489
- Bayley, Thos A., San Francisco, 00D93967
- Berry, Robert J., San Francisco, 04-U00160
- Best. Wm. A., San Francisco, 00D201342
- Carberry, Richard P., San Francisco, 03-P04451
- Carrillo, Richard J., San Francisco, 02-P03224
- Casey, Michael J., San Francisco, 04-U00816
- Casper, Andrew, San Francisco, 02-U01237
- Coghlan, Edward M., San Francisco, 00D202386
- Colins, John L., San Francisco, 00D93573
- Connelly, Frank D., San Francisco, 00D202174
- Conroy, Kenneth J., San Francisco, 04-T01083
- Conway, John P., San Francisco, 03-P08624
- Corrales, Gregory, San Francisco, 04-U01802
- Costello Thos E., San Francisco, 00D202204
- Cunningham, Louis J., San Francisco, 04-T00627
- Dea, John M., San Francisco, 04-T00750
- Decker, Carl L., San Francisco, 03-U03629
- Derham, William N., San Francisco, 03-P00984
- Dugger, David C., San Francisco, 04-U01004
- Etzel, George J., San Francisco, 00R03308
- Finnegan, Arthur L., San Francisco, 000114146
- Flatherty, Frank B., San Francisco, 00D96354
- Fouts, Charles, San Francisco, 00D200514
- Fraizer, Robert M., San Francisco, 03-P00853
- Gallagher, John J., San Francisco, 02-P03627
- Geoghegan, Partrick J., San Francisco, 04-U00382
- Gudejl, Stephen J., San Francisco, 04-U01442
- Hall, Donald A., San Francisco, 02-P02958
- Hamilton, William R., San Francisco, 000102483
- Herrmann, Rolf G., San Francisco, 03-U00305
- Hillebrand, Wm., San Francisco, 00D96146
- Hoenisch Jr., Chas E., San Francisco, 03-U04711
- Holland, Timothy J., San Francisco, 00D201914
- Horgan, George F., San Francisco, 00D92527
- Inman, Oran L., San Francisco, 00D96602
- Jackson, Emitt N., San Francisco, 04-T02248
- Jacobsen, Lawrence S., San Francisco, 00D201416
- Johnson, William F., San Francisco, 04-U01319
- Jones, Michael, San Francisco, 04-P02085
- Kelly, George U., San Francisco, 00D201642

- Lehua, Manuel K., San Francisco, 01-P03625
- Martino, Jack D., San Francisco, 04-U00217
- McGee, William J., San Francisco, 04-U00739
- Mihan, John R., San Francisco, 00D200426
- Miller, Fred J., San Francisco, 00D95632
- Mitchell, Douglas C., San Francisco, 04-U01411
- Murphy, Gerald F., San Francisco, 00D201791
- Murphy, John Q., San Francisco, 03-U03257
- O'Grady, John P., San Francisco, 02-P03504
- Orrante, Edward C., San Francisco, 03-U04374
- Pettingill, Walter, San Francisco, 00D201061
- Phillips, Alan W., San Francisco, 04-U01611
- Pichel, Clarence E., San Francisco, 00D91803
- Reinstadler, Joseph, San Francisco, 00D200195
- Reynolds, William C., San Francisco, 03-P02372
- Rockwell, Jr., Harvey, San Francisco, 04-U00174
- Rubin, John W., San Francisco, 04-U00667
- Ruffin, Clarence, San Francisco, 04-S02010
- Schneider, Donald J., San Francisco, 04-U00175
- Shaylor, Walter A., San Francisco, 00D202109
- Sieber, David P., San Francisco, 04-U01554
- Sobrano Jr., Michael, San Francisco, 03-U04720
- Stevens, Alexander, San Francisco, 04-P00164
- Taylor, Ernest, San Francisco, 04-S02053
- Taylor, William D., San Francisco, 04-U00851
- Tollestrup, Robert J., San Francisco, 03-U01720
- Toomey, Geo. F., San Francisco, 00D201202
- Tull, Wm. F., San Francisco, 03-U04971
- Wallace, Terry R., San Francisco, 04-U01200
- Wardlaw, Randal M., San Francisco, 03-U04923
- Weingand, Jack R., San Francisco, 03-P01435
- Welcher, Donald V., San Francisco, 04-P02124
- Whitfield, William, San Francisco, 02-U01636
- Williams, Bernard, San Francisco, 04-T02193
- Williams, Freddie, San Francisco, 04-P01970

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To celebrate this glorious event, the COOLER HEADS COMMITTEE will honor the new Monsignor at dinner.

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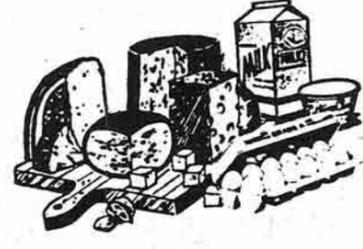
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**Outrage**

June 29, 1989.

Frank M. Jordan, Chief of Police  
San Francisco Police Department  
850 Bryant Street  
San Francisco, California 94103

Dear Chief Jordan:

It has come to the attention of this Association that with the resurfacing of the Achim incident, there has been a serious breach of security with his personnel file.

It is apparent that with the statement and quotes made in The Examiner by the columnist, that he had access to, or what was contained in, Officer Achim's file. As you know this is against the law.

I request that you conduct an immediate investigation on how the information that was contained in Officer Achim's file was obtained by the media.

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

**Thanks**

SFPOA  
510 — 7th St  
S.F., CA 94103

Dear Members:

Please extend belated heartfelt thanks to those who provided the replacement blood for the transfusions received by my husband after open heart surgery. My husband, retired Lt. Frank Wilson, Sr., subsequently suffered a stroke and needs almost 24 hour care and I have no help, so I apologize for not extending our thanks earlier.

Though belated, I do thank you from a full heart. We have had a long and good life and each day count our many blessings.

Thank you,  
Dorothy Wilson

Mike Keyes  
SFPOA

Dear Mike,

May I take this opportunity of thanking you and your Association for the tremendous contribution that you gave to members of the South Wales Police Rugby Football Club on their recent tour of California.

I know from Dale that you provided finance for a number of excursions that were made and your provision of transport to enable our players to train and to attend at the match venue, was most welcome.

Once again, many thanks for your total support and if you or any of your members are in the South Wales Police area, then we will only be too delighted to reciprocate with warmth and welcome and hospitality.

