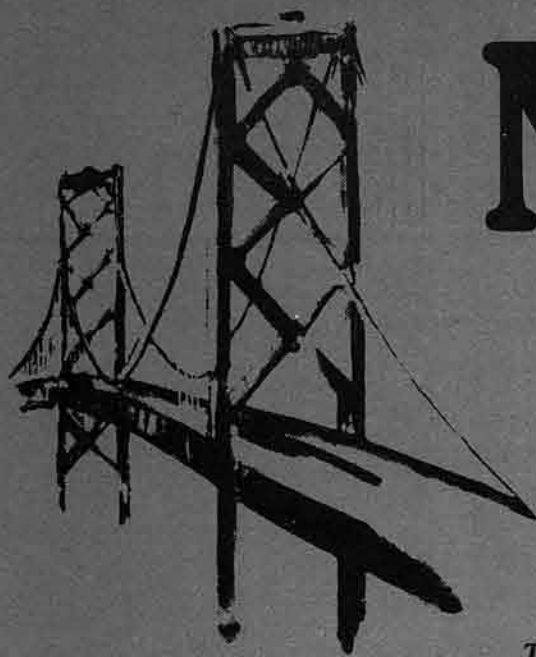


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



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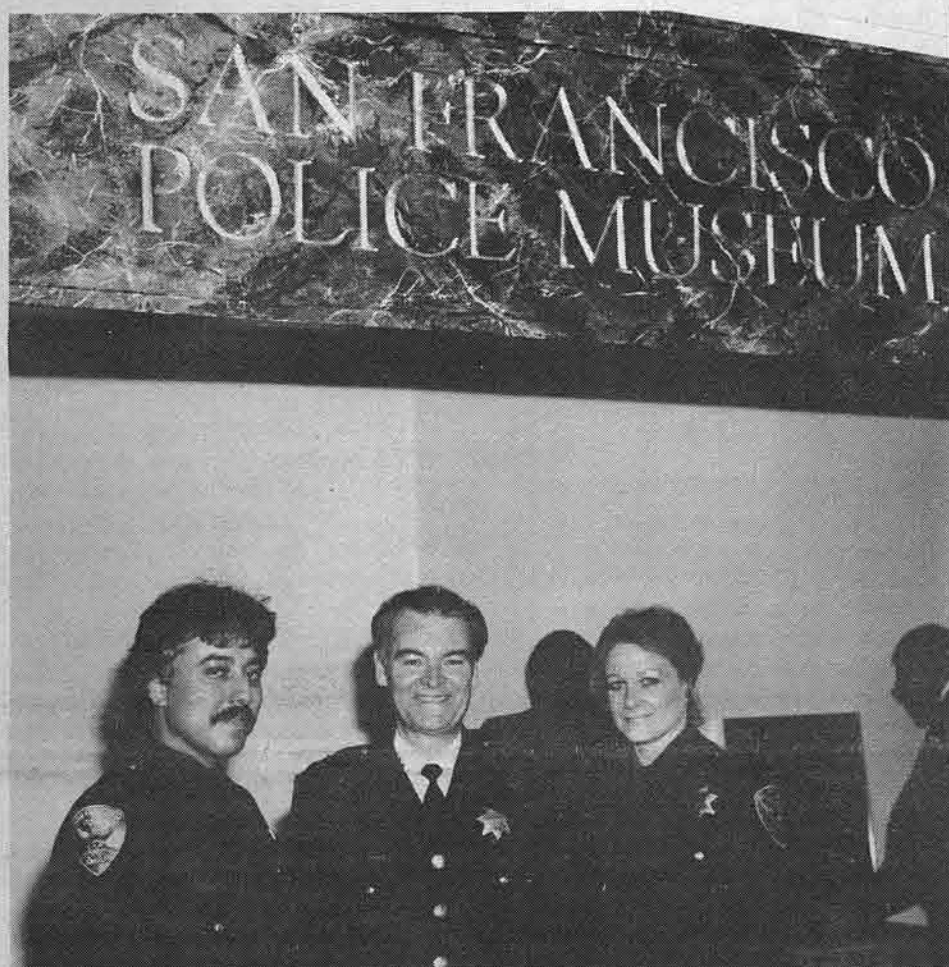
To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members

VOLUME 21

SAN FRANCISCO, AUGUST, 1989

204

NUMBER 8



Officer Bob Fitzer, Chief Frank Jordan and Officer Liane Scarsella on opening night.

The San Francisco Police Museum

May 15, 1989 marked the beginning of National Police Week, and San Francisco celebrated it by the opening of the San Francisco Police Museum. This affair was one of many activities planned for the week that San Francisco honors all members of the law enforcement community. Present at the dedication were Chief of Police Frank Jordan, Deputy Chief Frank Reed, and Commander Fred Lau among others representing the department. The official ribbon cutting ceremony was conducted by Chief Jordan and Supervisor Wendy Nelder. Officers Robert Fitzer and Liane Scarsella were acknowledged by the Board of Supervisors for their work in creating the museum.

The idea of a Police Museum was not a new one, and it was a hope and promise of several past officials. It wasn't until July of 1983 that then-POA president Al Casciato brought Officer Bob Fitzer together with the Friends of the Police Committee and Chief Cornelius Murphy. The "Friends of the Police" are a committee of concerned citizens dedicated to helping the police department with everything from acquiring new police horses, renovating the old 1931 Lincoln police car, sponsoring many police related events, and now backing the new departmental museum.

The police academy which was then located at the old Silver and Revere street site was chosen as the first permanent location of police historical memorabilia. These were very modest beginnings, but the idea took hold and soon the displays began to flourish. In 1986 when the academy closed and a new site was found at Diamond Heights, the museum collec-

tion was again left without a home and new locations were again being sought. Many ideas were explored and even the old Hibernia Bank Building on Market and Jones street was considered. In the meantime parts of the collection were displayed at several San Francisco Fairs and police historical and trade shows.

In July of 1987, the drive for a permanent location for the museum was this time to receive official and political backing. Former Police Commissioner, now city supervisor, Tom Hsieh started the political ball rolling with Board Resolution #635-87 officially acknowledging the creation and existence of the San Francisco Police Museum. Within weeks negotiations were under way with CEO Rudy Nothenberg and Director of Convention Facilities Jack Moerschbacher; the Civic Auditorium was the site selected. Critics argued that the museum should be in a police facility, but space of any kind is at a premium, and it seemed that there were no alternatives.

Now the really hard work would begin. Acquiring the site was a big hurdle but building the actual displays in a basically empty area open to the public would soon prove to be a bigger obstacle. Several professional design and construction companies were brought in for bids, but their quotes of \$80,000 to \$100,000 were far in excess of a donated budget one-tenth of that price.

Supervisor Wendy Nelder saw the stalemated plight of the project and brought Bob Fitzer together with Mr. Larry Westfall of the National Maritime Museum. Mr. Westfall, an experienced museum display coordinator, soon had the actual

(See MUSEUM, Page 5)

SFPD Responds

Editor's Note: Bill Mandel, columnist for the S.F. Examiner, recently wrote a column bemoaning the fact that police had failed to respond to a mugging. Several outraged SFPD members responded to this lamentably ill-researched, ill-willed column. Their letters follow:

Sir:

Bill Mandel made an unfair criticism of the SFPD in his July 7 column "Why People Don't Call the Cops." Mr. Mandel wrote he saw a mugging victim sitting stunned on the sidewalk, bleeding from a head wound suffered in the attack. He believed the suspects might still be in the area, looking for new victims. He described the incident as a "vicious beating" and a "bloody mugging" yet he concluded there was "no need to call 911. There was no life-threatening danger..." While it may not have been truly life-threatening, common sense indicates that the incident was certainly serious enough to warrant a 911 call.

One timely call there could have had police and medical aid on the way. Instead, Mr. Mandel wasted valuable time calling 411, talking to two different police stations and waiting on hold for 5 minutes on the police non-emergency phone line. During all this rigamarole the victim got up and walked away, and the suspects were able to get farther away from the scene. By the time he finally called 911 more than 10 minutes had passed since the mugging, as he told the 911 operator.

Mr. Mandel lamented the fact that no patrol car showed up at the market, and cited this as evidence of a total lack of police response. If no unit went to the market it was because the crime was already more than 10 minutes old, and neither the suspects nor the victim were at the scene. It would have been pointless to go there. For the record, a broadcast of the incident was made to the police units in the district. Just because Mr. Mandel didn't see a patrol car there at the market doesn't mean the cops weren't aware of the incident and actively looking for the victim and/or the suspects elsewhere. It's unfortunate Mr. Mandel didn't call the appropriate number sooner — the outcome of the incident might have been much different.

Yours truly,
Off. Mark Lundin #1389
Park Police Station

Dear Mr. Mandel,

I am writing in response to your column today in which you criticize the poor police response time. Your commentary did little to improve the problem, but rather added to the "cop bashing" hysteria which is all the rage in the local media. A more productive approach would have been to find out what caused the delay — but that might have taken a bit of effort.

In case you were unaware, The Examiner ran a special report on March 30th of this year which presented some of the problems facing the Police Department, including the fact that the Department had a shortage in excess of two hundred officers. Unfortunately, the incident you described is a result of that shortage. Although the overtime budget has been cut for the third year in a row, calls for service continue to increase. Holiday staffing remains at a minimum because the City does not want to pay what it costs to police this City on overtime — let alone on a normal day.

For you to chastise the "cops" is as productive as it is for me to yell at the paper-boy for the articles you write.

While we are on the subject, let me add that policing in San Francisco is probably more difficult than any city in America. Few places have as many parades, demonstrations and festivals nor are many communities so politically or culturally diverse. The standards and expectations for the police change hourly as evidenced by the recent debacle in Civic Center Plaza with the homeless.

To add further insult to injury, the City currently pays its Police among the lowest wages and benefits in the State. San Francisco is the only county in the State which

(See RESPONDS, Back Page)

The Notebook Needs You

We need your articles to make this the best possible newspaper

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Tom Flippin, Editor

SFPOA Notebook

510 7th Street

San Francisco, CA 94103

Deadline for September issue:

Monday, August 28, 1989

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POLICE POST #456 NEWS

by Greg Corrales

"An army of sheep led by a lion would defeat an army of lions led by a sheep."
Arab Proverb

"Holy Brewskis, Batman! Where did all this beer come from?" That could well have been the "Boy Wonder's" vociferation were he visiting Palm Springs' Owen Coffman Post at the conclusion of the 71st Annual Department of California Convention. After intense negotiations broke down between several unattached Post 456 Delegates and the two Raiderettes that attended the convention over the bestowal of three excess kegs of beer from the Post hospitality suite, the beer was donated to the Owen Coffman Post of Palm Springs. Our generosity was greatly appreciated by the local Post.

The quantity of "leftovers" from the hospitality suite is a confirmation of the great deal of hard work performed by our delegates. It was a very fruitful convention. Special mention must be made of Delegate Tom Dougherty, who represented the Post in the parade through downtown Palm Springs. Tom was his usual "squared-away" self and did Post 456 proud!

The highpoint of the convention for me was listening to the "war stories" of some of the more senior Post members. I revolved in listening to Al Aguilar, who joined the Marine Corps in 1940, talking about "the Old Corps." Al was aboard ship enroute to Pearl Harbor when the Japanese attacked. His ship was diverted toward Wake Island to relieve the beleaguered Marines under siege at Wake. Before they could reach Wake it was decided not to risk what little was left of the American Fleet in a rescue attempt. One can well the anger and anguish felt by the Marines aboard ship as they turned around and steamed away from Wake Island, abandoning their hopelessly surrounded comrades! Another spellbinder was Otto Elvander, as he discussed the SFPD back when he joined up in the thirties!

On 13 July the Seventh District Council held their Installation of Offices at the Veterans Memorial Building. Post member Ted Connell was, once again, installed at the District Finance Officer. Nine members of the Post attended the installation to give support to Ted and the other District Officers. It was a very good turn out. By the time this column is published the upcoming Post meeting will be 12 September at 2000 hours. The meeting will be held at the POA Building, 510 Seventh Street. By then word will have spread of the mouth

watering post-meeting cuisine which I have produced from Mama Corrales' world-famous kitchen, so I suggest you get to the meeting early so you will be able to get a seat.

Last month's nominee for shirker-of-the-year is Charles Smith. He-Man Charlie deserted from the Navy 20 years ago. Freedom Fighter Smith deserted in 1969 because he disliked authority, and because, "The Navy gave me a lot of harassment." Poor Charlie! Too bad his mommy couldn't attend training with him. I suspect she could have completed the training that Hard-Charging Charlie found sooo taxing. Chivalrous Chuck's smirking visage appeared above the newspaper article which reported his joy at receiving a Bad Conduct Discharge and a slap on the wrist for his 20 year desertion. The article mentioned that Smith's urinalysis revealed marijuana use (why doesn't that surprise me?). It also mentioned that he is the father of five children. I'm sure they will grow up to be as proud of their fatuous father as we all are!

I would like to close with a 16th Century quote from Arcevolto. I urge any member of the SFPD who expects to make it to retirement to heed these ancient words: "Whene'er a bitter foe attack thee Sheathe thy sword, thy wrath restrain; Or else will magistrates and lawyers Divide thy wealth, thy purse retain."

San Francisco Veteran Police Officers Assn.

MEETINGS: We meet on the 2nd Tuesday of every month. Our next meeting date is August 8, 1989. Come early around 11:30 a.m. and visit with your buddies and have a refreshment. The President starts the business meeting at 12:30 p.m. The Kitchen Crew always serves a good lunch. And, — the parking is plentiful. Mark your calendar.

PRESIDENT'S MESSAGE: * Our President George Cathrell was unable to attend the meeting. Home with broken blood vessels in his leg; 1st Vice Pres. Marty Barbero off camping; 2nd Vice Pres. Al Aguilar in the hospital having a foot operation. — Board of Directors recommended a \$25 minimum contribution to back our Charter Amendment which will appear on the November ballot. This contribution should be made to SFVPOA CAMPAIGN FUND and forwarded to Veteran Police Officers Assn., P.O. Box 22046, S.F. 94122. This will benefit all retired officers, so if you know someone who is not a member of this organization, advise him of this. Campaigns take a lot of money and if we want this to pass, we will have to have some bucks to spend. GET YOUR CHECKS IN THE MAIL!!! — Kitchen Crew fed us dogs and chili beans, and they were great. Mark your calendar to attend the next meeting and partake of a free lunch. — Jr. Past Pres. Bob McKee, filling in for above.

SICK CALL: George Cathrell is home with a broken blood vessel in his leg. Martin Casserly is in a rest home. Bill French had a heart operation. Al Aguilar had a leg operation. Robert Wardlaw is in Seton Hospital. Ralph Lintner is resting at home. Our "Chaplin" John Minderman will contact all of these sick members.

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

COMMITTEE REPORTS: Bob McKee reported the Board of Directors approved the committee to guide our retirement amendment: Sol Weiner, Rey Seyden, Tom Dempsey, Marty Barbero and Gale Wright. The minimum amount to donate is \$25. Make check to "CAMPAIGN FUND, SFVPOA." Print "Campaign Fund" on the address side of your envelope. All checks must be in to us by August 1,

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Widows and Orphans Aid Association

The regular monthly meeting of the The Widows and Orphans Aid Association was called to order by Pres. Tom Greene at 2:05 p.m. Wednesday July 19, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustees Jeffery and Sturken excused. All other Officers and Trustees present.