Yours sincerely,  
R.F. Evans  
Chief Superintendent  
Manager of South Wales Police  
Rugby Football Club  
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**Law School**

Tom Flippin, Editor  
SFPOA Notebook

Dear Editor:

I have always been a supporter of the POA's fine paper. Many of you know me well from my days with the District Attorney's office and the City Attorney's office as a legal expert. We go back to 1975. I have made many longtime friends, and that continues to be rewarding. Needless to say it has helped my career, especially in Criminal Law experience. There is nothing better than being able to relate to what you teach. This is my third year as a Professor of Law at City College of San Francisco. It is indeed a dream come true. My many students have gone on to Law Schools and other areas of the Legal profession. Some have been interns at the Police Department. I am very proud of that. I teach *Legal Writing and Research* and *Law Office Management*. I am getting students from every sector of the community. Some Firemen, and some Sheriffs. What I really want more of are Police Officers and Police personnel. It is so important to have at least a general knowledge of the law and how it is Researched in our Common Law system. I try to make learning the law interesting and rewarding. General Law is the theme of my classes, also the students can relate to their particular interest. My Fall term starts August 21, I welcome you all. The classes are evenings. Monday Downtown 4th Street Campus 6 to 9 P.M., and on Wednesdays on Campus 7 to 10 P.M. Hope to see more Police Officers and personnel next term. Learning can be fun!

Sincerely,  
Marvin-Michel Le Grier, II, LL.B.  
Professor of Law  
City College of San Francisco  
Smith Hall Room 106 Box 235

**Unlawful**

June 15, 1989  
Honorable Mayor Art Agnos  
City Hall  
San Francisco, CA

Dear Mayor Agnos

I was very much interested in your so-called budget. I see the Police Department and the Fire Department don't mean anything to you or the rest of the hooligans at City Hall.

Whenever my family comes to the City, I make damn sure to let them see the U.N. and the Civic Center Plaza. They are outraged to think their City has gone to the dogs because of these so-called politicians.

I see your budget calls for 80 new punk cops who won't be dry behind the ears in 20 years, just like some in the Department now. Pick them up, put them in the Academy and let them loose. Did you know a good cop was injured by a slut at Eddy and Taylor, or don't you care when these officers get hurt? You couldn't when that officer got shot at the 6th street bar, but you went to see Heurta at the County Hospital.

Just maybe, Mr. Mayor, you will be booted out of that office after this term and we will get someone who will revitalize the City.

Yours truly,  
Mary Kelley

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**Letters**

To: San Francisco Police Dept  
Park Station

Attn: Sgt. Safley

Subject: Commendation & Contribution

Background:

Approximately 32 years ago this date my wife and I and infant daughter visited San Francisco.

One item on our itinerary was to your Golden Gate Park.

Being out of a job, time on our hands, we found a place to park our old car. By the Park Station Pct. We didn't know it was there — the only reason we parked there was because there was a bicycle rental place across the street that had danish carriers (kids seats) mounted on the back.

I told my wife to wait on the park bench — then — I saw the police station, and I said, No! You go in there and wait for me, while I go get the bike.

Well, she went, she waited, it took me an hour or more.

During that time she was sitting on one of the benches, nursing my daughter.

About every 5 or 10 minutes an officer would come over to her and ask "Do you need help?" — "Do you or your child need a doctor?" — "Anything I or we can do for you?" etc.

Response: "No — I'm waiting for my husband."

Well — I was delayed because the bike shop had to fit a Danish carrier — all previously fitted had been rented!

Now — everyone experiences both pain and pleasure in life. As we grow older, we forget the pains, we recall the pleasures: we forget having a tooth pulled; we remember our first love.

In our telecon tonight, Sergeant, I stated I wanted to contribute to your donut fund. The young lady officer that screens your calls said, "We don't have a donut fund" — and I said "Well, then lets start one!" Everything has to have a beginning!

In accordance with your request I am enclosing a check as a contribution to the fund for officer Dennis Salido.

My wife, daughter, and I can never adequately express our appreciation for the courtesy un-asked-for attention, and genuine concern extended by you.

**Commendation**

The time, attention, courtesy and genuine concern shown to my wife and daughter at **Park Station** were above and beyond those normally given to strangers in other cities.

We will never forget!  
For what it may be worth, am copying this communication to SF Police Commissioners, hopefully that the interest, compassion and understanding that your station provided us will be an example, and will continue.

Frank J. Witmer

(Ed. Note: Mr. Witmer made a \$25.00 contribution to the Salido fund.)

**Thanks**

Officer Mike Keys  
President  
SFPOA

Dear Officer Keys,

On behalf of the National Filipino American Council and the National Filipino American Political Association, I wish to thank you for sponsoring a table and having a contingent of officers at the testimonial and roast honoring Mr. Alex A. Esclamado.

The Filipino American Communities truly appreciate the cooperation and efforts of your officers in our various events.

We look forward to working with you on new projects in the near future.

Very truly,  
Ernest H. Llorente, Esq.  
Chief of Staff, NFAC  
Vice-President, FAPA National

# Letters

## Thanks

Mr. Mike Keys, President  
SFPOA

Dear Mike:

On behalf of all the Laguna Honda Hospital mothers which you hosted recently at the Hyatt I would like to sincerely express our appreciation for providing a very special and personal service to each of the ladies. Thanks to Pete Maloney and Steve Johnson for their organization efforts, and a special thanks to Bill Langlois, Linda Wittcop and Jennifer Forester who served as super host and hostesses.

The ladies were extremely pleased with the brunch and it continues to be a major subject for discussion. They would like to extend an invitation to join them for coffee at some convenient time and day at Laguna Honda Hospital.

Sincerely,  
Leo T. Walsh  
Assistant Administrator

Mr. Michael Keys  
SFPOA

Dear Mike,

Thank you very much for giving me the opportunity to address the P.O.A. last week regarding my candidacy for Attorney General of the State of California.

I found the question and answer period following my remarks particularly instructive, and I welcome the chance to hear directly from your general membership their concerns. I would like to open our lines of communication even further, and to this end I propose that you appoint a committee from the P.O.A. to meet with me on a regular basis to discuss matters of mutual concern. I would also welcome any other ideas you might have that would facilitate communication between your organization and my office.

Thank you again, Mike, and I look forward to hearing from you regarding this proposal and any other ideas you might have.

Sincerely,  
Arlo Smith

cc: Members Board of Directors,  
P.O.A.

Michael S. Hebel  
Welfare Officer

Dear Mike:

Once again, the San Francisco Police Officers' Association and your services were a great assistance to me with my recent problems with the Workers' Compensation Division.

Due to your efforts, the following actions were ordered by the Employee's Retirement System:

- My sick time was changed effective 1/26/89, through the present and continuing.

- I am now receiving medical treatment for my injuries; future surgery by my treating physician is under consideration.

In closing, I thank you once again for your very able assistance.

Sincerely,  
Robert M. Forni  
Captain of Police

Tom Flippin, Editor  
SFPOA Notebook

Dear Editor:

On behalf of myself and the several dozen San Francisco Deputies Sheriffs who competed in the 4th Annual Mike O'Brien Memorial Pistol Match, I want to thank the San Francisco Police Pistol Team for all their hard work in making this annual match such a success. An awful lot of planning and work goes into making it easy for the rest of us to shoot, so Pelissetti, Pamfiloff, Fitzer, Otis, Blaine and the others deserve credit for letting everyone else just show up and have a good time.

The San Francisco Sheriff's Department really enjoys being part of this annual event and appreciates all the courtesies extended. More opportunities to work together can only help local law enforcement efforts.

Thanks for another great shoot!

Sincerely,  
Michael Hennessey  
Sheriff

## Mayor

Tom Flippin, Editor  
SFPOA Notebook

Dear Editor,

It is very refreshing for me to read the current issues of the Notebook. Not only for the varied and entertaining articles, but for the balance and fairness of the articles therein. I might also state that I am regularly amused by reading all of the comments about the Mayor. It seems that everyone can't say enough about how he and his cronies have sold us down the river after the POA gave him their "Official Sanction". I find this so amusing because just a few months ago, these very pages were filled with articles praising good old Art.

Back during the campaign for Mayor, I was part of a group of police officers who supported Supervisor Molinari. During that period we were regularly ridiculed by those who felt that we had lost our senses by supporting Molinari. There were even those who felt that we should be "officially censured" for coming out publicly against the POA supported candidate. They never got around to doing that, however, after someone reminded them that we had certain things called constitutional rights. You know, the freedom to support whomever we wanted!

All during the campaign, our group, which was composed of officers, Sgts., Lts., Captains and a Deputy Chief, never once claimed that Molinari was JFK, FDR, or even the second coming of Ghandi. We were well aware of his assets and his liabilities. We felt however, that it was far better to support a known, local entity than an unknown from Sacramento. Heck, aren't they the ones who regularly try to steal the Giants?

Not to be denied, Agnos came from far behind in the polls and scored one of the greatest upsets in San Francisco politics. The bad news is that to date his campaign victory is his only claim to fame.

I hope everyone pays close attention to the front page letters in the June POA Notebook. They tell the whole story at City Hall. If I might suggest to the POA executive board, try writing your correspondence to the Mayor on toilet tissue, he'll get far better use out of them that way.

Frank Donahue

## Hiring

Tom Flippin  
Editor, SFPOA

Dear Editor:

As a retired member of the San Francisco Police Department, I am appalled at the discriminatory practice of the consent degree in hiring. It was uncalled for. There was no discrimination in the taking of tests before said consent degree. The tests were administered in the most professional and honest manner. When you took the test, your name or any description of you was not on the answer sheet. The tests were entered in equipment which fairly computed the test scores. The tests selected the most qualified applicants for the job. There were Blacks and other ethnic minorities on these lists before this discriminatory consent degree. They were qualified.

The consent degree lowers standards and opens the door for the unqualified. This practice is also unfair to the public and the taxpayers. If we do not stop these consent degrees, there will be more Klansmen like David Duke coming on the scene, and we do not want this. Folks, the pot is boiling.

Data recently published in the press showed that out of one thousand Detroit policemen, one hundred and fifty were charged with crime. Do we want a similar situation here?

I entered the Department after World War II, and most of the applicants were products of local high schools and colleges and many were war veterans. The written test was very competitive and the most qualified were selected. The physical and athletic tests were very thorough. The examiners and doctors were tough on all phases of the tests.

In closing, I say please end this horrible consent degree now, before it is too late to salvage a great department.

John P. Finn  
Retired Lieutenant, SFPD



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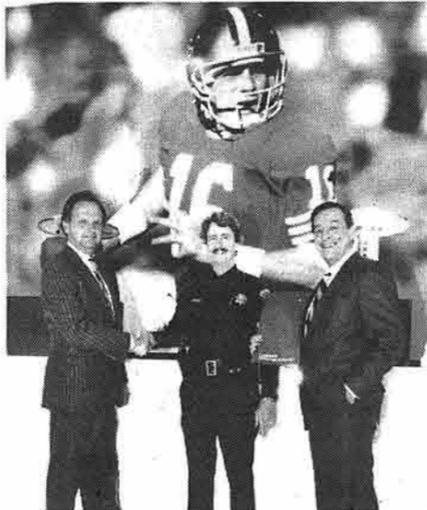
For additional information  
Phone PAL 821-1411

# POLICE ACTIVITIES LEAGUE



Ron Exley  
Dir. Program Development

When a pal needs a PAL



The above photo from left to right is Walt Lembi, president of Continental Savings, congratulating Officer Jack Smoot, on his recent two-week loan approval for the purchase of his new home, along with Wes Slease, loan consultant for Continental Savings. Good luck Jack!

**A Rewarding Experience**  
by Alan Shaw

While attending City College I had the opportunity to take some Criminology classes. This last semester I took a work experience class and was placed with PAL to work at Oceanview Park.

I worked three days a week in the game room at the park. My duties included escorting the kids from St. Michael's school to and from the park on Tuesdays and working with the kids in the game room the rest of the day. On Wednesdays and Thursdays I stayed in the game room and tried to instill some sense of responsibility in the kids, helping them learn to take care of the room, equipment, play ping-pong and other games. It has been a long time since I have played so much ping-pong.

The greatest reward for me came the last week of the program when I overheard one of the kids tell another not to tear up the equipment because if it was torn up they would not have anything to play with. I

(Continued on Next Page)



Members of the Fisherman's Wharf Restaurant Association gave PAL a check for \$1,500 for special programs in honor of Captain Cairns.

The restaurants of the Association are: Cresci Brothers, Guardino's, Borruso's, Castagnolas, Sabella and La Torre, Fisherman's Grotto, Alioto's 8, and Tarantino's. They wouldn't say how they raised the money except, "It was a joke."

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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Executive Director



(Continued from Previous Page)

believe that the Oceanview project is very important to the kids in that community and should be continued. If anyone can reach one of these kids, the money and effort will be well spent.

I really got a lot out of this program as would other future City College students. Working with Ron Exley and Joe Mollo was a great treat. I would also like to thank Mark, Steve, and Thatcher from the Recreation Department for their help, as well as the police officers who worked their off days.

The PAL and the City College Criminology Department should continue to work together for the benefit of the young people in all the parks and recreation centers in San Francisco.

### Hallinan Fights Back

Supervisor Terence Hallinan and Captain Arnold of Community Services toured Sunnydale, Hunters Point and the Western Addition Projects. Bored young men and women stood on street corners reminiscent of the 50's street corner cowboys on Market Street. Besides drugs being dealt, once in a while a fight would break out. Terence looked at the Captain and said, "We must fight back." Terence approached the President of the PAL Board, Joseph Mollo, and said, "We need boxing programs in these projects." Terence, the PAL is listening and proposals are being submitted to the Police Commission to develop boxing programs in each of these communities.

Why boxing, Terence? Terence, who is a former PAL boxer, states that "Young pugilists gain self-esteem and a feeling of confidence in the ring. Boxing is a tough, demanding sport. Boxing is an art. The object is to outpoint the opponent, not to hurt him physically. It keeps kids off the streets, provides them an opportunity to bash a punching bag instead of another kid and once conditioning starts, alcohol and drugs are not on the diet."