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

COMMUNICATIONS: Following donations received and acknowledged by Secretary: PIUS LEE — Commissioner's monthly salary; Mr. & Mrs. John Ruggerio in memory of Gerald D'Arcy.

Treas. Parenti presented the regular bills for benefits, salaries, etc. APPROVED.

Treas. Parenti reported the following deaths: PETER LARSEN — Born in Copenhagen, Denmark in 1904, Pete joined the Department in 1937 at age 32 after working as a chauffeur. He was assigned to radio cars, working out of the Chief's Office for a period of 3 years. From this assignment to various district stations: Park for a year, Northern for a year, Potrero for 8 years, Northern again for a year. Appointed to Sergeant in 1949, Pete was assigned to the City Prison, staying there for 5 years. Then to Richmond for 2 years, Mission 2 years, Southern 3 years.

1989.

Sol Weiner reported our amendment to get our pay raises in a timely manner, should be approved today after 2 p.m. by the Legislative Committee to go to the full Board of Supervisors. The minimum \$25 donation asked for should be affordable for every retired officer.

Jim Cole said the new SFPOA administration wants their Board of Directors to ask their members how to vote regarding political endorsements. Question: Should the POA endorse Arlo Smith for Attorney General? Hand vote was approved 64 yes, 2 no.

Attendance 66

Membership 788

George Cathrell, President
Gale Wright, Secretary

* Bob McKee, Chairman of the Board of Directors, officiated as President in the absence of Pres. Cathrell, 1st VP Barbero (vacation) and 2nd VP Aguilar.

A short stay at Potrero when assigned to a day watch, then to Ingleside where he remained until his retirement on disability in 1966 at age 62. Pete received the following awards: 1953 — Captain's Commendation for the arrest of an alleged insane person; 1957 — 2nd Grade for arrest of an armed suspect who had held up a service station. Pete was 84 at the time of his death.

HAROLD MIZE — Born in San Francisco in 1916, Harold became a member of the Department in 1942 at age 26. He was assigned to Solo Motorcycles staying there for 14 years, when he transferred to 3 Wheel duty after an injury. Remained as a 3 wheeler until the advent of Parking Control when he was transferred to Northern Station. Harold remained there until his retirement in 1967, age 50, for disability. He received the following awards: 1946 - 1st Grade (Gold) for the arrest of an armed suspect who had held up a hotel restaurant; 1959 - Captains Commendation for arrest of a suspect who shot two women, one of whom died, after a dispute in the Welfare Department. Harold was 72 at the time of his death.

REPORT OF TRUSTEES: Mrs. Duluk, Security Pacific Bank, reported the selling of U.S. Treasury Notes and the purchasing of different U.S. Treasury Notes, approved at the meeting of July 30, had increased the estimated annual income by \$6,000. She presented recommendations for selling certain stocks and the purchasing of others. This transaction would increase income by \$700. Approved by the Trustees.

GOOD OF THE ASSOCIATION: Pres. T. Greene set the next regular meeting for the 4th Wednesday of the month, August 23, 1989 at 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice.

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

Fraternally, Bob McKee, Secretary
CORRECTION: Our last minutes had the name of EDWARD LAWSON as one of the departed Brothers. Ed is alive and well in Sebastopol and was seen enjoying his lunch at the Retired Members Luncheon, Monday, July 24, 1989, in Santa Rosa. Apologies to Ed and his family for this error.
Bob McKee

The San Francisco Police Officers' Association

NOTEBOOK

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- 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.
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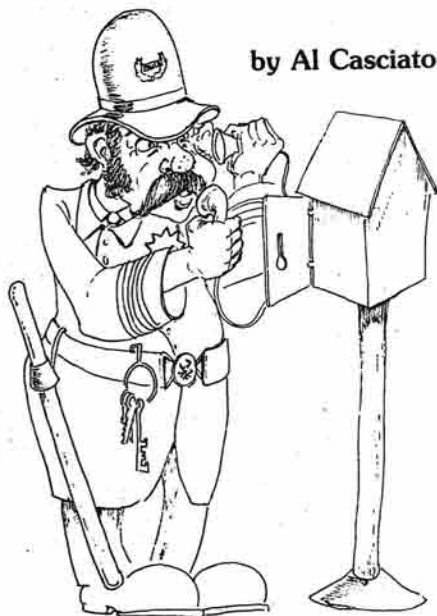
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AROUND THE DEPARTMENT

by Al Casciato



Just another day in the life of a cop — Our R.A.T. Unit made another robbery arrest.

While at the booking Counter at CJ1, the bank robber looked over and said — "Hey, Sarge, I used to work for your department." Rich Alves looked back at him, saying "I'm not a Sergeant, I'm just an officer. By the way, where did you work?" The suspect, smiling, stated — "I worked with the Consent Decree on your last Sergeant's test."

Rich knew that suspect Barry McDonald was suspected in four other bank robberies, and, as luck would have it, Lt. John Brunner arrived at the booking counter to authorize the additional charges just as he was getting cute.

Rich looked at Barry and in reply to the Consent Decree comment with a big smile said, "That's nice, I'm charging you with four more bank robberies anyway."

Softball Commissioner Layne Amiot is soliciting donations of baseball equipment (bats, balls, and gloves, etc.) for a Mission District YMCA Girls team which Mission Station has adopted in hopes of exposing the youngsters to positive activities. The S.F. Giants (Jorge Costa) have already donated bases and game tickets in order to bolster the girls' enthusiasm.

Layne hopes that if enough equipment is collected he will be able to talk every station, unit, and Bureau into adopting a youth team from the less privileged areas of the city. So dig through your garage and donate any unused equipment. The more positive interaction these youngsters have with the police the less likely chance they have of becoming criminals.

Donations can be left at Mission Station or at the P.O.A. office.

Politics...Politics...Politics

Most cops think of politics as a necessary evil because they like things black and white. The current request for endorsement by D.A. Arlo Smith has created a great debate in the stations as the representatives poll their constituencies at the request of President Keys. I'm very happy to see the membership participating in the endorsement process.

In Arlo's case the P.O.A. is in a win-win situation. Our endorsement is critical for the campaign, and for us there is no downside to endorsing the hometown candidate who, if elected, will become the highest ranking law enforcement officer in the state or if not elected will continue to

be our D.A. In both cases we will have greater access to him because of the endorsement. Besides, he's supported and endorsed all our ballot propositions to improve benefits and working conditions. If we do endorse him through President Keys we will now be able to address the issues that concern us about some of his staff.

In the not too distant future we will be flooded with endorsement requests from supervisors and others. Some will be win-win, win-lose, and lose-lose situations. Each case will have to be discussed and analyzed...So participate in the process intelligently... You're part of the system, and you now have a say in it.



Dan Gardner, #1459, and Jack Kowal #244 have been named Employees of the Month (August) at Co. E.

Arlo Smith for State Attorney General

by Bob Barry and Al Casciato

Although the authors of this endorsement article have distinctly disparate political philosophies on a number of issues, we have somehow found that we stand on common ground in recommending that the POA's Board of Directors endorse San Francisco's District Attorney Arlo Smith as the Democratic nominee for the office of State Attorney General.

The state's primary election will be held in June 1990 and the front runners are clearly Arlo Smith and Los Angeles County District Attorney Ira Reiner.

Prior to being elected San Francisco's District Attorney in 1979, Smith served a distinguished 26 years in the State Attorney General's office, having been appointed Chief Assistant Attorney General in 1962, becoming one of the youngest attorneys ever to hold that position. Smith was later appointed Senior Assistant Attorney General, directing the office of Sensitive Trials and Investigations Section and was given the responsibility and distinction of representing the State of California before the United States Supreme Court in the case to uphold the state's Capitol Punishment Statute — a personal and professional triumph which he savors to this day.

When Smith first announced his candidacy for District Attorney in 1979, few political analysts, politicians or labor leaders gave him much of a chance to win. The field was large and the polls showed him at a mere 7%, yet Smith went on to defy the odds and garnered crucial political endorsements, including the POA's, to bring him over the top to win the election. He has since been re-elected twice, making him one of the longest serving District Attorneys in San Francisco history.

Smith inaugurated his campaign for DA on a platform of being a "professional" not a "politician" and amid the pervasive politics in the DA's office at the time, Smith hit a theme near and dear to most voters being elected handily. And although it's difficult, if not impossible, to be totally "politically free" in any elective office, Smith has managed to be just a rung above most elected officials by keeping politics a less dominate influence in his decision making process.

As with any elected official though, once in office for an extended period of time, the "record" is open for debate — both to praise and criticism, and our members, having a direct interest in Smith's performance have their perceptions, as do the Los Angeles police in reviewing Reiner's performance.

Births:

Congratulations to Donna (DeMartini) and John Loftus who welcomed their first born on 05/27/89. Laurie Christine, 7 lbs. 9½ ozs., is doing just great while mom and dad adapt to an entirely new life style. Congrats and best wishes for the future.

New member of Park Station is a four footed, black and white, 8 to 9 month old Heinz 57 mutt who was adopted by the station. Dubbed "Blue" after Barney Fife's mutt, this Blue is very grateful to the "F" troopers for having bailed him out of the S.P.C.A.

While waiting to testify at a parole hearing at San Quentin Prison I couldn't help over hearing a nurse tell a corrections officer that about 70% of the parolees being processed were testing positive for the HIV-1 virus.



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We can all point to a case we've had (or for that matter a number of cases), and pronounce that the DA "kicks out" everything and therefore should be denied our assistance. Although our perceptions may have some basis in fact, we must also consider that his office, like our department, suffers from the very same ailment year after year — the budget ax. And although we would all like to have more funds, and put more people in jail, the reality is quite different and we have to somehow live within these constraints. We, for example, no longer investigate certain types of cases and although we are criticized by the public for this, **we too** exclaim the budget woes as the boggyman.

Overall though, Smith's record in office is quite impressive. State statistics reflect that Smith's Office increased by 65% the number of felons sentenced to State prison. He increased by 120% the number of felons sent to prison for rape, 45% for robbery and 30% for felony assault.

Smith has also been in the forefront in prosecuting environmental polluters; created a state of the art Consumer Fraud Unit and a nationally recognized Domestic Violence Unit. Although these units may not make the front page or the evening news on a regular basis, they are clearly an essential part of his overall responsibilities, and the inroads he has made in these areas are the envy of many in his position.

And unlike Los Angeles District Attorney Ira Reiner, Smith is running for Attorney General without any personal or professional albatross around his neck. In 1984, for example, Reiner, while serving as the Los Angeles City Attorney, was investigated by and subsequently censured by the State Bar for violating professional standards.

Reiner was representing members of the Los Angeles Police Department in a series of civil suits, yet his demeanor in the case — resorting to very negative public comments regarding the department's investigative process in these cases — caused a judge to rule that his office could not adequately represent the officers.

Reiner indicated in his appearance before the San Francisco POA Board of Directors that the controversy in Los Angeles is behind him and that he expects to receive their endorsement. That remains to be seen.

Although recent polls reflect Smith trailing Reiner, he has nevertheless gained during the past few months, with many more to go before the election. We have seen Smith's "come from behind" push before, and we expect to see it again.

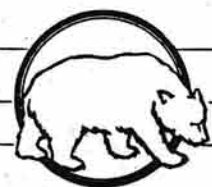
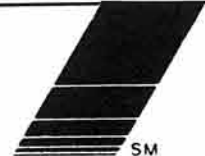
Smith, in our minds, is quite capable, clearly qualified and certainly electable as our state's top law enforcement officer. The San Francisco POA Board of Directors should give Smith every consideration for endorsement.



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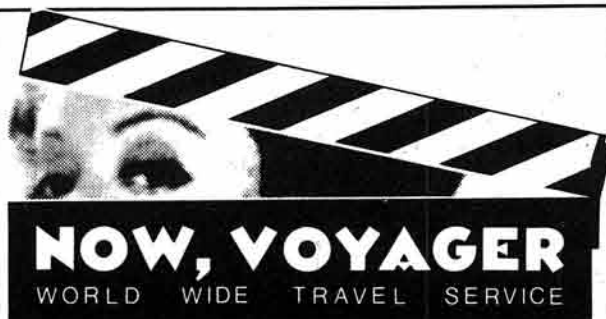
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Deferred Compensation Plan's Mid-Year Results

by Mike Hebel
Financial
Commentator



The tax reform act of 1987 left very few tax shelters unscathed. For City employees, the deferred compensation plan remains a way to divert a portion of bi-weekly salary into a tax shelter savings account set up by the employer. The Internal Revenue Service agrees to postpone taking that portion of pay which the employee agrees to postpone receiving.

2nd Quarter Results

The Hartford Insurance Company now offers 10 plans in its fund family for city employees who wish to take advantage of deferred compensation. The Hartford recently published its performance records, calculated according to the new Security and Exchange Commission's standard methodology, for these 10 funds for the quarter ending June 30, 1989. The returns are calculated on a compound average annualized rate of return.

FUNDS	2nd QUARTER	1 YEAR	SINCE INCEPTION
Stock	5.8%	14%	16.3%
Bond	6.4%	9%	9.9%
Money Market	2%	7.3%	7.3%
Govt. Securities	1.8%	6.8%	6.2%
Advisors	6.4%	13.4%	11.8%
Aggressive			
Growth	8.9%	12.5%	15.9%
GNMA	6.2%	9.5%	9.5%
Index	8%	17.6%	6.2%
Socially			
Responsive	7.7%	—	9.3%
General Fund	9.2%	(8.75% as of 9-1-89)	

The 2nd quarter showed excellent returns from the Aggressive Growth Fund (8.9%), the Index Fund (8%), the Socially Responsive Fund (7.7%), the Bond Fund (6.4%), as well as the Stock Fund (5.8%). None of the 10 plans showed a loss for this quarter. The results from the equity funds were predictable in that the Dow Jones Industrial Average did emerge through its 2600 barrier. Additionally, the S&P 500 has passed its former October 1987 crash high of 317 which it reached on 8-25-87; the S&P 500 has now moved past the 330 level.

As measured by the Lipper Annuity Closed End performance survey for the period ending May 31, 1989, Hartford Stock Fund ranked in the first quartile for one year and in the second quartile for year-to-date. The Advisors Fund ranked in the first quartile for both one year and year-to-date. The Aggressive Growth Fund ranked in the second quartile for both one year and year-to-date. These performance survey results are impressive in that it clearly shows that Hartford's money managers are doing much better *with your money* than are their institutional peers.

City and County Plan

The deferred compensation plan now provides for on-going enrollment. A participant can request changes to their program at any time including increasing or decreasing bi-weekly payment into the plan and also changing the amount being invested in each of the accounts. The plan now provides an 800 toll free line to make quick transfers to an existing account value or reallocating future contributions between funds.

Contributions may be stopped at any time by notifying the Hartford Insurance Company; they may also be restarted at any time. City employees begin to receive payment from their deferred compensation plan at service retirement, termination of employment, death, disability, or extreme financial hardship. Additionally, the Hartford has seven options for withdrawals of accumulated funds. It should be noted that it is not necessary to withdraw one's accumulated funds on retirement; they can be left in the account to grow and be withdrawn at a later time (before reaching 70½ years of age).