### PAL Youth Cycling Program

by Robert Hecker

Cycling has become the sport of fashion in recent years. Kids in the teen and pre-teen age groups emulate pro bike racers by dressing like them in tight lycra shorts and cycling caps. They see bike racks and expensive bikes on the roofs of sleek BMW's and equate the sport with success. Kids have, of course, always ridden bicycles, but it is only in recent years that competitive road racing has appealed to the American public.

PAL wants to reach youth in the city and channel their lives towards positive social participation and away from negative and illegal participation. In order to be a success, PAL must be sensitive to current trends which effect the willingness of kids to participate in a PAL program. Kids who might consider traditional sports like baseball and football "dumb" might will be drawn to a cycling program because cycling is in vogue.

Although cycling can be a solitary activity, many people do not realize how much of a group sport it can be. Riding with a group requires cooperation and communication. If you suddenly need to brake or wish to change your position, you must express that to the rest of the group, or risk someone crashing against you. Even though we often hear that Greg Lemond won the Tour de France or so-and-so won such-and-such, it's a fact that the winner could not have done it without his team. A bicycle race is always a group effort in which each participant has a "job," just as on a baseball or football team. Participation skills in cycling are necessary and rewarding to all involved.

Cycling is an activity that can keep participants trim, aerobically healthy, and

stress-free. It's a nonviolent sport that a person can enjoy all year long from age four to age eighty. Almost everyone can do it, but there is also the possibility of developing refined riding skills.

Bay Area bike clubs all have adult focus, and there are only two existing junior programs. One is specific to a local Catholic school, St. Ignatius High School, the other is an "elite" group, Flying Wheels. PAL has the ability to bring the sport to the whole community and especially to kids who might not otherwise be able to participate. Local shop owners and club officials have responded encouragingly to the idea of a PAL juniors cycling program.

Amateur competitive cycling in America is regulated by the United States Cycling Federation, which creates and maintains our olympic cycling team.

The program will require the involvement of numerous volunteers. We need coaches. The coach will lead training rides, evaluate rider abilities, and be able to teach riding, racing, and mechanical skills. He or she must relate well with kids and have at least some background in competitive cycling.

The PAL cycling program is for children ages 9-16. Each child must provide his/her own bike. Each child must also have a cycling helmet.

Call 821-1411 for more information.

### 1989 PAL Golf Tournament

The San Francisco Police Activities League annual golf tournament will be held on Monday, September 11, 1989 at the California Golf Club. The proceeds from this tournament will sponsor a summer training program for PAL Law Enforcement Cadets.

The participants fee is \$150.00 and will cover green fees, golf cart, tee prize, box lunch and dinner. A hole sponsorship of \$100.000 will entitle you to a card with your name printed and it would be displayed at a hole in the golf course. If you wish to donate a prize, please call the PAL for pick-up arrangements at 821-1411.

Hole-in-one — Jeep Cherokee — you might be the winner.

### 467 Kids Stormed Balboa Stadium

May 30th the San Francisco Giants and the PAL sponsored a Giants Baseball Clinic for kids at Balboa Park. The search for autographs, to meet Will Clark, Kevin Mitchell, Captain D. Philpott or Lieutenant William Miller of Ingleside, must have been the draw. David Craig, Community Service Director of the Giants, quickly organized the 467 kids and 97 parents into four groups. Giant Coaches: Wendell Kim, Dusty Baker, Mike Sadek, and player Ernest Riles (who on the same evening hit a home-run in the Giants 10-3 win over the Mets), each took a group and switched groups every 15 minutes.

David Craig said, "I've been doing this for two years and I've never seen such organization and well behaved kids. It's a compliment to the PAL." David, it was easy, I remember the days when I took 7 bus loads of kids on field trips. Not all trips went well. Once I took 200 kids to Frontier Village and returned with 199 kids, forgetting the only white child.

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### Law Enforcement Cadets Explorer Post 581

The PAL Law Enforcement Explorer Cadet Program, Post 581, is a youth oriented program designed to enhance the interests of young adults in the field of law enforcement.

The goal of the Law Enforcement Cadet Program is to acquaint young men and women with a working knowledge of the operations procedures of the San Francisco Police Department.

The objectives of the program are:

- A. To help young adults become good citizens and develop their leadership skills.
- B. To afford young adults the opportunity to establish better self esteem and better discipline.
- C. To allow young adults to develop their socialization skills.

Foremost, this program is run for cadets by cadets, with the assistance of the San Francisco Police Activities League and the San Francisco Police Department. Randy Williams of Mission Station is the director of this program. Any youngster, at least 15 years old, who resides or attends high school in San Francisco can become a member of the Cadet Program. They must maintain a C average.

For those 18-21 years old, the Senior Cadet Program is available. John Pierucci and Ron Banta of Mission Station are the directors of the Senior Cadets.

- What have we been doing?  
Chinatown Run, March 11.
- The Oceanview Prayer Service, April 9.
- The March of Dimes Walk America, April 30.
- The Bay to Breakers, May 21.
- Pier 39 Youth Fair, June 10-11.
- The Arthritis Foundation Walk, June 18.
- Finger printing at local elementary schools.
- Career Days for the Unified School

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District.

### Recreation and Park Response to PAL's Plea

In the last issue of the Notebook, a strong plea was made by PAL to the Mayor for a home. Why should San Francisco be outdone by Richmond, who received a closed high school gym, and by Oakland, which is sharing a junior high gym? Joel Robinson responded to the PAL pleas by offering a partnership between PAL and the Recreation and Park Development to house some of the PAL programs at Oceanview Park. Continuing with police presence, with more activities and participants, using the gym. We are saying a strong "No" to the dealers and that "This park is not yours."

Thanks, Joel and OMI. But mayor we still need a home, or Bob Berry will have to extend our lease at the Academy to the end of time, or the end of the building. Remember, we are on the fault, and it's no fault of his.



Rob Wulff  
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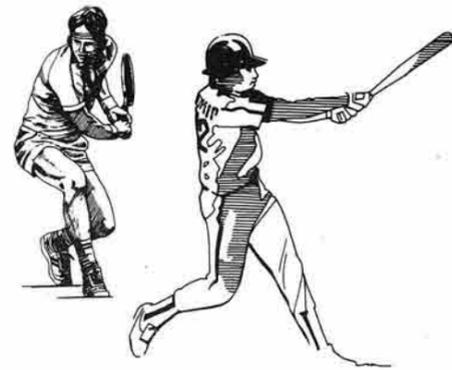
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# SPORTS



## Santa Cruz Boardwalk Tickets

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Note:

1. For additional visits to the Board-

walk, be sure to visit your Beachcomber Club Representative for additional club member benefits brochures.

2. For more than six people, additional coupons will be required.

Get your Beachcomber Club coupon brochures from the POA office.

This summer, the Boardwalk is open daily from 11 a.m. Memorial Day through Labor Day. For additional information about operating hours, call (408) 426-7433.

Get your Beachcomber Club coupon brochure from the POA Office.

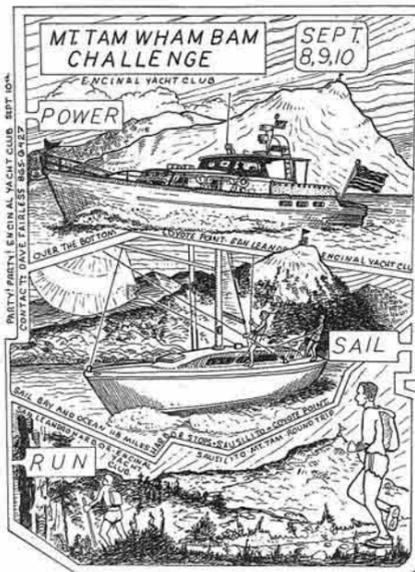
This summer, the Boardwalk is open daily from 11 a.m. Memorial Day through Labor Day. For additional information about operating hours, call (408) 426-7433.

### Summertime, Summer Nights On The Bandstand

Classic groups bring favorite tunes to the Santa Cruz Beach Boardwalk bandstand again this summer, with free concerts every Friday evening, July 7 - August 25, and each night of the week for 1907 Week, August 28 - September 1. Shows are at 7 and 8:30 p.m.

## !!!!ATTENTION!!!!ATTENTION!!!!

### The Mount Tam Wham Bam Challenge (this may be the first or the last) Sail, Mountain Climb, and Power Boat Race



across the Bay Farm Island Bridge and eventually find their way to the Encinal Yacht Club.

The sail boats will race over the bottom from Coyote to San Leandro and then on to Encinal.

Now after all of that if you're still confused but think you would like to participate in this crazy race either as a sail boat, power boat, runner or all three, give me a call at 865-5427 any evening after 5 or leave msg. on my machine.

Assuming everybody makes it back to Encinal by Sunday afternoon, various awards will be giving out and a party will be held.

Dave Fairless  
Chairman for this Crazy Race  
Encinal Yacht Club

Entry fees: \$20.00 per boat and \$10.00 per runner

#### Special Notes Concerning This Race

If you can enter as a team, that is sail, power and runners that's great.

But if you would like to enter on an individual basis, teams will be made up from the numbers of entrants that are received.

Normally sailors do not make great runners and this was taken into consideration.

Various Marine Corps barracks (NAS Alameda) and police departments (San Francisco), have shown interest in participating in the running segments. So unless total teams are entered runners will be matched to the sailors.

Runners from the general population will also be allowed to enter.

Limitation on runners is a function of the number of sailing teams entered.

- Awards
- Overall Team Award
  - Sail Award
  - Power Award
  - Overall Runners
  - Mt. Tam Award
  - San Leandro/Encinal
- And special award to all girl teams be they runners, sail or power crew.

On Friday evening the 8th of September at 5 o'clock a fleet (at least two) of sail boats will begin a race that will take them on a night time sail from in front of the Encinal Yacht Club to a mark of the Vallejo Yacht Club, (depending on anticipated wind the course may be shortened) with an early morning arrival at the Sausalito Yacht Club where they will pick up a mooring or anchor out in Richardson Bay. At the first break of dawn two members of the crew will dingy ashore to begin a staggered start (or cannon ball) run through the streets of Sausalito and Mill Valley, continuing to the top of Mt. Tam and then back to the boats for a nice afternoon sail out the gate to the first South Channel marker (again depending on weather). Then back in under the Golden Gate, down the city front and finally completing the day with a raft up and party at Coyote Point Yacht Club.

Now on Sunday morning, the 10th of September, the two people that signed on to do the running will be transferred to power boats for a cruise to San Leandro Yacht Harbor where they will be asked to disembark and run through scenic San Leandro, down Doolittle Way to Alameda,

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# SPORTS



## Marathon Madness

(Continued From Last Month)

### Treatment

The first step to recovery must be taken by the marathoner. He must take the Adidas by the horns and acknowledge that he has a problem. He must have the courage to admit that he is a marathoner, and that marathoning is a disease.

Treatment consists of group therapy, individual therapy and peer counseling. The goal of therapy is to rehabilitate and to resocialize the sufferer.

In order to begin therapy the marathoner must discard all items relating to his running. He must have no tangible reminder of his past. This is a very difficult task which many MM sufferers are unable to perform, thereby prolonging his and his family's suffering. There have been many cases in which the first stop to recovery began with desperate family members discarding the running clothes, the race T-shirts, the magazines, the running logs, the race photos, the medals and ribbons, the posters, and other running memorabilia without the knowledge of the MM sufferer. This act of love was frequently misinterpreted at first by the MM sufferer.

In a group therapy, a number of recovering marathoners will meet with a therapist, known as "Coach," to discuss whatever they feel is important and helpful in the process of reintegrating into society. Ideally, Coach is a recovering marathoner himself.

In individual therapy, which is used in the cases where adjustment to a non-marathoning life is particularly difficult, usually observed in those who ran more than 60 miles per week, a single sufferer and Coach will work together as a team to re-socialize the marathoner.

Peer counseling and support are valuable resources when a recovering marathoner feels the familiar urge to run. At that time he can call a fellow recovering marathoner and together they will sit down in comfortable recliners, watch a sit-com, drink beer, perhaps have a cigarette, and talk about the sufferers compulsion to run again and why it is such a crazy idea and to "just say NO."

In the normal course or re-adjustment the recovering marathoner will be assisted in returning to his pre-MM habits, such as taking elevators to go down one floor. Jelly donuts will be sent anonymously. He will be encouraged to take up past times such as fishing or bowling or cross word puzzles. All of this takes time and commitment on the part of the recovering marathoner. But he will have role models in the group and he will be shown that there is life after marathoning.

### Questionnaire

Where do you or a loved one fit in this scheme? Is it time to worry? Is it time to act? Or is it time to cry? Answer this simple questionnaire to find out. Answer honestly each of the questions either TRUE or FALSE, depending on how you believe

each one describes you, or to the best of your knowledge, describes somebody you know.

1) The only time I get to see complete recently released movies is on cross-country plane flights to marathons.

2) TIMEX is a better watch than ROLEX because TIMEX has a 8-split memory mode.

3) I look forward to the RUNNER's WORLD Annual Shoe Issue with greater anticipation than I do the SPORTS ILLUSTRATED Swim Suit Issue.

4) I fail to find any humor in jokes about runners and/or running.

5) I believe that a marathon is a metaphor for life.

6) I will only go to Sports Medicine Doctors, no matter what my ailment may be.

7) I think it's OK to make lamps, bookends, or mobiles out of old running shoes.

8) I want to have Joan Benoit's baby.

9) I've seen ON THE EDGE so many times I have memorized the entire dialog.

10) I've thought about doing an "ultra."

11) I've thought about "getting my life together."

If you have answered TRUE to 5 or more of the questions above, you have a problem and should seek professional treatment immediately. If you know someone who fits this profile, urge that he or she seek assistance immediately. Let them know that they still have friends and that their friends do care about them.