For information about the plan, the Hartford's phone number is 995-3232. Long Term Performance

The deferred compensation plan is truly meant for those who are willing to take a long term perspective. Successful investors know that patience pays. The key to en-

joying superior investment results is not to focus on what will happen next month or next quarter or next year, but rather to focus on what will happen over the next five to fifteen years.

The deferred compensation plan works best when it receives contributions for 15 to 25 years and pays out for 15 to 25 years. It is a plan for the accumulation of real wealth by regular discipline of adding something all the time. Actually, the amount you manage to contribute is less important than sticking to a routine.

Historical rewards are generally commensurate with the risks you are willing to take. Between 1926 and 1988, long term government bonds produced total returns averaging 4.3%. Corporate bonds averaged a total return of about 5%. Stocks in the Standard and Poor's 500 — stock index came through at 10%; small company stocks at 12.4%. Inflation ran a compounded annual rate of about 3%, so all of these beat inflation.

The Hartford has established an excellent long term record. Its stock fund, begun on 6-29-82, has achieved a 16.3% compound annualized total return. Its Aggressive Growth Fund, begun on 5-1-84, has 15.9% compound annualized total return. Its Advisor's Account, begun on 5-2-83, has an 11.8% compound annualized total return. During this period, inflation has averaged 3.9% per year.

The plan's General Fund now pays 9.2%. For monies deposited after 9-1-89, it will pay 8.75%. This reflects the nationwide decline in short term interest rates. Every three months this interest rate is reviewed and it does fluctuate. The General Fund has, in the past, paid as high a fixed return as 12.5% and as low a return as 7.5%.

The deferred compensation plan appeals to all variants on the risk/reward continuum. For the conservative (low risk/reward) there are: (1) General Fund; (2) Bond/Debt Securities Fund; (3) Money Market Fund; (4) Government Securities Fund. For the moderates there are: (1) GNMA Fund; (2) Advisor's Fund; (3) Index Fund; and (4) Socially Responsive Fund.

For the more adventurous (looking for higher return and willing to accept downward movement/losses) there are: (1) Stock Fund and (2) Aggressive Growth Fund.

For market timers, there is the opportunity to freely move between all of these funds as financial/economic/monetary factors change. By the use of the toll free line, requested changes are usually effective the date of the call. Market timing is a difficult

investment strategy even for the professionals. It should be undertaken only by those willing to closely follow the markets on a daily basis.

Global Fund

I like, and highly recommend, the Hartford Deferred Compensation Plan. Since its inception, it has added: Advisor's Fund in 1983; Aggressive Growth in 1984; GNMA Fund in 1985; the Index Fund to approximate the S&P 500 index in 1987; and a Socially Responsive Fund in 1989.

This family of fund offerings is not complete. A major investment area is not now available to compensate plan members. It must and should add a global fund. Why?

Since 1975 there has been a dramatic growth in world equity markets. In 1975 the global equity market was dominated by the United States. This is no longer the case as shown by the following world market capitalization chart:

	U.S.	EUROPE	JAPAN
1975	58%	20%	12%
1988	29%	21%	44%

The Hartford Deferred Compensation Plan is viewing the world through a pair of 1975 eyes. Momentous change has and will occur. A 1990's perspective is required — this means making available the benefits of global investing to its plan participants.

The economic unification of Europe will take place in 1992 — this will present unique investment opportunities. In that year there will be a free exchange of goods, ser-

(See COMP, Page 11)

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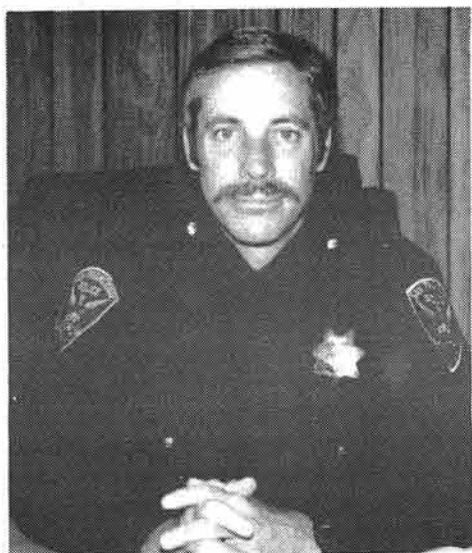
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FROM THE PRESIDENT

MOU negotiations are now back in progress and appear to be moving along. The mood on both sides is good and talks are progressing to where we both want to hammer out a contract agreement which satisfies both sides' concerns and is fair.

OCC Update: Because of the serious breach of security in exposing Chief Jack Jordan's OCC file to the media, along with other pending cases, the POA and Supe Hsieh asked that a Criminal Grand Jury be convened to look into the conduct of OCC. Our request was granted, and the matter will be investigated.

Before getting back to the bargaining table, a meeting was held with the negotiating parties of both sides to clear the air. There was an uneasiness between both sides, and we wanted to know why. What we thought was happening was confirmed. Certain individuals, or a small group, were sending a wrong message to City Hall on how the P.O.A. felt about certain people and different issues. The statements made by those individuals were never authorized by this P.O.A. Board nor do they represent this Board's views on any issue. See the minutes of the last meeting under Motion #6. This was done to correct any misconceptions City Hall may get from people who don't represent or are not looking out for the good of this entire organization.

A letter was also sent to the mayor requesting a meeting to convey this motion. These people who continue to misrepresent this Association are deliberately trying to subvert the whole organization. If those people don't like the current leadership and don't want to help the Association, fine. Do nothing, but don't subvert the Association to get back at a few people because that hurts the entire organization.

As you can see from the last issue of the NOTEBOOK, we're too far behind in everything and there is too much work to be done to improve ourselves to worry about certain individuals who only want control of this Association to serve their own personal agendas. My message to you is if you don't want to be a cop, or you're only in the Association to destroy it, then get out. We've been used long enough.

For those of you interested in the mysterious phone bank. I'll try to clear it up. According to our accountants we were spending \$950 to \$1,000 per month for the phone bank (phones and phone lines) whether we used it or not. This went on for the past 2-3 years but was discontinued

last November or December.

It's becoming alarmingly clear that some internal investigations of officers are being conducted very poorly and some of the conclusions are very slanted or biased against individuals, which I feel is bordering on total misconduct. Our attorneys are taking a close look at certain cases and will proceed vigorously if the officer has been treated unfairly.

The P.O.A. team played in Concord the weekend of July 15/16 in the BART P.D. sponsored softball tourney which we won. I would like to thank Joe McKenna of S.O.B. for filling in and doing a good job while we were short handed.

The first Candlestick Park grievances were heard a few weeks ago. The Chief agreed the department did not meet and confer prior to any criteria being established on how the people who work the games were selected, but basically no real remedy was given as relief for the grievants. We requested arbitration, but the department refused. We will now try to deal with the Chief on this issue or the usual — it's court time.

The P.O.A. Police Services Committee chaired by Gary Delagnes gave out the first P.O.A. honored Officer of the Month. This will be a continual program funded by the P.O.A. for the purpose of giving something back to its members and recognizing its own. In the future this will also include a civilian of the month.

Charter Amendment Update

Wendy Nelder introduced our staffing measure to the Board of Supes for approval to go on the November ballot. The measure went down in flames 8-3. Maher, Hsieh and Nelder for and the rest against. We'll keep that in mind for the future.

HOLD THE LINE

North Beach Mini Park Dedication

After 25 years of bureaucratic red tape, neighborhood meetings, hearings, letter writing, planning, and fund raising, San Francisco's newest mini-park was dedicated on Sunday, July 16, 1989 at 12 noon. The pocket park is located at the top of the steep Kearny Street Steps, one block off of Broadway at Kearny and Vallejo in North Beach.

Patient and diligent neighbors in North Beach celebrated their new pocket park with ribbon cutting, lion dancers, tree dedication, Italian music, and a toast to the neighborhood. The neighborhood dream for a park was brought to fruition by Gerald Hurtado, who lives at Kearny and Vallejo.

The park will provide a spectacular viewing platform from the top of the Kearny Street Steps looking south across the city to the Financial District and beyond. In addition to beautifying the area, it is anticipated that frequent muggings and vandalism will decrease because of open space and vista providing easy observance by neighbors and police.

The neighborhood has worked with Central Station in an effort to find a solution for this intersection, and especially thanks Captains Larry Gary and Jack Damon for their help and support, as well as Central's Police Community Relations group.

Project architect is Roger Boyer, AIA.

MUSEUM

(Continued From Page 1)

construction in full swing and, with funding from the Friends Committee and the SFPOA, along with donated labor from Bob Fitzer (CSI), Liane Scarsella (Co. G) and Paul Murillo (Academy) the project was completed.

Wendy also made it possible for the essential professional track lighting to be donated by LERA Electric and for the donation of over 50 feet of display window glass by the Glazers Union.

Chief Frank Jordan, the members of the Friends of the Police Committee, the San Francisco Police Officers Association,

Supervisors Tom Hsieh and Wendy Nelder, and Officer Bob Fitzer, the museum curator, are all to be congratulated for their work. The dozens of people who donated the memorabilia are also to be thanked and appreciated. The items that were brought out of closets, attics and private collections now become a part of a larger tribute to San Francisco's finest.

George Seland photography

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1520-1522 SANCHEZ STREET

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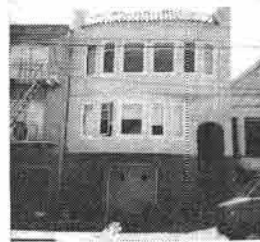
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161-163 27TH STREET

This four unit building is in excellent condition and is ideally located near 24th Street in Noe Valley. All of the apartments have 1 bedroom. The backyard is large with a southern exposure.

\$613,000



1451-1453 CHURCH STREET

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue

Annual Retirement Seminar

Mike and I are happy to announce the seventh annual Retirement Planning Seminar which is scheduled for Saturday, September 16th, 1989. It will be held in the Superior Assembly Room (#307) of the Hall of Justice, 850 Bryant Street.

I assure you that the facilities will be improved, as there will be cushion seats and other amenities to make your stay more comfortable.

The seminar will commence at 0900 hours and terminate at 1430 hours. Coffee and doughnuts will be available on your arrival; a catered lunch will be given to all who attend. Mike and I feel that by attending our seminar that you will be in a better position and frame of mind to enjoy the fruits of retirement.

You owe it to yourself and your loved ones to attend. The cost is \$15.00 per person and is open to Police Officers, Firefighters and their wives. It will be one of the best investmetns that you will ever make.


Make plans to attend by sending a check made payable to Retirement Seminar, 510 7th Street, San Francisco, CA 94103. If there is any further information you would like, please don't hesitate to contact either Mike Sugrue or Gino Marionetti at (415) 861-5060.

Itenerary For Retirement Planning Seminar for Saturday, September 16, 1989		
Speaker:	Subject:	Time:
Lt. Geino Marionetti,	Psychological & Emotional Impact on Retirement	0900 - 0930
Captain Mike Hebel	Retirement Benefits	0930-1200
	Lunch will be served	1200 - 1230
Officer Duane Collins	Taxes — Federal & State	1230 - 1300
Former Deputy Chief Stanley Cordes & Doctor James Maas	Resolving problems of Freedom & Inactivity	1300 - 1330
Mr. Donald Ber, Associate Vice President — Investments, Dean Witter Reynolds Inc.	Current Tax Laws	1330 - 1430
	Early Retirement	
	IRA Rollover	
	Social Security	
	Lump-sum Distribution	
	5 yr. & 10 yr. forward averaging	

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Treasurer's Report:

SAN FRANCISCO
POLICE OFFICERS' ASSOCIATION
MONTHLY FINANCIAL STATEMENT
JUNE 1989

Income:	
Dues — Active	\$70,781.72
Dues — Retired	345.75
Notebook	2,575.00
Misc Income	22,540.00
	\$96,242.47

Disbursements/Expenses:	
701 Accounting	8,235.00
707 Bank Charges	30.99
723 Dues Collection	295.86
725 Equipment Purchase	173.60
728 Equipment Rental	28.22
730 Expense Acct. (Pres.)	400.00
744 Insurance & Bonding	1,777.60
753 Janitorial	480.00
761 Equipment Maintenance	517.89
771 Mailing	37.99
772 Public Relations	970.87
772APublic Relations Spec.	1,587.93
773 Rent	1,797.00
776 Salaries — Office	7,025.35
777 Salaries — Executive	5,559.95
781 Supplies — Office	192.34
782 Administrative Expenses	760.25
785 Fed. Payroll Tax	4,010.32
787 State Payroll Tax	479.47
Less Withholding	[3,671.38]
792 Utilities	1,349.01
796 Retirement President	1,278.83
830 Health Svcs./Retirement	1,872.12
830AHealth Svcs. Expenses	164.12
835 Insurance	[713.97]
850 Labor Relations	127.14
860 Screening	800.12
861 Bley Retainer	5,600.00
863 Publication	3,770.77
870 COPS	1,000.00
872 Life Insurance (Member)	2,067.90
875AFed. Lit Expenses	2,804.67
880 Stress	871.19
895 Sports	3,327.10
895Sports — Special App.	[4,554.71]
897 Will Program	160.00
	\$50,613.53

Cash received over receipts	\$45,628.94
Cash at beginning of period	
Merrill Lynch	82,017.40
General Account	1,475.73
	\$83,493.13
Ending Cash balance	
General Account	22,511.61
Merrill Lynch	82,017.40
Dep. made in July	
for June	24,624.05
Adj. made in July '89	[30.99]
	\$129,122.07

The Supplemental Financial Statement further explains the breakdown of accounts.

July 1989 Financial Statement (Supplemental)

Income:	
Notebook:	2,575.00
Advertising Revenues	
Misc. Income:	22,540.00
Thomas Neece Productions (July Variety Show)	
Disbursements/Expenses:	
701 Accounting	8,235.00
Expenses accrued due to Annual Audit.	
707 Bank Charges	30.99
New checks	
725 Equipment Purchase:	173.60
Postage equipment	
728 Equipment Rental	28.22
Custom Coffee Plan	
774 Insurance & Bonding	1,777.60
Muzio Rovero (Worker's Comp. Ins.)	
753 Janitorial	480.00
Clear Intention Windows	80.00
Ace Building Maintenance	400.00
761 Equipment Maintenance:	517.89
Atlas Heating & Vent.	226.89
Wang Labs (Computer)	291.00
772 Public Relations	970.87
Castro Flower Shop	225.26
Regents U.C.	245.61
VFW Special Projects	150.00
Northern Calif Robbery Officers for Justice	100.00
250.00	
772A Public Relations Special	1,587.93
Andre's TV & Stereo	796.94
S.F. Chamber of Commerce	200.00
French Village Catering	650.00
Olympic Trophy & Award	64.33
Speedway Copy	173.60
Reimburs. Firefighters	[296.94]
781 Supplies — Office:	192.34
Gestetner Corp.	
782A Administrative Exp — Supp	760.25
Allens Press Clipping	16.50
Book Publishing Co.	31.96
S.F. Newspaper Agency	19.20
UPP Inc (Ret. Award Mock-up)	585.75
792 Utilities	1,359.01
Pacific Bell	488.68
Golden Gate Dispsnal	143.12
S.F. Water Dept	20.93
Sonitrol of S.F.	253.50
AT&T	187.32
PG&E	255.46
830A Health Svcs./Expenses	164.12
835 Insurance	[713.97]
Insurance Committee Salaries	[1,490.02]
Secretarial Expenses	776.05
850 Labor Relations	127.14
La Fe's	69.30
Speedway Copy	32.84
Irwin Memorial Blood Bank	25.00
860 Screening	800.12
CB&M	400.12
Michael Roy M.D.	400.00
861 Bley Retainer	5,600.00
Bley & Bley Corp.	
863 Publications:	3,770.70
Thomas Flippin	400.00
Pacific Bell	16.59
Howard Quinn Co.	3,342.54
Photo Express	11.64
875A Federal Litigation Exp:	2,804.67
Human Resource Consultants	600.00
Colleen E. Butler	1,315.80
CB&M	888.87
880 Stress	871.19
Pacific Bell	756.60
AT&T	49.59
Peanuts	65.00
895 Sports	3,327.10
BPOA Softball	190.00
Calgary Police Soccer	500.00
Tennis Shack	336.18
Sunset Soccer Supply	1,800.92
World Corporate Games	500.00
895A Sports — Special App	[4,554.71]
Speedway Copy	153.08
A.G. Carle & Sons	564.94
Howard Quinn Publishing Co.	107.30
Olympics — Raffle Income	[5,380.00]

It's In Your Court

by Bill Fazio,
Assistant District
Attorney



Determining the Time of Death

This month's column will address the macabre and ghoulish (but forensically fascinating) subject of determining the approximate time of death in homicide cases. Time of death may be of little or no concern in certain homicide investigations but may be crucial in others. If the victim was alive at a certain time the defendant may have an iron-clad alibi.