### What You Should Do

If you believe that you have MM, seek help. Morgan is a recovering marathoner who is in remission and is qualified to help you with your problem. Angus Macfarlane is still having difficulty in coming to terms with his marathoning.

If a family member, significant other, or co-worker appears to have this malady, it is your moral obligation to urge him or her to seek this malady, it is your moral obligation to urge him or her to seek help. Those to seek help. Those in the denial stage will not appreciate your intervention but this is when they need you the most. This is the time to confront their denial and to say "Look, WE have a problem here and WE need to do something about it NOW!"

Finally, much research needs to be done. Clinics need to be set up nationwide. Talks and symposia need to be attended. All of this takes time and money. It's not easy trying to find a cure for a disease that has very little sex appeal, but we need your financial support. Any and all contributions will be accepted and appreciated.

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## A New Star Is Discovered On the Cycling Circuit

by Dennis Bianchi

The S.F.P.D. has always been well represented at the California Police Olympics cycling events throughout the years, both in number and quality of competitors. This year, however, we lacked the numbers — but not the quality.

Forced to borrow a bicycle and a few other necessary pieces of equipment, Jeff Brosch burst into the bicycle racing scene by using the California Police Olympics as his first race, and was stunningly successful. Jeff set out on the ten mile time trial and returned with a Silver Medal. Those same strong legs that have run almost 50 marathons and won several skiing events then took on the 30-mile road race. Jeff finished third, but all three of the first finishers were less than one second apart. Now folks, that's racing and that's exciting!

It appears that Jeff has found a good healthy alternative to running to carry him through some leg injuries he recently incurred. Judging from his smiling face and happy attitude he won't be missing those marathons. Of course, Jeff is still very active in the running scene and has been very active as an organizer and cheerleader for the S.F. Marathon. Look for more information and results on this race next month as Jeff has put together a very capable S.F.P.D. team to take on the New York Police Department, who have sent five runners to test us. Jeff won't be in his racing gear but his enthusiasm and leadership will be felt us who will be.



Jeff Brosch, Silver medalist in the 10-mile time trial

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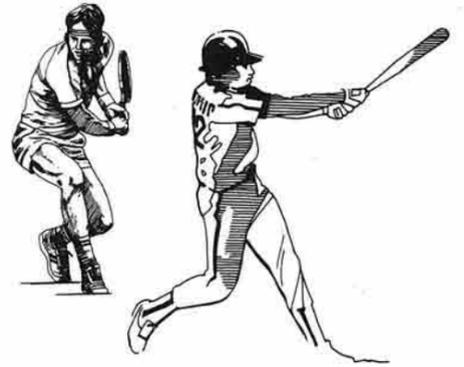
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# SPORTS



## S.F.P.D. Triathlon

by Dennis Bianchi

The triathlon seems to have been created for Southern California. A grueling test of an athlete's ability to swim, cycle and run is made so much more bearable when performed on the sunny, white sand



Gary Jiminez blasting his way to the finish line.

beaches enjoyed by the southlanders. When five members of our Department arrived at Oxnard to vie for Olympic medals, their training in the hills and cool fog of our northern environment served them well. Led by fast, durable and stylish Lucio Perez, our Department was ably represented at awards time. Lou took the Silver Medal in the Open Division this year



At the end of a one-mile swim, Frank Petuya is still strong and hustling.

and in the process beat numerous teams! In addition to Lou, the S.F.P.D. was represented by two entries in the masters division. Gary Jiminez braved the two to three foot swells and strong undertow and the heat and distance of the cycle leg and run to finish seventh in the masters individual competition. Gary finished so strongly it was obvious he's getting ready to move up in the standings and down in his elapsed time. Gary said he began doing these endurance tests to get in shape and keep his cholesterol count under control. He further stated that he has accomplished exactly that!



Dave Herman and Stan Buscovich make a smooth and quick transition.

Also in the masters division was the determined team of Frank Petuya (swimmer), Dave Herman (bicycle) and Stan Buscovich (runner). Petuya is normally a pool racer, but took on the ocean and turned in his typical strong performance. Dave Herman then took off and turned in a time equal to the very fast younger divisions! Stan B. continues to enjoy his best running year ever, and came in strong and fast, giving this team a Bronze Medal! Nice going guys. To further demonstrate how quality these guys are, they all picked up medals in other events later in the week: Stan picking up a Bronze in 10,000 meters on the track, Dave in softball, and Frank, back in the pool, took three Bronze medal.

On behalf of all those officers who did not have the opportunity to do so, I would like to congratulate and thank Lou, Gary, Frank, Dave and Stan for representing this Department with such talent, style and class. BRAVO

## Masters Softball

by Gary Lemos

After two years of going to the Police Olympics with a good team and getting eliminated early, the SFPD Masters (over 40) softball team decided to join the SFPD League as a separate entity, in order to get the feel of playing together. This seems to have worked well as the Masters breezed through the league, finishing in first place. We then beat a good "Misfits" team in the first round of the playoffs, before losing to S.O.B. 4-3 in the championship game. The Masters were led throughout the season by the hitting and defense of SS Jeff Barker and 2B John Portoni. Also having great seasons were Don Carlson and the pitching tandem of Walt Scott and Nick Eterovich. Both Nick and Walt went down with injuries and missed the playoffs and the Olympics.

In preparation for the Olympics we also played in a Masters tournament in Elk Grove. We played this tournament with only 11 players and still managed to finish 3rd, thereby qualifying for the state championships in September.

Finally, 13 masters players trudged off to Oxnard in pursuit of our 1st Olympic medal. This team consisted of Coach Gary Lemos; Mike Keys; Jeff Barker; Joe Engler; Bruce Lorin; Charlie Coates; Layne Amiot; Dave Herman; Jerry Donovan; Don Carlson; John Portoni; Phil Dito; Whitey Gunther.

We opened with an exciting come-from-behind victory over a tough San Jose team (10-9). We then played against eventual silver medalist CHP-Northern, a good bunch of guys who just kicked our a\*\*es. We then went into the losers bracket and had to face a scrappy Santa Ana team, who had us down by 3 runs going into the last inning. We then scored 13 runs to take a 10 run lead and hung on as Santa Ana scored 9 in the bottom of the inning to make this game a thrilling one run victory. The 4th game was our turn to beat up on somebody, and we destroyed L.A. Marshalls 23-5. Then came the classic showdown with L.A.P.D. for the medal round. So many times L.A. has sent S.F. home, but this time it was our turn, in yet another come from behind victory. We won 9-7. Our final game was a loss to L.A. Sheriffs. After beating two L.A. teams, we just couldn't quite pull out the third victory. L.A. scored 10 first inning runs, then hung on nervously as we battled back. The winning run was on deck as we finally fell 15-12. This was a real team effort that provided us with a 4th place bronze medal. The offensive stars of the Olympics were: Dave Herman, Jeff Barker and Mike Keys. The defensive stars were: Don Carlson, Charlie Coates and Pitcher Bruce Lorin. Also Layne Amiot and Whitey Gunther batted .600 collectively in a relief role. It was a great Olympics, and we would like to express our thanks to the P.O.A., especially Joe Mollo, the Sunset Scavengers (our sponsors) and our families and friends that shared our enjoyment.

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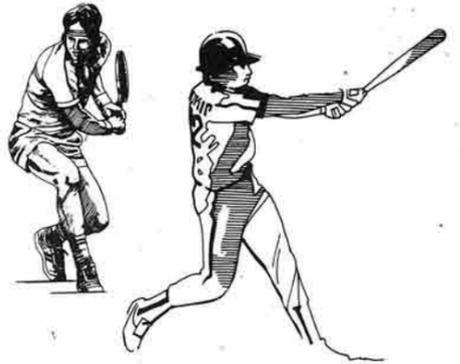
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# SPORTS



## Thirty Kilometers: A Personal Observation

by Dennis Bianchi

For months I had been told by "those who know" that Oxnard would have weather like our own mild, comfortable Bay Area. I don't doubt that the information was given with good intentions, but they were way off base if the week of June 18-24, 1989 is any indication of a normal week in Oxnard, climatically speaking. The temperature was closer to balmy, to tropical, ah hell, it was hot! I began to wonder, is hot weather waiting for me wherever I intend to run longer than a couple of miles? Is there something about my personality that attracts heat? Am I becoming a whiner, or what?

The California Police Olympics gave up running a full marathon several years ago, switching to the more sane and reasonable distance of 30 Kilometers, which is 18.6 miles long, or 7.6 miles shorter than a marathon. Ask any marathoner about those last six or so miles of a marathon and they'll explain that that is when it actually begins. Therefore, if you have run any distance, say twelve miles or so, the 30-kilometer race is easily within your reach. It was with this attitude that I toed up to the line on June 21 in Oxnard to compete at this distance with two of my fellow officers from the S.F.P.D., along with about 45 or more other police officers from around the state.

It was only two months earlier that Stan Buscovich and I were standing at the starting line of the Boston Marathon and, here we were again. Ready to enjoy some cool, temperate weather running, only to be struck in the face with high air temperatures and heat bouncing up from the roads that lay before us. We were joined this time by the sleek, speedy and classy Lou Perez. Lou had won this race last year, in his division, and was looking for a repeat. I, on the other hand, was looking to finish with dignity. We both captured what we sought.

At the crack of the gun Lou was off, only to be seen again twice: at the one turnaround in the race, and again at the finish, beaming with his wife and children. There he was, bedecked with a Gold Medal, stylishly garnered by coolly ignoring the heat and the competition, and smoothly striding home. I know how he looked at the finish because I had seen him do the same thing two days earlier in the triathlon event. Also, my wife gave me a report on how fresh he looked, how easy he was running, and how much faster he came in to the finish line. I love her anyway.

Stan and I, on the other hand, started off wisely, coolly, slowly. After about four miles I told Stan, "Look, you're running easily and strongly. Go get 'em. Do your best." And go get 'em he did. Stan finished seventh in the Masters Division, a division which just happened to dominate this competition. His time was equal to running sub-seven minute miles the whole way, and this was after competing in the triathlon just two days earlier! The very next day Stan got up early and picked up a Bronze Medal in the 10,000 meters on the track. It's hard to imagine an athlete having a better season than Stan. Look for him to finish the S.F. Marathon in outstanding time.

Well, back to the middle of the pack. I was wondering where I ranked when I noticed a few front-runners dropping off or slowing down. This is what is known as

"reeling them in." You know, when the inexperienced fish get out in the deep waves and get pushed back to us not-real-fast-but steady, turtle types! First I picked off one runner, then another, than at mile fourteen I passed the first woman runner. Her form was still intact, her stride was shortening but strong, but the distance was new to her. When I ran past much younger men in LAPD racing singlets I almost burst into song. I wanted to ask them who was leading the Western Division of the National League, but then I said to myself, "Let these sleeping dogs lie," and on I went. In the last mile I found two more runners to pick off and, joy of joys, one of them was a Masters Division LAPD runner. I screamed by him in the last half-mile and felt as if I had won the whole race. Actually, I felt I ran a decent race, being about eight to ten pounds overweight, but eight other runners had run even better races. I checked with my records and found that my time had improved by four minutes over last year, but I finished farther back in the pack!

If it's true that what matters is not whether you won or lost, but how you played the game, then I guess I'm O.K. I know for sure Stan B. is more than O.K. and I know for sure that Lou Perez is a winner. As long as I have such sportsmanlike teammates I will always consider myself a winner also. As long as I can find excitement in knocking off a few LAPD runners I'll be back to try again. Next year's Summer Games will be held in Sacramento. Join us.



Lou Perez celebrating with the whole family.



Buscovich (left) and Bianchi, pre-race smiles.

## Swimming News

The swim team, newly enlarged by four new members and their wives, in the Masters Division, returned from a successful meet at the Police Olympics at Oxnard. In the Masters Division Kent Dalrymple earned a bronze medal in the 50 fly, and the medley relay team of Ken Dalrymple, Bill Gilbert, Mike Trueman and Howard Kyle (replacing member Les Adams, who had to cancel because of family illness), won a bronze medal. The freestyle relay with Frank Petuya replacing Adams also took home the bronze.

In the Grandmasters, Ken Foss, swimming insured, took third in the 500 free and won a bronze medal in the I.M. Howard Kyle won bronze medals in the 50 free and 50 breast. Don Matissek took third in the 50 back and Frank Petuya won a third in the 50 fly and a bronze medal in the 100 free. Lack of competition forced the cancellation of the relay teams.

The team now gets ready for the Police and Fire Games in Vancouver, and the Corporation Games in Concord. Next year the team will compete in Sacramento and still needs more swimmers — men and women.

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# ON THE STREET/Tom Flippin



## Editorial Comment

### Officer Average

This letter strikes a chord that is growing louder in the SFPD. It is, therefore, this month's editorial.

As a ten year veteran of the San Francisco Police Department, I respectfully request to know just who IS running this department? Isn't there anybody working for you with any sense? The rank and file of this department have been continually dumped upon over the past couple of years so severely that it hardly seems possible that things could get any worse. Well, the average street officer, the guy that has been able to, or who has chosen not to land some "juice" job, or a slot in one of the secret orders of task forces, or downtown desk jobs is about to get dumped on again, hard and heavily.

After cutting the lifeblood overtime that officers so desperately need, freezing wages, playing games in the distribution of overtime details, I think it's a wonder that you get anyone to come to work at all. We are the laughing stock of this city. Despite your right thinking effort to stand squarely behind the rank and file in the "HUERTA" incident, we lost all manner of credibility from all quarters of the city. The people now firmly believe that they can do whatever they want to man or beast and when they are called to be held accountable they just scream "Foul" and "Police Brutality" and laugh as the City and Police Department not only tremble, but pamper each of them, apologize and give them all the money they want not to sue. Frank Achim is the perfect microcosm of the department. The average guy, just doing his job, a job nobody else seems to want to do, doing that job in the face of great adversity, getting kicked in the slats and slowly tortured with bureaucratic games and deprivation of real support. It seems everyone on your staff is working to further their own careers and political aspirations and "damn the working man."