Determining the time of death is not as easy or seemingly as accurate as depicted on late night detective thrillers where the coroner, or detective, feels the forehead of the deceased and announces that the victim expired 12 hours ago. In reality, scientific and artistic efforts, seldom, if ever, lead to such exact determinations of the time of death.

The Coroner/Medical Examiner will attempt to fix a time of death based upon, among other things, the amount of potassium in the eye fluid and the process of diffusion whereby its concentration changes over a set period of time; the "core" temperature of the body (usually a measurement of the liver temperature) under the assumption that a body drops in temperature consistently over a known period of time. The problem is that both of the above methods will vary dramatically depending on such variables as: the trauma inflicted upon the body, the size (weight) of the deceased, room temperature, absence or presence of clothing, activity prior to death and others.

The longer the time of death before discovery of the body, the more difficult it becomes, to set a time of death. Investigators have used rather ingenious devices and methods in assisting them in approximating time of death.

An entomologist is one who studies insects, a specialty of entomology is the "Dipterist" which is the specialized study and examination of certain class of insects, to wit, flies. Dipterists have occasionally been called as expert witnesses in assisting the determination of the time of death. In theory and operation it works as follows: The Dipterist, knowing the life cycle of the common housefly will examine evidence found with the corpse. Specifically, the presence and development of fly larvae, pupae and maggots, by comparing the stage of development with the known life cycle. The Dipterist may be able to render an approximation as to the time of death.

I am aware of other cases wherein the Medical Examiner (in homicides involving pregnant women) was able to approximate a time of death by examining the development of the fetus that the deceased was carrying at the time of death. Not only did this allow an approximation of the time of death, it provided evidence of the development and viability of the fetus, thus allowing for an additional charge of murder as to the unborn fetus.

In spite of the above described "scientific methods" the best determination is often one of a process of elimination. Such information is often determined by reviewing friends and family members that the deceased had appointments or meetings with, work schedules, presence or absence at regular locations including churches, grocery store, laundromat, and the use or non-use of the telephone and other appliances as reflected by the amount of use shown on utility bills.

For those of you who made it through this month's article, I congratulate you. The determination of the time of death may be an important part of the investigation and prosecution of homicide cases. A thorough investigation and use of multiple methods indicated above may be of assistance in determining the time of death.

Self-evaluation

by Gary Delagnes, Co. A

June 26, 1978, a significant date in my life because it was the day I was sworn in as a San Francisco Police Officer. It was also a day that began a roller-coaster ride of emotions, and feelings that I experienced over the next eleven years. No one in my family had ever been in police work, and I must have been asked over 100 times why I chose such a crazy profession.

They all told me there was no money in it. I laughed and said money wasn't the most important thing in my life. They all said it was a high stress job and that cops didn't live very long. I laughed because I was 23 years old, and I thought I'd never die.

They also said it would be tough to get promoted because affirmative action programs and consent decrees were starting to become popular, and white males would be the first ones to suffer. I laughed at that, too. I wasn't even thinking about promotions in those days, but I was sure that when my time came I would be promoted for the great police work that I had performed. They also told me that nobody appreciated cops and that it was awfully tough to be a cop in a city so liberal. Once again I scoffed and said I wasn't looking for a pat on the back, but I was sure that most people liked and respected police officers.

I sure was naive in 1978. I have asked myself 1,000 times since, "What in the world was I thinking about?"

I have never really regretted becoming a policeman, because I enjoy the job. I regret what has happened to a fine department that was filled with pride and integrity, but was allowed to become a department filled with mediocrity, apathy, and self-serving administrators who only have their eyes on the ultimate brass ring and couldn't give a damn about the patrol force.

I have considered leaving this department many times; for another line of work, or even possibly another department.

There is nothing to keep me here. I live in Petaluma, I'm Tier 2. I have a college education that will never do me any good in this department. I could make more money via a salary and benefit package in just about any other department in the state of California.

So, a short time ago I sat down and had a long talk with myself. I'm sure many of you have had the same talk. I'm 35 years old and, if I'm going to make a move, now is the time. I weighed the key factors:

- (1) Time with my family.
- (2) Financial considerations.
- (3) Career Advancement.
- (4) Commute Time.

I also considered the fact that I work in a city whose mayor couldn't care whether I lived or died as long as I didn't bother a homeless person. I thought about working for an administration that either doesn't care or is too blind to see an incredible morale problem and apparently has no interest in rectifying the situation. I have often said that if this department was a corporation we would have been broke and out of business a long time ago.

Sadly, I could only think of two reasons to stay a cop in my native city.

(1) The people that I have met and worked with, and worked for, that I am proud to call my friends.

(2) A burning desire to help this city get back on its feet, and an inner pride that won't let the like of Art Agnos and his band of liberal idiots run me out of my own town.

I admit that these are pretty poor reasons, but they're all I've got.

I ran for office in the last POA election, although I have never really had any political aspirations. My reasons were simple ones.

They may not pay me much, and they may not respect me; but they can't take away my pride, and they won't get me to turn my back on every thing I believe in with a few empty promises from a lying politician. I wouldn't stand by while an organization I belonged to sold me out to politicians with whom I wouldn't share a public commode.

I won't watch the city that I grew up in and had so much respect for, be liberalized to the point of embarrassment. I have

been a strong critic of Art Agnos and will continue to be, because I feel that he is the worst thing to happen to this city and this department in a very long time. That the POA supported him is a disgrace and a slap in the face to every cop who feels the way I do. To the cops that were willing to sell themselves to the highest bidder like a piece of meat, I feel sorry for you. They have taken one of the only things you have left, your pride.

I have decided to dig in for the long fight. I'll probably be one of those idiots that spends 30 years trying to change a system that will never be changed and kick off when I'm 60, like most cops. But at least I will have tried.

I ran in the past POA election with Mike Keys, Steven Johnson, and Al Trigueiro. They are three of the finest and most decent people I have ever known. They are trying very hard to do what's best for you, without compromising our moral standards. They aren't buying dinners for Willie Brown or a round of drinks for Harry Britt. If that's what you want to go back to, I'm sure you will get your chance. They are simply trying to make this POA and this department something we can all be proud of again. They need all of us, pulling on the same end of the rope, to accomplish those goals.

Hiroko Kadoya
DESIGN

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Range Failures To Appear

There have been several recent disciplinary hearings before Chief Frank Jordan involving members failing to appear for Range Qualification. The Department's Special Order 88-45, specifically Section I, D-1a, provides for a Chief's suspension for any member who has more than one Rang FTA (Failure to Appear) within any time frame subsequent to 9/24/86.

A reprimand will be issued (barring a valid excuse) for the first Range FTA and any additional FTA's may result in more serious disciplinary actions.

Special Orders are not subject to Meet and Confer obligations and, as such, there was no opportunity provided to the SFPOA for discussion.

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We Had to Be Sure

It seemed like a slam-dunk case; investigate a car-wash advertising the services of nude female car-scrubbers. Jacksonville, Fla., police finally arrested ten people, including four naked women, and two ladies in bathing suits whose job was to flag down passing cars. Questions came up, however, when it was revealed the investigation included eight weeks of "observation." The cops claimed it took so long because they were waiting for an opinion from the State Attorney's office. Until then, they were forced to keep on eyeballin' the operation.

Board of Directors Meeting July 18, 1989

Meeting was called to order at 1500 hours.

Present: Rosko, A; Coggan, C; Fox, D; Paulsen, E; Gardner, F; Ramlan, G; Conway, I; Doherty, K; Shine, K; Alves, Hdq; Friedlander, Hdq; Fagan, Inv; Sullivan, Inv; Flippin, Muni; Cole, Retired; Keys, Pres; Chignell, VP; Johnson, Sec; Trigueiro, Treas.

Absent: Pete Maloney, Co. B.
Excused: Cliff Java, Co. H; Jerry Donovan, Tac.

PRESIDENT'S REPORT

4/10 Plan: President Keys is extremely optimistic that the 4/10 watch-off schedule with rotating days off will soon be implemented at Potrero Station as well as Central, Southern and Taraval.

Pay Raise: President Keys reported that our raise will be 7.42% (San Jose and Long Beach have still not settled.) There is the possibility of an additional 1/2% raise accorded the COLA (cost of living adjustment) charter provision that can be adopted by the Board of Supervisors. Obtaining the Board's approval will be the first task of our new Legislative Committee.

Legislative Committee: Paul Chignell, Vice-President has resigned as chairman of the Legislative Committee and President Keys, with the unanimous approval of the Board of Directors (See: Motion #1) appointed Ray Benson as the new Chair. Ray is an individual of commitment and his outstanding community involvement will enhance our ability to improve relations with members of the Board of Supervisors.

Welfare Assistant Officer: The issue of compensation for Bill Coggan to serve as Mike Hebel's assistant in welfare compensation matters was resolved. (See: Motion #2).

VICE PRESIDENT'S REPORT

Pre-Tax Pension (Cafeteria) Plan: Vice-President Chignell stated that the pre-tax pension (cafeteria) plan will be implemented as soon as the city attorney's opinion is received by the Controller's office which will effectively eliminate the members of the United Transport Worker's Union from the cafeteria agreement. This specification (UTW elimination) was requested by the affected members because of their concern for their retirement trust benefits.

Candlestick Grievances: Vice-

President Chignell also stated that all of the Candlestick Park 10B grievants turned down the remedy offered by the Administration and have now requested arbitration as a re-course.

SECRETARY'S REPORT

Secretary's Report for the June meeting approved (See: Motion #3).

By-Law Changes: Secretary Johnson distributed the POA Constitution & By-Law changes that will, in summation, effect:

- Election Procedures (Revised)
- New Membership (Moratorium)
- Associate Membership (Housing Police)
- Extended Loan Voting Rights
- Political Endorsements
- Screening Committee Changes
- Increased Number of Elected Representatives with Voting Rights

All of the charter amendments were drafted by the following individuals: S. Johnson, Secretary; A. Trigueiro, Treasurer; M. Hebel, Parliamentarian; P. Maloney, Co. B; M. Paulsen, Co. E; R. Shine, Traffic; G. Rosko, Co. A; H. Friedlander, Hdqtrs.; T. Flippin, Muni; G. Fox, Co. D; C. Java, Co. H; and L. Ramlan, Co. G.

These measures must obtain full membership endorsement for implementation — See your representative for the exact language of each.

Time Table for implementation of By-Law changes:

- July, 1989 meeting — Introduction and submission for review
- August, 1989 meeting — Request for Board approval
- September, 1989 meeting — Revised amendments will be published in "The Notebook", later they will be put to a full membership vote.

OCC Investigation: Secretary Johnson then briefed the Board on our attorneys' interest in the outrageous and illegal release of a confidential OCC investigation. Our attorneys were instructed to request the following from the Police Commission at their meeting on Wednesday, July 19, 1989:

- The appointment of a special investigator to attempt to determine how the OCC investigation was released.
- To have all OCC procedures review by the Commission in regards to the confidentiality issues.
- Request that no other member of the SFPOA be required to submit to OCC interview requests until this matter (confidentiality breach) is resolved. (See: Motion #4).

TREASURER'S REPORT

Treasurer's Report for June 1989 meeting was approved. (See: Motion #5).

MOU Negotiations: Treasurer Trigueiro reported that as of Wednesday, July 19, 1989, the MOU Committee would be back "at the table" with representatives from the Mayor's office. Treasurer Trigueiro also expressed his concern over

the fact that various offices at City Hall have been receiving "misinformation" from certain "sources" regarding the alleged intentions of the newly elected SFPOA Board of Directors which, in turn, may have curtailed our negotiation efforts.

Treasurer Trigueiro then requested endorsement of the following:

"It will be the policy of the SFPOA that all official positions and correspondence that might impact our Association will emanate from the office of the President." (See: Motion #6).

POSITION PAPER

This is a factual summary sheet prepared by our Attorneys for the purpose of bringing all members up to date on all matters — See your representative for a copy.

COMMITTEE REPORTS

Police Services Committee: Chairman Gary Delagnes made a presentation on behalf of the SFPOA to Dan Dougherty, Central Station, for his demonstrated professionalism throughout his career. The Police Services Committee will be honoring a POA member at each succeeding monthly meeting. Funds were approved for this purpose. (See: Motion #7).

Federal Litigation Committee: Attorney D. Reno submitted that there is presently a plan to give two separate promotional examinations (Sergeant/Inspector) by the end of December, 1989. Board members expressed their concern that weights be assigned to any/all portions of these exams prior to testing.

OLD BUSINESS

4/10 Plan: See President's Report.

S.L.E.S. Update: Lt. J. Robinson, Fiscal, is currently negotiating with City representatives to help ensure prompt payment of all "10B" off-duty employment. Lt. Robinson should have a better understanding of the City's efforts in the coming weeks.

Pre-Tax Pension Plan: See Vice-President's Report.

Necce Contract: The contract calls for two "events" per year and will be carried out through 1990-91. Treasurer Trigueiro will have the finalized contract for approval at our August, 1989 meeting.

NEW BUSINESS

• Honorarium for Dan Dougherty, Central Station (See: Police Services Committee Report).

• Update on OCC/Police Commission Case involving members of the Investigations Bureau (Deferred by author).

• Request for Police Gym Equipment — This matter was discussed and a motion passed (See: Motion #10) for the purpose of expending funds to restore outdated damaged gym equipment for use by members of Tactical Division, Bureau of Investigations, Southern Station, Headquarters, Traffic Division.

• Presentation by Mr. Ira Reiner, District Attorney of Los Angeles. Mr. Reiner made a presentation before the Board of Directors requesting our endorsement for the position of California Attorney General. Mr. Reiner has a distinguished background having served as City Controller/City Attorney and two terms as District Attorney for Los Angeles. Mr. Reiner fielded questions from the Board during which time he stated: He expressed the fact that he supports the death penalty, supports compulsory binding arbitration and that his main goal if he should be elected as Attorney General would be to combat narcotics.