Well, Officer Average, lookout below, here comes another swift kick. Thanks to our previous mayor's zeal to spend money hiring and doling out money to anybody in this town that didn't want to work, and Red Art's inability to stop that, we have learned, quite harshly, that it is this city's leeches, not its employees and their families, that come first. So now, we can't hire officers because we're feeding everybody west of the Rockies, we've hired a record nine political patronizers (aka DEPUTY MAYORS), and the list of waste goes on. Now, because some Deputy Chief (downtown with weekends off) decides that we don't need our time with our families, we now face the time when our whole life schedule will be thrown into turmoil, for the sake of the almighty dollar. Maybe we

## Don't Lose Vacation Because Of Extra Overtime

### Vacation Limits

Hours over the maximum will be lost May 3rd: The 1985 vacation ordinance suspended for one year the limit on the maximum number of vacation hours you can accrue. The limit started being enforced again on May 3, 1986. At that time, any vacation hours you have that are over your maximum total balance, shown below, were automatically eliminated. Therefore, you must use these excess hours before May 3rd, or you will lose them.

Maximum hours: The maximum yearly award you can receive (in the next 12 months from one vacation anniversary to the next) and your maximum total balance are as follows:

If you've been with the City:	Your max. yearly award is:	Your max. total balance is:
1-5 yrs.	80 hrs.	320 hrs.
5-15 yrs.	120 hrs.	360 hrs.
15+ yrs.	160 hrs.	400 hrs.

Point to keep in mind:

- Vacation hours you use each pay

should take our kids out of school on Tuesday, Wednesday, and Thursday so they don't forget what we look like. Maybe we should forget about having friends or family at all. By the time I have enough seniority to get a weekend off, I won't have anyone to spend it with. It's hard enough coming to grips with the sad reality that promotions for most, even the qualified, are out of the question; day watch is out of reach; and a wage commensurate with the job is unthinkable, but now we have to resign ourselves to never seeing a weekend off. Do you really wonder, Chief, why the morale in this department is at an all-time low? It is a monument to the officers' dedication to their families and to the people of this city that we show up at all. If we had a union, we just might not show up one day and see what happened. Outside of a generally low percentage of high seniority day watch persons on patrol, this is an unwarranted beating for us to take. Stand up for your officers. We work long and hard, our families hardly see us as it is. Put a stop to this notion of steady days off, now. There are a dozen others solutions. Granted asking people to pay their own way...like these special groups that get millions of free police services for their parades and fairs and anti-police rallies...is not politically expedient. We understand that there are some political realities that you have little control over, but this is not one of them. Try giving the guy that came up with this "steady days off plan" his choice of TUES/WED or WED/THURS off, and then put him on swings or mids at a patrol assignment. Then ask him to get back to you on it. I, personally, am saving my money to buy a new police car to patrol in...I figure that's the next thing you'll be asking of us. May you and your staff rest well at home this weekend. We'll be protecting you.

Officer Average

period are deducted from your balance before the award for the pay period is added to the balance.

- You will stop accruing vacation when you reach your maximum total balance, even if you have not received your full award for the year. You must therefore keep your balance below the maximum in order to earn vacation each pay period.

- Each year you will stop accruing vacation when you reach your yearly maximum. (If you are paid overtime you will reach the yearly maximum before the end of your vacation anniversary year.) On your next vacation anniversary date you will start earning hours toward your new yearly award, provided you are still below your maximum total balance.

### Attorneys

by Lois Perillo

After a two hour plus discussion, the Police Officers Association board of directors voted to change attorneys.

The vote was 12 to eight in favor of the motion "to terminate the Association's relationship with Carroll, Burdick & McDonough law firm and retain, at the same monthly amount (\$9,000), the law firm of Davis, Reno & Courtney."

"The new attorneys will be able to serve us better," said POA President Mike Keys. Davis, Reno & Courtney have a good track record in representing police and fire labor organizations, according to Keys, who said the new firm would afford the POA more clout when dealing with the City.

Keys cited Carroll, Burdick & McDonough's "lack of results" in getting the City to sign the memorandum of understanding as one reason for the attorney change. Another reason was the breakdown in communication between the former attorneys and Keys, who said Paul Chignell, POA vice president, was exclusively getting the information from the attorneys. Chignell is the only current executive board member from the former POA administration.

Ray Shine, one of the members opposed to the attorney change, said he didn't want a division on the board.

Initially, a motion was made to table or postpone the attorney change, but that motion failed.

The motion to change attorneys met such vigorous discussion because of Keys' "abrupt" comments to the board, according to Larry Barsetti, Mission Station steward and supporter of the attorney change.

According to Barsetti, if Keys had explained why the change was necessary, as opposed to telling the members how to vote, then the proposed change would have been better received.

Some board members saw this motion as a powerplay between Chignell and Keys. "This was vote of confidence (by the board members) for Keys," said Barsetti.

## SALARY

(Continued from Page 1)

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59. So. San Francisco	3175	7%	3396
60A. Fullerton	3114	9%	3394
60B. Oxnard	3114	9%	3394
62. Orange	3167	7%	3389
63. Upland	3106	9%	3386
64. Chino	3156	7%	3377
65. Seal Beach	3089	9%	3367
66. Redondo Beach	3084	9%	3362
67. Berkeley	3076	9%	3353
68. Livermore	3073	9%	3350
69. Montebello	3130	7%	3349
70. Pleasant Hill	3070	9%	3346
71. Buena Park	3126	7%	3345
72. Pomona	3123	7%	3342
73. Whittier	3065	9%	3341
74. Brisbane	3180	5%	3339
75. Martinez	3059	9%	3334
76. Perris	3108	7%	3326
77. Mahattan Beach	3049	9%	3323
78. Torrance	3048	9%	3322
79. Los Alamitos	3104	7%	3321
80. Menlo Park	3017	7%	3288
81. Concord	3043	8%	3286
82. Hermosa Beach	3004	9%	3274
83. SF Airport	3263	0%	3263
84. San Bernardino	3080	5%	3234
85. La Palma	3016	7%	3227
86. Oakland	2991	7.348%	3212
87. Fontana	3001	19%	3211
88A. Fontana	2942	9%	3207
88B. San Pablo	2942	9%	3207
90. Montclair	2993	7%	3203
91. Palm Springs	2915	9%	3177
92. San Francisco	3143	0%	3143

## Changed your address lately?

NAME \_\_\_\_\_

OLD ADDRESS \_\_\_\_\_

CITY, STATE, ZIP \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY, STATE, ZIP \_\_\_\_\_

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