The Board will consider endorsing either Mr. Arlo Smith or Mr. Ira Reiner at the August, 1989 Board of Directors meeting. Please make your concerns known to your

(See MINUTES, Page 14)

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The Interview—How It Starts And How It Stops

by Robin Ririe M.A.

The traditional question asked by the interview board to get the candidate talking is "Tell us something about you." and the traditional answer is a life or work history. This is not what the question is asking for. In most cases the interview board will have some information about the candidate before the interview starts (it might be resume, an application form or the person's personnel file). By reciting your history all that's being done is telling the board what they've already read.

The traditional question asked by the interview board to get the candidate talking is "Tell us something about you?" and the traditional answer is a life or work history. This is not what the question is asking for. In most cases the interview board will have some information about the candidate before the interview starts (it might be resume, an application form or the person's personnel file). By reciting your history all that's being done is telling the board what they've already read.

The purpose of the interview is "to sell yourself as you fit the new job or position". To explain that you are the best at doing your present job, is telling the board don't move or promote me because you will be losing the best employee in that position. You must, from the beginning, tell the board that you are prepared and have the skills, aptitude, characteristics and talents to perform the new job.

Here are some guidelines for the foundation of your interview. The foundation that you will build the interview upon is called the introductory or opening statement.

1. Get the board's attention. You have 2-3 seconds to do this. You can use a quote from a famous person you admire, or a one liner that you feel fits you and your strengths. A current need of the department or company that you uniquely fill. Example: "Knowledge is the key to achievement. I have the skill to teach complex information" Notice that this does not have to be a complete thought, just a preview of things to come.

2. Introduce yourself and any unique talents or skills that you might have so long as they apply to the new job or position not the old one. This should take about 10 seconds. This is the first part of the old adage "Tell them what you are going to tell them, tell them and tell them what you told them". The body of the opening statement is the second part or the "tell them", and the closing statement is the last part or the "tell them what you told them". More about the closing statement later in the article.

This part of the opening is not explanatory. It's just a brief outline of what you are going to tell them in the body of the statement. This will give the board a chance to form positive opinions about you and guide them in asking pertinent questions.

3. This is the heart of the opening statement and works best if you have chosen 3 or 4 strengths or skills to talk about in brief detail. Each of the skills, strengths or characteristics that you choose needs to be backed up with a story/personal experience. This must be real life, true and personal, that you have lived, not something made up because it sounds good. There are two reasons that we use true stories; the first is, if you lived it you don't have to memorize it. The second is, anything that you say can be tested or challenged and if you lived it you can defend or explain it.

I recommend that you have no more

than four topics to talk about, and so you don't get lost or confused as you talk, use your fingers to keep track of which one you are talking about. I assign a topic to each finger on my left hand and then hold the finger that corresponds to the topic that I'm talking about. Then if I lose my place or draw a blank, I just change fingers and start talking about the next new topic.

My recommendation is that each topic gets no more than 40 seconds. This is long enough to cover the subject yet keeps you from rambling. It also serves the board, in that they can follow what you are saying for about 40 seconds. After that their minds start to wander, and we don't want that now do we? Remember these 4 topics must apply to the new position and how you fit it.

The last part of the opening statement is a line telling the board that you are through and are ready to answer any questions about what you have said.

The most common response I get to this type of an opening statement is "if I don't tell them about where I've worked then they will not know about my varied background and experiences". The object of the interview is to tell the board how you will fit in to the new job, not how well you may have performed in the old one.

In talking about your skills, accomplishments and strengths I suggest using the acronym T-Bar. By using T-Bar you make sure you cover the information in a clear and concise manner, yet it keeps you from rambling and eliminates the need to memorize.

T - Topic or title sentence. What is it you want the board to know about you? Most of us have a tendency to tell all about what we've done or how we did something and then at the end we tell what it was. I guess we think our accomplishments are a suspense thriller. In an interview it's best to be up front with the interviewer and tell them what we are going to talk about.

B - Background. This is the where did you get the experience or skill. This is where your work experience comes into play. It is not however a long winded explanation of where you worked but the value of what you learned from where you worked.

A - Action. What did you do, what jobs did you perform, what skills did you acquire and how did you use them. Don't describe the project in detail. What the board is looking for is your action, your involvement and your ability to work as part of a team and how you functioned.

R - Results. Tell what you accomplished and the value to your employer. This is where you toot your own horn without sounding like a braggart. Be clear, concise and specific.

Remember each of the T-Bars can take a maximum time of 40 seconds and no more; however, it can be less. The total time allowed for the opening statement is 4 minutes. The best time is about 3 1/2 minutes.

The last part of an interview is the closing

statement. This is the "Tell them what you told them". This is not the time to try to go back and answer an earlier question that you think you screwed up. This is not the time to bring up new information that you forgot to talk about during the interview. This is just what it says "Closing". The number one mistake made in closing is to say in response to the question "Do you have anything else to say or add to the interview or anything we've forgotten?". "No I think we've just about covered it all". Boo Hiss. That is asking the board to score you on the statement "No, that's all".

The board will not remember the opening statement nor will it remember the specific answers you gave unless you were caught in a lie. They will, however, remember the closing statement. So Make One.

The closing statement is brief and to the point, 10 seconds, and has 4 parts. 1. Get the attention of the interviewers. The board is expecting a long winded dissertation about something that was discussed earlier. As a result they have mentally cut you off and have begun the scoring process. You must do something to get their attention. Raise your voice and at the same time sit up in your chair. Remember; this is your last chance to have them hear you.

2. Remind the board of your strengths, skills or the characteristics you talked about in your opening statement. Use only one or two words to describe each of these. This will refresh their memory of your unique qualifications for the position and will help separate you from the other candidates.

3. Tell the board that you are ready and prepared to accept the position (give them the full title of the position), for, (give the name of the department, the city or county). This is a bold and straight forward statement. Don't be bashful, if you don't ask for the position how can you expect to get it.

4. Thank them, keep this very short. Remember the whole closing is only 10-15 seconds long. After saying thank you, pause about one second, stand up and extend your hand to the person that is the

Mission High School 50th Reunion

The classes of June & December 1939 of Mission High School, San Francisco will hold their 50-year reunion on Saturday, October 21, 1989, at the Grosvenor Airport Inn in South San Francisco. To help in the reunion effort, please contact Iris Conti Allegrini, 97 Lapham Way, San Francisco, 94124. Or phone Iris (415) 584-6314.

furthest from the exit. Shake that person's hand calling them by name. If you can't remember the name of each person then don't remember any of the names. Nothing is worse than saying "Thank you Mr. Smith, Thank you Ms. Brown and thank you Mr. Ah, ah, ah — sir."

As soon as possible after the interview write down all the questions asked of you and the answer you gave. This will give you an idea of how well you did. Last, but not least, let me remind you that attitude is the key to any interview. Attitude is worth 80% of your score. Believe in yourself and your ability and you will do well.

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.

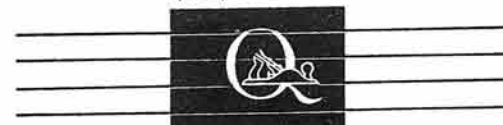


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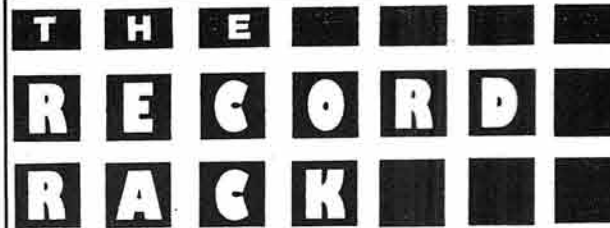
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Back To The Table

by Al Trigueiro

On July 20th, the P.O.A.'s MOU Committee led by our new attorney, Vince Courtney of Davis, Reno & Courtney, returned to the bargaining table to meet with Deputy Mayor Claude Everhardt and the City's negotiating team.

A week prior to the first MOU session, Attorney Courtney arranged for Secretary Steve Johnson and Treasurer Al Trigueiro to meet with Deputy Mayor Everhardt to iron out differences, real or perceived, that had developed in the previous sessions and to set the stage for serious and productive negotiations. This get-together proved fruitful as the Deputy Mayor must be credited for bringing both sides back to the table after approximately a month without discussion.

Much of the July 20th meeting was spent reviewing the language of several key issues, one of which recognizes the Association as a representative of sworn personnel. After several hours of very congenial negotiations, both committees

agreed to continue with discussions on Wednesday, July 26th.

At the Wednesday meeting, the pace of negotiations quickened as four more sections were tentatively agreed upon, bringing the total of sections tentatively agreed upon to seventeen. The four recently settled issues dealt with transfer procedures, court time, station facilities' upkeep and meals during special events. During the same discussions our Committee withdrew four issues in hopes that the City will respond in kind at our next session which is scheduled for Friday, August 4th.

It should be clarified that any issue tentatively agreed upon by our MOU Committee must be passed by a majority vote of the membership.

The MOU Committee is hopeful that due to a renewed congeniality on both sides of the table and to an increase in the pace of the negotiations, a settlement or a major movement will occur within four or five weeks.

You will be kept posted of all events.

Workout In Marin

by Bob Bernardini

Peacock feathers, hot tubs, sushi bars in the land beyond the Golden Gate Bridge do not necessarily make for optimum good conditioning by the standards of the hard body genre. Unfortunately, many would-be workout buffs have been financially burned by some fitness center management people who walk off with the club's money and force them to close due to lack of operating funds.

During my time of living around the land surrounding Mount Tam I have finally discovered a honest to goodness gym that has continually operated for eleven years. The Nautilus of Marin Club, owned and operated by Glenn and Luanna Diamond in San Rafael, has provided me with what I want in a gym. The place looks terrific,

it's very clean, well lit and has just about all the workout equipment I want. The Pacer running track which can be elevated for tougher running, the Stairmaster (butt breaker) workout, the Nordic Trac and, of course, Nautilus machines and a bevy of free weights are in good shape.

What is the sales pitch here? None. I tout this club because I just learned that the San Rafael Police Department is paying a portion of the cost for their members. Can you imagine that! I spoke with the owners, and they are willing to offer a discount for members of the San Francisco Police Department. I found this hard to believe in this day and age of "take away benefits when you can." This out-of-town organization will forego their annual membership fee of \$485 and offer us a \$380. The \$380 annual fee offered for the next two months includes a bath towel when you work out, a locker, two dressing rooms equipped with a sauna and a steam room, hair dryers, a new juice bar, and a nice group of people, young, some a bit older, and a variety of hard and semi — hard bodies — coed. Oh yeah, they also have a nice jacuzzi which is also coed. Aerobics, tanning, massages and racquet ball courts available. Call them to arrange a tour, ask for Christine or Luanna at 457-8944, and be sure to tell them you're from the SFPD and read about their offer in the Notebook.

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Attorney General Race

by Richard Oakes, Vice Crimes

I understand Arlo Smith may run for State Attorney General.

Before the Police Officers Association decides to endorse Mr. Smith, let's look at how his office has backed us in the courts. Pardon me ... I don't mean the courts. We all know that once a case gets to the courts, the D.A.'s office expects a guilty plea or conviction.

What I want to examine are the misdemeanor and/or felony 243 b, or 243 c P.C. arrests. In the past month, I've had two 243b P.C. cases dismissed by the D.A.'s office. How many other cases of assault on police officers are dismissed by the D.A.'s office?

Of course, some arrests are made and the arresting officers don't expect the D.A.'s office to prosecute. But if the arrest escalates to a 243 b or 243 c, and we expect to maintain any reasonable control of the criminal elements on the streets, the D.A.'s office must prosecute assaults on police officers.

The pukes on the streets already know that "CRIME PAYS." They already know that "RESISTING ARREST PAYS." (How often are 148 P.C. charges prosecuted?). Are they now finding out that assaulting a police officer "PAYS?"

If you've had 243 b or 243 c dismissed, send me the date and case number and I'll compile a list for the P.O.A.

Leukemia Update

O+/O- Blood Needed Now

Ken has been using up blood and platelets faster than we expected. We have an urgent need for donated O+/O- blood and platelets. Donors should come to the UCSF Blood Bank to assure that your blood will go directly to Ken, not just be placed in a general account. O+ and O- Donors should direct their donations for Ken Mondfrans in Room L-1118. Donors of other types of blood should ask about giving platelets or have a unit of whole blood credited to Ken's account. (Donating blood platelets is similar to donating whole blood, except that two arms are needed and it takes a bit longer.)

As we cannot be assured that blood donated elsewhere will actually reach Ken, please make your donations at the U.C.S.F. Blood Bank in the Donor Center located behind the Emergency Room at Moffit Hospital, U.C.S.F. Medical Center, 505 Parnassus Avenue in San Francisco, Room L-135 (Ground Floor) of the adjoining Long Hospital. The Donor Center is open from 10:00 a.m. to 7:00 p.m. weekdays, and from 10 to 5 p.m. on Saturdays. (467-6989)

Thank you again,
Gary Mondfrans,
Communications

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Jerry D'Arcy — A Man For All Seasons

by Paul Chignell
Vice President

Gerald C. D'Arcy, one of the great police union leaders in the United States, passed away recently after a brief illness.

Most San Francisco police officers know the name of D'Arcy as a retired Police Commander (1985) and as the father of two distinguished police officers in San Francisco, Brian and Jerry Jr.

Though Jerry D'Arcy was an excellent police officer upon his entry to the Department in 1953 until his retirement in 1985 after attaining the rank of Commander, his legacy will certainly include his tremendous talent as a leader in the police union movement of the late 1960s and early 1970s.

Jerry D'Arcy was a man of vision — a man who transformed the Police Officers' Association from a fraternal organization into one of the most powerful rank and file police organizations in America. He had allies within the POA in the early years, cops like Jerry Crowley, Tom Carey, Lou Calabro, Mario Tovani and others. But it was the leadership of Jerry D'Arcy, a man with a purpose, that led to the transformation of the POA.

D'Arcy helped form the Bluecoats, a tightly knit group of officers who believed that the POA was not representative of the officers wearing blue uniforms in the district stations. They spearheaded changing the POA by-laws so that each of the stations and units would have representation on the POA Board of Directors. Their first major issue in 1969 was to obtain equity in like work/like/pay cases as they found that many of their members were being passed over for these assignments. They won that battle.

In 1970 Jerry D'Arcy was elected 2nd Vice-President of the POA and continued to persist in recruiting Bluecoats to fill the other offices of the Police Officers' Association. He and Jerry Crowley led a massive demonstration of off-duty officers in June of 1970 marching around the Civic Center plaza wearing black arm bands protesting the murders of police officers and the lack of sensitivity from City Hall. Lou Calabro was one of his right hand men during those years helping organize the protest.

In 1971 D'Arcy was elected President of the POA and Jerry Crowley was elected Secretary. They leased a building at 548 7th Street close to the Hall of Justice and hired full time staff. They became aggressive in dealing with the Police Commission and the new Chief of Police, Alfred J. Nelder (now a Police Commissioner).

Through D'Arcy's efforts, they started courting politicians both within the City and County of San Francisco as well as at the state level. In 1971 D'Arcy announced that he had forged an alliance with a young Supervisor elected two years before, Dianne Feinstein, and secured sufficient votes to place a Charter amendment on the November 1971 ballot to mandate a civil service examination for the Bureau of Inspectors. The amendment also wrote into the Charter that a police officer had to have an equal or higher civil service rank to supervise another police officer. This was a dramatic change in the organizational structure of the San Francisco Police Department. D'Arcy believed that fairness should prevail in the Department, not juice. He had many enemies within the Bureau of Inspectors, who did not want to change the system of appointment to the Bureau. With the help of an excellent campaign team including Gale Wright, who later became a long term member of the Board

of Directors and who became the editor of the POA Notebook, the voters passed the historic Proposition E changing the face of the Police Department.

D'Arcy also engineered the first Memorandum of Understanding in 1971 with the strong assistance of Bluecoats Calabro, Crowley and Michael Hebel. The Memorandum contained the first protections of a transfer policy based upon fairness, not juice.

D'Arcy was now firmly in charge of the POA, giving strong speeches at committee hearings of the Board of Supervisors and speaking before the State Legislature. He persuaded Assemblyman John Burton to introduce the first Police Officers' Bill of Rights, the first legislation to outlaw forced polygraphs on police officers and fought inimical workers' compensation measures. POA leaders around the United States worked with D'Arcy to find out how he was accomplishing results in San Francisco including the powerful Edward J. Kiernan of the New York City Patrolmen's Benevolent Association. Kiernan became a good friend of Jerry D'Arcy.

D'Arcy then became involved in the January 1972 POA Board elections to a further extent than he had in the past. I will never forget the day in December 1971 when Jerry D'Arcy, Jerry Crowley and Lou Calabro came out to the Taraval Station to recruit me to run for the Board of Directors.

I was afraid to run for the Board because POA leaders on occasion were to catch a lot of flak from their bosses if they got involved in the militant POA. D'Arcy, Calabro and Crowley had heard about the issues I was promoting at the Taraval Station and finally persuaded me to run for the POA Board of Directors. I ran, won the election and joined the Bluecoats, a decision that changed my life.

Jerry D'Arcy taught me many lessons about how to lobby politicians, how to represent an officer in trouble, how to negotiate with police administrators and how to do it all with a sense of humor.

In October of 1972 D'Arcy resigned as President as his name came up on the solo motorcycle list for lieutenant and Crowley was prepared to take over the reins of the POA. D'Arcy was also burnt out in the job and knew that the core of the Bluecoat movement could continue his work. His issues when leaving the POA including residency restrictions, retirement enhancements and stopping the closing of Potrero and Park police stations were eventually won by his successor Crowley — but D'Arcy laid the groundwork.

Throughout the succeeding years Jerry stayed close to Crowley and myself giving us advice and assisting us when we lost a battle or two. When Bob Barry defeated Crowley in 1979 to start his eight (8) year tenure as POA President, D'Arcy was one of his closest advisors and became a great friend.

Jerry D'Arcy rose through the ranks from 1972 until 1985 making Captain and Commander. He received the respect of his subordinates and his colleagues but never lost sight of his police association involvement and never really became a management "type".

Jerry accomplished much in his life, raising a wonderful family, being a loving husband to his wife Helga and assisting his friends in trouble.

Those of us in police work will miss Jerry D'Arcy as I do every day and will remember him fondly for his leadership and imagination in making a better life for police officers



Jerry D'Arcy upon his promotion to lieutenant in 1969

and their families.

Jerry Crowley said it best a few days ago: "Jerry D'Arcy carried the torch for the police labor movement in San Francisco and it never burned brighter. He was our shield against political reprisal. His courage was the sword we used to defend ourselves. He stood in our place, felt our shame, represented our dreams, and fought our daily battle for self respect." No more could be asked of a leader in his lifetime. We carried his body to the grave, but not his spirit."

COMP

(Continued From Page 4)

vices, capital and labor — a Europe without walls.

Market opportunities are presently being missed in the United Kingdom, West Germany, Canada, France, Switzerland, Italy, Australia, Spain, Taiwan, Hong Kong, New Zealand, Singapore/Malaysia, Thailand and South Korea.

A global fund offers an excellent diversification tool, reducing overall portfolio risk. A global fund is not for everyone but neither are many of the funds presently offered by the Hartford.

Recent Performance

The second quarter of 1989 saw a sharp advance in the equity (stock) markets. As far as the stock and bond markets were concerned, the data on GNP, employment, inflation and just about everything else was good news. The numbers indicated both a slowing in the rate of economic growth and that inflation was under better control.

MARKET INDICATORS	YEAR-TO-DATE ADVANCE
S&P 500 Index	14.5%
Dow Jones Industrials	12.5%
NASDAQ Composite	14.1%
NYSE Composite	13.9%
Wilshire 5,000	15.6%

HARTFORD RESULTS

Stock Fund	14%
Advisor's Fund	12.4%
Aggressive Growth Fund	15.3%

The Hartford money managers did attain investment results for the first half of 1989 which compare favorably to the popular averages.

While it is important to watch Hartford's semi-annual results, remember this is a tax deferred investment program for the long term. Past performance is no guarantee of future results, but over the long run the stock market has typically outperformed

other available investments.

Tier II Comparison

For several years I have been energetically and enthusiastically urging officers in the Tier II Retirement System (joined police department after November 1976 or participated in Tier I benefit buyout in 1981) to join the deferred compensation plan even if they could only contribute the minimum (\$5.00 per pay period). The Tier II plan provides a very minimal (2%) annual non-compounded cost of living adjustment which makes it very unattractive.

But a combination of Tier II and a deferred compensation retirement plan does provide for financial independence. Hypothetically, if a member of Tier II (age 52 with a spouse of the same age; 25 years in the SFPD) were to have retired for service on June 1, 1989 having contributed into deferred comp maximally (\$7,500/year for 25 years at an 8% accumulation rate) the following would happen:

Tier II Monthly Retirement Benefit:	\$1,570
Deferred Comp Monthly Benefit:	\$4,433
Total Monthly Retirement Benefit:	6,003

The deferred compensation monthly/benefit, used in the above figure, is option four — joint/survivor 50%, payments made for 37.3 years for a total payout of \$1,981,390.00. The deferred compensation cash value would be \$567,137.00 at the time (6-2-89) of this hypothetical retirement.

What should this scream at you? Deferred compensation is a powerful money compounding mechanism that should be part of every Tier II officers' personal financial plan.

What To Do Now

The national economy has entered into its 7th year of expansion (a post WWII record). An economic recession (two successive quarters of declining real gross national product) has been forecast for the last three years as well as for 1990. Now many economists are foreseeing a different end for the current cycle — a so-called soft landing in which the economy slackens without actually going into full recession. It is clear that the Reagan recovery is slowing. But whether the recession? Stock prices usually peak before a recession begins and then bottom out before the recession ends. But trying to accurately anticipate when a recession will begin is something most pros can't even do. Now is the time for some defensiveness.

The General Fund now yielding 9.2% (8.75% as of 9-1-89) is still attractive. The Advisor's Fund, with its emphasis on long term total return, is attractive with its present allocation of 57% stocks, 32% bonds, and 11% in cash equivalents. The Aggressive Growth Fund has done very well; however, it is the most volatile of Hartford's offerings. Maintaining a position in this fund requires a higher risk tolerance as well as a long term commitment to it. The Stock Fund should be part of most participant's money allocation.

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The Whisper of Wings

by Jake Stasko, Academy

For Brother Jim: Member of the 1st Club, my Consigliere, my Friend, my Brother

I'm so tired now; so very, very tired...

and confused.

I wish I had those elusive, magical answers
(or even knew where to look for them)
for the overworked questions that everyone asks
during times...such as this.

My only recourse is to close my eyes
and force myself to travel backward into my memories
in an effort to escape

to other times...and other places...

Far, far away, from the excruciating reality
that is here and now.

A time of innocence...
of searching, experiencing, and learning.

As my thoughts begin to crystalize
the pain I have been feeling, momentarily starts to ease
and is replaced by a steadily increasing feeling of
renewed amazement, as I once again gaze out across
an open expanse of forested carpet that stretches out
far below me.

It's quiet here. So very quiet.

I remember this place...a quiet, El Dorado County mountain plateau,
from so many August afternoons of long ago.

There is absolutely no apparent movement...

No easily discernible sound.

I again experience a sudden flood of emotions...
of being overjoyed and overwhelmed
(by the incredible magnitude that is Nature)
But I feel strangely apprehensive, also.
Perhaps if by only the sudden realization
of being totally alone
and somehow vulnerable.

I can still feel myself slipping deeper and deeper
into this all enveloping experience of complete solitude...
My thoughts are racing, out of control, ever faster and faster
in no particular direction...
even though, subconsciously, I know that I'm not
in any real or apparent danger.

This almost unbearable crash of silence has become deafening,
and is so overpowering that my initial apprehension
is quickly being replaced by near borderline fear.
As I struggle to regain control of my emotions,
I find that I am gratefully distracted by...what?

What is that sound?

Is it the result of an already over-stimulated imagination...
or the wind...
or perhaps, a whisper?

Almost indiscernible, at first,
but as I attempt to locate its source
I find myself becoming somehow calmer,
as my attention eventually drifts skyward.
With the aid of this seemingly intangible force,
I have regained control of my emotions.

The "whisper," that I thought I heard is in actuality
the muffled, methodical, movement of an eagle's wings in flight.

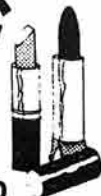
I know it wasn't a voice, so much that I heard,
but rather some underlying message
assuring me that everything would be all right...
That no matter what happened I wouldn't be alone,
and that I could overcome and survive
this disconcerting, if only momentary,
feeling of complete vulnerability and insecurity.



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President

In essence, this was my initial encounter
with the reassuring "whisper of wings".

The years pass rapidly, now...
as I journey through the old film clips.
that make up my memories.
As the speed of these passing events begins to slow,
I find myself upon yet another mountain plateau, of sorts.
I once again encounter an ever-increasing feeling
of apprehension and indecision, as I stand
at one of the crossroads of life,
attempting to decide upon which particular path to follow.

Again, my jumbled thoughts are racing in many directions.
and I feel that I am "out of control" and very much...alone.

I close my eyes, desperately hoping to regain control of my emotions
...Apprehension turns to paranoia, due to not knowing what to do...
Which path to follow...
and then, I hear it, again...
Very softly, at first, as before,
but nevertheless still very much evident...
that whisper, again.

I immediately recognize the sound, and remember where
I've heard it before.
I expectantly scan the sky overhead, in search of
my "old mentor," the eagle.
But the eagle is no where to be found.

Instead, the source of the whisper is...you!
And again, it's not so much words,
but rather the underlying message...
the essence of which could be summed up as:
"Slow down...take your time.
Live, and experience life, to its fullest.
Don't fear. You are not alone. I am here now.
...With faith, trust, and the belief that we
can accomplish whatever we set out to do,
and by relying on one another,
we'll soar high above and attain
what others only dream of accomplishing."

Once again, my fears have diminished
and I realize that this was but another encounter with
the "whisper of wings"...

A whisper which perhaps originates from somewhere
deep within ourselves

But for now, we have returned to the present.
It's quiet again. So very, very quiet.
There is no movement, no sound, deep inside each one of us.
Only the searing pain that cuts so deeply
And makes us all afraid...
Afraid that we'll never, ever, be able to stop
the bleeding, or make the hurt
go away.

But close your eyes...and listen very quietly...
Not with your ears...
Listen with your heart
Can you hear it? It's there...
It will begin very softly, at first...
But if you listen closely enough...You'll hear it...
That whisper...
reassuring us that everything will be all right.

The elusive, magical answers that we seek for those overworked
questions, that we ask ourselves during times such as these
exist deep within each one of us...
Sometimes all we need is a little help to find them.

It doesn't mean that we'll never be afraid again,
But when it does happen
Just close your eyes...
and listen for...
the whisper of his wings.

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\$120 per person if registrant names are received by 5 P.M., Friday, August 18, 1989 (includes Gang Manual). Persons registering after August 18 must pay the regular tuition of \$135. Registrations may be made by either telephone or mail. To qualify for the special \$120 tuition, telephone registrations must be received by 5 P.M., August 18, and written registrations must be postmarked no later than August 18. Visa and MasterCard accepted. **If your new fiscal year is about to begin, we will not bill you until after that date if you so request.** We will also gladly adjust other billing procedures to accommodate the needs of individual departments.

Requests for refunds will be honored up to 5 P.M., Wednesday, September 6, 1989, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed for cancellations received after 5 P.M., Monday, September 11, 1989.

COURSE CREDIT:

California P.O.S.T.	Meets training point criteria - no reimbursement	Utah P.O.S.T.	15 hours
Nevada P.O.S.T.	15 hours	Idaho P.O.S.T.	15 hours
Arizona ALEOAC	By agency request (routinely approved)	Oregon B.P.S.T.	15 hours

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

LOCATION:

Bahia Resort Hotel, 998 W. Mission Bay Drive, San Diego, California 92109. (619) 488-0551, or (800) 288-0770. (The entire top floor Ballroom has been reserved for this program. The Bahia is located on a private portion of beautiful Mission Bay, yet is only minutes from San Diego's many attractions. Ample free parking.)

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SIGN-IN/TIMES:

Sign-in and receive course materials on Thursday, September 14, from 7 A.M. to 8:30 A.M. Class will begin promptly at 8:30 A.M. on Thursday, and conclude at 4:30 P.M. on Friday.

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FACULTY: Tom Harris, Juvenile Operations Bureau, L.A. Co. Sheriff's Dept.; Tom Wright, Orange Co. Probation Dept.; Joe Suarez, Gang Unit, L.A.P.D.; Loren Naiman, L.A. Co. District Attorney's Off.; and Doc Blaylock, Gang Unit, San Diego Police Dept.

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September 14 & 15, 1989

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MINUTES

(Continued From Page 8)

representative.

MONETARY REQUESTS

4/10 Computer Funding: Presented by: Johnson, Secretary; Cost: \$1,600.00. Discussion: Secretary Johnson deferred pursuing any motion in this regard until the principals who would most utilize the plan could address the Board.

Police Museum Benefit: Presented by: Trigueiro, Treasurer; Cost: \$650.00. Discussion: The monies expended provided refreshments for all those attending the new Police Museum located at Civic Center Auditorium at the Grand Opening. (See: Motion #8).

Request for Reward Money in Haggett Case: Presented by: Johnson, Secretary; Cost: \$5,000.00. Discussion: The Board felt it was incumbent that we express our outrage over the tragedy that a brother member has undergone when his young 7-year-old daughter suffered a gunshot wound due to the negligence of another. The monies approved will be offered for the arrest and conviction of the individual(s) responsible for this crime. (See: Motion #8).

Request for Honorarium for Jim Nelson: Mr. Jim Nelson provided our Association with 15,000 raffle tickets at no cost so that we could raise funds for the recent Salido Benefit. Approval was sought for a \$100.00 gift certificate for Mr. Nelson in thanks. (See: Motion #9).

Request for New Gym Equipment: Presented by: Fagan, Investigations; Cost: \$5,000.00. Discussion: The equipment in our gym is at the point that it needs replacement — The City will not assist in financing items that help members stay physically fit so the officer in charge of the gym approached the Board for the monies necessary to benefit five (5) different units (Tac, Headquarters, Co. B, Traffic, Investigations). (See: Motion #10).

P.A.L. Golf Tournament: Presented by: Keys, President; Cost: \$600.00. Discussion: The PAL is sponsoring a golf tournament on Monday, September 9, 1989 at the California Golf Club. The Board approved the purchase of a four-some and will raffle same off (Raffle date: Friday, August 11, 1989). In order to participate in the raffle, **submit the names of your foursome** to the POA office no later than Thursday, August 10, 1989 by 1700 hours. (See: Motion #11).

Honorariums for Members/Police Services Committee: Presented by: Delagnes, Chairman; Cost: \$2,200.00. Discussion: Chairman Delagnes stated that

the members of his Committee would like to continue in their efforts to select an outstanding POA member each month. The member selected will receive a plaque and be invited to an annual dinner held for all honorees. (See: Motion #12).

MOTIONS

Motion #1: Motion/Chignell; 2nd/Johnson — To appoint Ray Benson as Chairman of the SFPOA Legislative Committee. Passed unanimously.

Motion #2: Provides Bill Coggan, Mike Hebel's assistant on welfare compensation matters, compensation at the rate of 4th year Q-2 salary.

Motion #3: Motion/Gardner; 2nd/Rosko — To approve the Secretary's Report. Passed unanimously.

Motion #4: Motion/Johnson; 2nd/Trigueiro — Our attorneys are to request the appointment of a special investigator by the Police Commission to look into the breach of confidentiality involving an OCC investigation. Further, that no member shall be required to submit to any further OCC interview requests until the control problems at OCC are addressed. Passed unanimously.

Motion #5: Motion/Rosko; 2nd/Fox — To approve the Treasurer's Report for June, 1989. Passed unanimously.

Motion #6: Motion/Trigueiro; 2nd/Rosko — In order to prevent "misinformation" from being received by City Hall, it will be the policy of the SFPOA that all official positions and correspondence that might impact our Association will emanate from the office of the President. Passed unanimously. Voting Yes: Rosko, Coggan, Fox, Gardner, Doherty, Shine, Alves, Friedlander, Sullivan, Johnson, Trigueiro, Keys. No: N/A.

Motion #7: Motion/Cole; 2nd/Fox — Police Museum Benefit Expenditure (\$650.00). Passed unanimously.

Motion #8: Motion/Johnson; 2nd/Chignell — Request for reward money in Haggett Case (\$5,000.00). Passed unanimously.

Motion #9: Motion/Johnson; 2nd/Ramlan — Honorarium for Jim Nelson (\$100.00). Passed unanimously.

Motion #10: Motion/Fagan; 2nd/Alves — Request for new gym equipment (\$5,000.00). Passed unanimously.

Motion #11: Motion/Fox; 2nd/Friedlander — P.A.L. Golf Tournament (\$600.00). Passed unanimously.

Motion #12: Motion/Johnson; 2nd/Rosko — Honorariums for POA members (\$2,200.00). Passed unanimously.

Steve Johnson
Secretary

They Look to You

by Michael McLaughlin,
SF Police Academy Graduate

If police officers don't already know their jobs are stressful they haven't been paying attention. Thankfully, others are also becoming more aware of this fact and more work is being done to help officers reduce, or at least better manage such stress. Nowhere is this work needed more urgently than in the field of stress which affects our families.

The purpose of this article is to help identify and possibly provide some very fundamental techniques for dealing with one specific area of stress placed on a police officer and his family because of his job. It is probably one of the most important to any police officer, the one affecting his or her children.

Consider the following scenarios:

While working swing shift you respond to a "shots fired" call. Upon arriving you're faced with a mentally disturbed woman waving an automatic pistol in the air, threatening to shoot anyone who comes near here. As your partner begins to approach her she brings the gun to bear on him. You fire and kill her. You survived the shooting and the investigation that followed. With the techniques and support groups now available you begin the process of healing the personal emotional trauma that follows. You are just beginning to feel like everything really will work out when your six year old daughter comes up to you and says "Daddy, the kids at school said you shot that lady for no reason and that you're a murderer, is that true?" What do you say?

After your second day in a row of double shifts (the flu is making its rounds of the swing shift) you make it home with one thought — sleep — when your three year old comes up and asks if you "powed anybody like the police on TV do?" Again the question; what do you say?

Most of the answer depends on the relationship you have built with your children. Are you able to discuss the pressures and stresses you face? Have you been honest with them about what you do and why you do it?

Children are amazing. They are not "little adults", but rather "little people" with the same basic needs as their "larger" counterparts. Their questions are innocent, but brutally honest at the same time. They have the incredible ability to ask questions that, if answered simply and in a straight forward manner, are at the exact level of understanding they require. This is mainly due to the fact that children are gaining knowledge of the world about them, their place in that world, and the proper way to function in it constantly. They look to you as the greatest single source of this information.

It's an awesome responsibility. The ways in which you fill it will decide not only how you view yourself each morning in the mirror, but, more importantly, how that child will view himself or herself and the surrounding world. Enough preaching from a soap-box. You're not reading this because you need someone to remind you of the special role you play in the development of your child. You are reading hoping to find a perhaps better way to fill that role.

Let's go back to the scenes above and examine some possible solutions. In the

first scenario one possible answer might be, "Don't believe 'em kid, they don't know what they're talking about." And with that you go to the refrigerator, pull out that magic stress reducer, and pour yourself a "tall cold one." Sound familiar? If it does we have a lot of work to do.

If on the other hand, you turned the television off, pulled her up on your lap and explained that, "The lady was a bad person, she was going to hurt me or Bill (your partner) real bad, maybe even kill someone. I really didn't want to shoot her, but she wouldn't listen when I told her to drop the gun. I had to stop her before she could hurt anyone. As for the kids at school, they sometimes hear things on T.V. that aren't completely true. They're just wondering what happened the same way you are." You be the judge: which is going to better develop that relationship you need to keep your family together through some rough times?

The same thought process holds true for the second scene. Do you tell him, "Yeah kid, I bagged four dirtballs just today." Or, do you take the time to explain that shooting someone is not what your job is about, trying to help and protect people is. (Don't forget to mention that television is not always real!)

The basic philosophy here is really quite simple, and something we learned a long time ago: taking the time to show compassion and caring makes the job, and our personal life, a lot easier. Unfortunately, sometimes we need a gentle reminder.

In the world in which we live today the innocence of childhood does not get to last long. As parents we have to start instilling that awareness needed to stay out of harm's way at earlier and earlier ages. As parents we are faced with the tough job of finding that balancing point between letting our children experience the pains of the real world they have entered, and protecting them from that world long enough so they are prepared to deal with it.

As I said earlier, it's an awesome responsibility to raise children, and the fact that our profession is one of controlled violence only makes it a little tougher. But with a little time and patience it is a responsibility filled with reward.

Michael McLaughlin was born in Rockville Center, NY in 1961 and grew up in Marin County, Ca. He graduated from Youngstown State University in Ohio in 1984 with a Bachelor's Degree in Law Enforcement Administration. Mike spent 3 years on Active Duty as a Field Artillery Officer with the Deployment Force. He is a recent graduate of the San Francisco Police Academy and is currently a Patrol Officer with the Foster City Police Department. He resides in Novato, CA with his wife, Kathy, who graduated from Indiana University of Pennsylvania with a degree in Criminology, and their three year old son, Michael II.

Michael McLaughlin is a recent graduate of the San Francisco Police Academy and is currently a Patrol Officer with the Foster City Police Department.



Summer Blood Drive

by Tom Vigo

On Thursday, July 6th the SFPD conducted its annual summer blood drive at the SFPOA Office. Ninety-five members responded for a net collection of 90 units. This blood was collected at a critical time for Irwin Memorial Blood Bank. During this period many donors are on vacation and blood reserves dwindle. Thanks to all who participated.

I would like to remind all members of the SFPD (sworn and civilian) that they are eligible to use our service. This also includes family members. Besides replacing blood credits, we recently have been doing a lot of designated donor business. A

designated donation needs two days for processing prior to the day it is needed for a patient. If any member or his/her family has a planned operation please feel free to contact any member of the Blood Bank Committee for further details.

Committee members are:

Tom Vigo	Robbery	1201
Bill Welch	Traffic	1631
Jan McKay	Sex Crimes	1361
Roy Sullivan	Fraud	1521
Bob Mahoney	Photo Lab	1164
Gary Lemos	Sex Crimes	1361
Elizabeth Loew	Central	1532
Lillian Mattoch	Potrero	1021
Steve Ortiz	Com. Services	1345

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



PAL Of The 90's A Program to Empower Youth

PAL in the 90's will empower youth to become resources and advisors to their peers about life's concerns.

PAL programs have grown out of PAL's determination to give youth the tools to make informed decisions in their own lives and to become leaders among their peers. PAL programs in the 90's therefore, will deal with youth concerns about drug/alcohol abuse, suicide, and abusive relationships.

What Will Make PAL Unique In The 90's?

In a society determined to control youth behavior, PAL will assume that youth, like other people, are most likely to make healthy, responsible choices when they have reliable information and when they have had opportunities to consider the full range of implications.

Consistent with the Board's philosophy, PAL will reflect in the 90's:

1. A commitment to the empowerment of youth.

2. A longstanding commitment to education.

3. A responsiveness to needs of youth entering the world of work and of adult responsibilities.

4. Continuation of the high value PAL places on the development of self-reliance, positive self-esteem and life skills.

When a youth joins PAL he/she joins not only a community program, but the Police Department's commitment to involvement of the youth in the life of our community, as full partners with adults in service and advocacy for youth.

Keys To PAL's Success In The 90's

PAL's appeal to youth is altruism that makes daily living less threatening. PAL teaches youth to acquire skills in order to help others. PAL will promote education.

PAL will develop leaders. By enabling youth to develop communication skills and to practice leadership roles, PAL will give youth the message, "You are an important resource for your friends, your community, and yourself; you have something to offer." PAL will recognize that the youth have a unique and valuable role to play in the prevention of major social problems in our city.

PAL will build on some widely acknowledged "facts of life":

1. Youth tend to rely on each other for important information about life; some of that information is fact, some myth. Through PAL programs, youth will help each other make informed, responsible decision.

2. Youth long to take charge of their own lives, to feel and be important, yet live in a society that often expects prolonged dependency. Participation in PAL will empower youth to be effective decision-makers in their own lives and a valuable resource to their peers and to the community.

3. With youth, timing is everything. And, like other people, youth are often most receptive at moments when they have personal questions and concerns,

which may or may not coincide with a scheduled program or curriculum. PAL outreach will make knowledgeable youth available to their peers at those moments when information is needed.

4. Youth need to discuss both facts and feelings freely and honestly, and to explore all angles of a question. PAL will provide an opportunity for youth to explore sensitive topics fully, and teach them to help others do the same.

The PAL model in the 90's will provide a framework in which youth and adults can work together to find solutions to community problems. Through this approach youth will develop their own niche in their local neighborhoods, which in turn will help them move from childhood into adulthood.

The enchantment or self-esteem that comes from increased knowledge and skills, as well as recognition by adults will be the partnership: "Cops and Kids". Through PAL each youth will be accepted as a total person and valued not solely for his or her academic or athletic prowess, but also for the capacity to care for and share with others. For some youth PAL will be their first experience of such affirmation. It is, of course, difficult to determine the long-term impact the ripple effect of PAL programs on youth behavior. Nevertheless, PAL has become a resource for the community to promote self-esteem among adolescents and to improve communication between young people and adults. For our community, this result alone is well worth the effort.

A Message From A Member Of The Board Of Supervisors

I am delighted to extend congratulations to the San Francisco Police Activities League as they mark their 30th year of service to the youth of our great City.

The proud tradition that PAL has established in more than three decades as an outreach and a positive resource, on behalf of the children of San Francisco, cannot be praised too highly. Hundreds of thousands of our young citizens, many of them from disadvantaged communities, have benefited from PAL programs, and have carried the spirit of teamwork and healthy competition they have experienced as League members into productive and successful adult lives.

The Police Activities League indeed serves as a unique catalyst bringing together the youth and adults, and the public and private sectors of our City toward the most commendable goal of enriching the lives of our future generation.

I heartily welcome this opportunity to

commend and recognize the efforts of the four hundred PAL volunteers and the PAL administrators who nurture our most precious resources.

And in these days when negative forces in our society present our young people with serious daily challenges and risk, I urge ever increased and renewed support for the Police Activities League as a proven and excellent alternative in their lives.

Wendy Nelder
City of San Francisco,
Board of Supervisors

A Message From The Chief Of Police

For the past 30 years, the Police Activities League has been a beacon of hope for guiding thousands of youths away from many urban problems of juvenile crime and illegal drugs.

PAL provides an excellent alternative to young boys and girls, with wholesome, constructive programs that channel their youthful energies into productive and worthwhile endeavors.

Throughout my long career in police work, I have come to realize the significant impact that PAL programs have had on the lives of many of our City's youngsters.

The important work of the Police Activities League could not be successful without the assistance and support of the community and the business sector. Their unselfish generosity maintains this program, and because of their kindness and concern, the Police Activities League continue to flourish and grow.

I look forward to working with the PAL organization in the future so that together we may continue to serve the interest of the young citizens of San Francisco. Happy 30th Birthday.

You Can Give A PAL Youngster A Brighter Tomorrow

There are many ways to help PAL in its work with young people. Here are a few:
A bequest of cash, securities or personal property.

PAL Scholarship Foundation. It is the ambition of PAL to bank \$1 million in this fund so that the interest can be used to provide needy and worthy PAL teenagers with an opportunity for higher education. (Persons wishing to contribute to this fund may do so either in their own name or in the name of someone they choose to honor or in memory of someone).

Matching funds. Ask the office or organization for which you work to match your donation. In this way, PAL will benefit from two gifts.

Contributions in honor or memory of someone. Call PAL (821-1411) with the information, and the recipient of your gift will be notified immediately.

Donor Option. When giving to United Way or the City of San Francisco employees charitable donation Combined Campaign, you can request that your gift go to PAL.

We will be happy to confer with you or your lawyer or accountant regarding other ways in which you can help PAL. Many tax-saving features are available to you.

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



Activities At Oceanview Park

On June 28th, Joel Robinson of Recreation & Park Department and Joe Mollo, President of PAL, announced the following schedule for the joint Recreation and Park/PAL program for 89-90 at Oceanview Park:

In the Gym: PAL BASKETBALL LEAGUE — October through December — Wednesdays & Fridays (5 PM-9 PM), Sundays (12 PM-5 PM). RECREATION & PARK DEPARTMENT LEAGUE — January through March, Tuesday through Friday, 4 PM-7 PM.

PAL INDOOR SOCCER — July through September — Wednesdays & Fridays (5 PM-9 PM), Sundays (12 PM-5 PM).

INDOOR TEAM HANDBALL — May & June — Tuesdays & Wednesdays, 5 PM-9 PM.

INDOOR FIELD HOCKEY (GIRLS) - February & March - Mondays 4 PM-6 PM.

Tennis Courts: Tennis Program - Thursdays & Fridays, 5 PM-7 PM.

Field: SOCCER — February to June — Saturdays & Sundays, 9 AM-6 PM.

SAN FRANCISCO YOUTH BASEBALL — February to June - daily. RECREATION & PARK DEPARTMENT - July through September - daily.

TRACK for boys and girls, Saturdays 10 AM-1 PM, year round.

Other: BOXING & WEIGHTLIFTING - Tuesdays 5 PM- 7 PM, and other days assumed.

ADULT SELF-DEFENSE CLASSES — Saturdays 11 AM-1 PM WRESTLING will be offered if there is an interest.

The San Francisco 49ers visited Oceanview Park on July 8th. Keena Turner, John Paye, Randy Cross, Guy Benjamin, Dwight Hicks, Delvin Williams, Mike Schuman, Dave Magassey of the St. Louis Cardinals, Jim Hines, the 1976 Mexico City 100 yard Dash Gold Medal Winner and of the Cowboys and Raiders, along with local Pop Warner Coaches and PAL coaches, instructed 126 youth in football techniques. Lunches were served as the kids sat and talked with their heroes. This program was co-sponsored by Athletes in Community. Thanks, Guy Benjamin.

Emperor Norton Moves In With Homeless

by Kathy Bodvitz, Chronicle

"On July 14th, a day after homeless squatters and supporters stormed the mayor's office, attention turned to a carnival being set up right next to the homeless encampment in the Civic Center Plaza.

The four-day "Emperor Norton" carnival, complete with rides, games, food and entertainment, was sponsored by the Police Activities League (PAL) to celebrate the self-proclaimed monarch who arrived in San Francisco in 1849.

Workers raised white canvas tents and unloaded stuffed teddy bears from huge trucks while ragged homeless campers sat and watched, their frayed belongings piled high in shopping carts.

Hopeful Mood

Despite the contrast between the carnival and the homeless encampment, the mood among homeless campers at the plaza was hopeful. The carnival and PAL

promised jobs, and City Hall seemed to be listening to their concerns.

Emperor Norton Festival opened at 5 PM on July 13th with no problems with the homeless. Larry Davis, owner of Carnival Times said, "All they have done is ask for work."

Through Larry Davis and three other carnivals, the PAL was able to hire 105 homeless at the end of the carnival on July 16th.

July 18th, Harriet Chiang, Chronicle

"One bright spot in the midst of the Food Not Bombs controversy was the Emperor Norton Days, the carnival sponsored by the Police Activities League (PAL) and situated smack in the middle of the Civic Center Plaza.

Public Curiosity

Intended to raise money for children's recreational activities, the fair attracted 80,000 people during the weekend, due in part to the publicity generated by the Food Not Bombs confrontation.

"The publicity has been unbelievable," said Ron Exley, director of the PAL. He stated that PAL made more than \$17,000 from the carnival.

With the extension of the carnival to July 23rd, 208 homeless people got work at carnivals around the Bay Area, including 40 in San Francisco, which turned out to be an unexpected bonus.

Ron Exley, Director of PAL, asked the San Francisco Board of Supervisors to pass a resolution extending the fair through Sunday, July 23rd, so they could form "a training program to hire other homeless."

Supervisors Wendy Nelder and Terrence

Hallinan introduced a resolution extending the fair through July 23rd and the Park Commission approved."

Police Commission Approved Funding For PAL Boedekker Park Project

by Captain Cairns

Boedekker Park is located at Eddy and Jones Streets. The area around the park produced 415 calls for service during June alone. The calls ranged from murder to drinking in public. Since the day the park opened a police officer has been stationed in the park during the hours the park is open. This is a commitment that draws heavily on Central Station's officers.

The main thrust of the police in this area is to dissuade people from using drugs in the park. The Tenderloin has always been a haven for drug dealers and users.

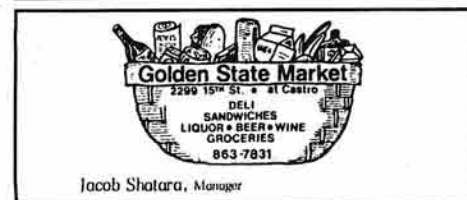
Boedekker Park gives the drug dealers a nice area to ply their trade and the user a place to sit and use the drugs. The only deterrent to these people are the police in the park. Needles and sandboxes do not mix, crack pipes and children's slides are a deadly combination. To see a drugged-out person sitting comatose next to a children's area is a shattering pictures. Without the police these scenes will come true.

Boedekker Park is the only open space in the Tenderloin. There are no other parks. In the immediate area there are five child day care centers that provide a vital service for the entire community. Without these services many single mothers could not work or attend training programs that can eventually lead them out of the area.

Mr. Keith Grier, director of the Park and

Recreation facility at Boedekker Park stated "that the State of California in April conducted inspections of all five child care centers in the Tenderloin. The centers were all acceptable and up to code. But the main problem was that without a police officer, on duty, at all times in the park, which is used by the centers as open recreation space, the state will close the child care centers. This would be a disaster."

In order to respond to the problems and needs of the community of Boedekker Park, the proposal, based on the Oceanview Park model, will consist of two officers. These officers will perform a two-fold purpose. The first is to perform the normal mission of the police and safeguard the park users. The second is to help begin programs to help the youth of the area to better assimilate into the American system through sports (many of the children are Asian refugees). This proposal will now be heard by the Finance Committee of the Board of Supervisors by the end of August.



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Letters

Pen Pal

Mr. Tom Flippin, Editor
SFPOA Notebook

Dear Mr. Flippin

Recently we received a letter from a 23 year old West German police officer who is interested in a letter-exchange with a police officer in San Francisco. Would it be possible to include a small notice in the San Francisco Notebook about this?

His address is as follows:

Hans-Jorg Muller
Ref.: ZA4-PSD D G 4
DEUTSCHER BUNDESTAG
Federal Republic of Germany

We would greatly appreciate any effort you might make on his behalf. Enclosed is Hans-Jorg's first letter.

Sincerely,
Anneliese Ohlund
Public Relations Agent

(Editor's Note: Any officer wishing to correspond with Mr. Muller, please contact me at the POA ... leave a note ... and I will forward Mr. Muller's first letter.)

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Open Up

Mr. Mike Keys, President
SFPOA

Dear Mike:

Re: "Open Letter." Why not "let it all hang out?" You failed to mention the extension of the Consent Decree, a form of Affirmative Action (aka — preferential treatment) that has turned our once proud and nationally respected Department into a "rag tag" joke. The war has been over for 15 years, and we're still hiring war time help.

Also not mentioned were the rigged promotional exams, to accommodate the less qualified, to meet Consent Decree "goals." Have you forgotten about the last Sergeants' debacle or the special tutoring classes for only "protected members" preparing for the Lieutenant's exam?

I noticed that Brother Paul Chignell's name is conspicuously absent from your "Open Letter." Is he still part of the team? I guess it wouldn't be politically discreet to be included in such an "Open Letter." I was always told that Bro. Paul's primary concern was the betterment of the entire P.O.A. membership. Maybe that thinking should be re-evaluated.

Sincerely,
Frank Williams
Taraval Station

Well, Mayor

Mayor Art Agnos
City Hall
San Francisco, CA

Sir:

The eyesore of the homeless in Civic Center couldn't have been described better: CAMP AGNOS.

To penalize our police officers for their treatment of this situation by sending them to Alcatraz may not be a bad idea. They could relax in the non-threatening environment while the City rapidly falls victim to more criminal acts — would the Zebra killers take this as a signal to come out of hiding?

Why didn't you appear, as scheduled, on the Ronn Owens show? We were waiting for you. Does a no-show mean no comment or lack of courage to accept the challenges of San Francisco's concerned citizens?

Sincerely,
Mary Kelly

Thank You

Mike Keys, President SFPOA
Bob Huegle, Inspector
Sex Crimes Division

Dear Mike and Bob:

I am writing to thank you and the P.O.A. for your generous donation to our fellow dispatcher MARGUERITE WALKER in the tragic loss of her infant son.

Your support and kindness is appreciated by all of us here in Communications.

Sincerely,
Chryse Hawes
Dispatcher #33

SFPOA

Dear Members:

To those friends of Gerald D'Arcy who made his life a good life, both in the department and in retirement and who helped share the sorrow of his passing, I wish to express my gratitude.

Helga D'Arcy

Oppose

Assembly Speaker Willie L. Brown, Jr.
State Capitol - Room #219
Sacramento, CA 95814

RE: AB 2032

Dear Speaker Brown:

The San Francisco Police Officers' Association wishes to voice its vigorous opposition to AB 2032. This legislation would dramatically and negatively impact San Francisco police officers.

AB 2032 would result in a shift of \$1.3 billion in benefits from the permanently disabled and the low wage earners to only higher pay temporarily disabled workers. Police officers would be on the losing end of this shift.

Police officers in urban areas are, on a daily basis, subjected to incredible emotional stressors. To severely limit stress injuries would be a great disservice to these public safety employees who are enduring battle field conditions on a daily basis.

We are very concerned about the loss of an injured worker's right to freely choose a doctor for evaluation of disability or for the resolution of medical issues. This has again and again proven itself to be one of the most important rights an injury worker has.

This is a step backwards in the area of workers' compensation. The two tiered bureaucracy is especially offensive as well as the implied restrictions of the ability of a worker to have adequate legal representation.

We are impressed with the report of the auditor general. This report focuses on some of the real problems in the system:

- (1) Low permanent disability benefits;
- (2) Low temporary disability benefits;
- (3) Need for additional judges;
- (4) Protection against rising medical treatment cost; and
- (5) Failure to lower insurance cost for most employers.

Most disturbing in this report was the excessive profits for insurers.

This Association urges your rejection of AB 2032.

Sincerely,
Michael S. Hebel
Welfare Officer

Michael S. Hebel
San Francisco Police Officers'
Association
510 Seventh Street
San Francisco, CA 94103

Dear Mr. Hebel:

Thank you for your comments regarding possible changes in California's Workers' Compensation System.

As you know, the Legislature and the Governor are working on a continual process of evaluating, and making appropriate changes to the Workers' Compensation System. There are many technical issues which continue to make this a slow process. We must ensure equitable compensation for all Californians who suffer from work-related injuries. We cannot afford to provide services for only certain workers while ignoring legitimate claims by others.

I appreciate your concern and will keep your comments in mind as this process continues.

Again, thank you for your comments and your suggestions.

Sincerely,
Willie L. Brown, Jr.
Speaker of the Assembly

Advice

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

RE: Annual Adjustment of Retirement Allowance — Solo Motorcycle Officers

Dear Mrs. Murphy:

Recently a retired solo motorcycle officer contacted the Police Officers' Association inquiring as to whether the Retirement System was properly computing his annual adjustment of allowance as provided under Charter Section 8.559-6. This particular police officer received an industrial disability retirement in 1975 and subsequently had his rate adjusted to 68½%.

As provided under 8.405 (a) (4) the additional monies which he was receiving as a solo motorcycle officer was used to determine his initial retirement compensation.

He raises the question, however, as to whether the annual adjustment to his pension (8.559-6) is based on and includes the additional amount which solo motorcycle officers receive every year or whether it merely includes the base salary of a 4th year Q-2 police officer.

Could you please advise me as to how the Retirement System presently interprets and pays the annual retirement adjustment to police officers who retire (service or industrial disability) while serving as a solo motorcycle officer and receiving the additional hazard pay.

Thank you for your cooperation in this matter.

Sincerely,
Michael S. Hebel
Attorney At Law

Mr. Michael S. Hebel
SFPOA

Dear Mr. Hebel:

In response to your letter of June 21, 1989, I have reviewed with my staff the method used to calculate retirement allowance increases for police officers who retire while serving as solo motorcycle officers and receiving additional hazard pay.

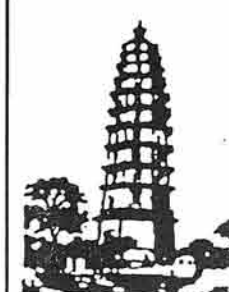
The increases for these officers are calculated by taking half of the dollar increase in the active salary rank at the time of retirement. The active salary rank at the time of retirement is considered a special rank which includes the additional hazard pay. The misconception on the part of this particular officer may have arisen because of the nature of the additional hazard pay. Such pay will often remain for considerable periods of time a fixed dollar amount above the salary for the corresponding police rank. When that happens, the retirement allowance increase will be exactly the same for a retiree from the rank with motorcycle pay and for a retiree without. This situation occurred, for example, in two out of three increases granted during this fiscal year.

I hope that this explains our procedures satisfactorily. Please call me at 558-3991 if you have any questions.

Very truly yours,
Clare M. Murphy
General Manager

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SPORTS



S.F.P.D. Tennis Team Is a Smash At Police Olympics, Again

by Dennis Bianchi

We didn't have a lot of competitors in this year's California Police Olympics tennis competition, but we certainly were represented by quality. The Pedrodalasol family once again brought home several medals. Larry won a Gold Medal in the Men's Masters singles and then teamed up with his longtime buddy and tennis partner, Rich Leon, to win the Gold in Men's Masters Doubles. Beth Pedrodalasol has picked up the winning ways of Larry and, for the second time in two years, made it into the finals of the Women's Seniors Singles finals, and came home with a Silver Medal. This year's scheduling was a nightmare, with many competitors being unable to make deadlines and match times. The problem became personal as Larry and Beth were unable to make it to their Mixed Doubles match, one which they no doubt would have won, and they were out of the competition. Well, next year in Sacramento you can be sure that they will be competing again, and most likely coming back with more medals.

Lon Ramlin of Richmond Station brought home a Bronze Medal in Men's Senior Singles. Lon is one of the more durable and consistent competitors in our Department. He teamed up with Rich Quesada for Men's Senior Doubles matches and they fought their way to the quarter-finals before being eliminated. Their next big event, wearing the SFPD colors, will be in October in the Carmel Valley "Police-Fire Tennis Tournament." Look for both of them to come home smiling winners. It has always been my experience when dealing with Lon, as well as all of our Department tennis players, that they are winners, regardless of the final score. Sportsmanship, fair competition, and a sense of good will has always been displayed by these competitors. Congratulations and thanks for representing your co-workers in such an exemplary fashion.



Another medal for happy Beth Pedrodalasol.



Intensity like this is what makes Rich Leon a winner!

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Golf at the Police Olympics

by Bruce Lorin

Five golfers represented the San Francisco Police Department at this year's Police Olympics at Oxnard and the quintet walked away with at least four metals.

Officer Mike Renteria led the contingent with a Silver Medal in open scratch singles. He shot 81-73-75 for a three-day total of 229. Mike's partner, Lt. Bruce Lorin from Hit and Run Detail, didn't help the team much because of a conflict with softball, but the team was able to capture a pair of fourth place medals in open scratch doubles.

Retired Sergeant Tom Gordon from Mission Station took a Bronze Medal in the Grand Masters division. Sergeant Joe Allegro from Central and his partner Officer Dan Everson from Tactical played well, but didn't stick around long enough to find out if they placed. The tournament committee made life very difficult for the participants this year, but Sacramento Police summer games of 1990 promise to be better organized.

All in all, three fine public golf courses — Buenaventura, River Ridge, Soule Park — and superb weather helped make this Olympics a memorable experience.

Invitational Golf Tournament

The San Francisco Police Activities League is sponsoring a golf tournament on Monday, September 11, 1989 at the California Golf Club.

At its July meeting the Board approved the purchase of a foursome and will conduct a raffle for the tee time on Friday, August 11, 1989 at noon.

In order to participate in the raffle, submit the names of your foursome to the POA office no later than Thursday, August 10, 1989 by 1700 hours.

The proceeds from this tournament will sponsor a summer training program for PAL Law Enforcement Cadets.

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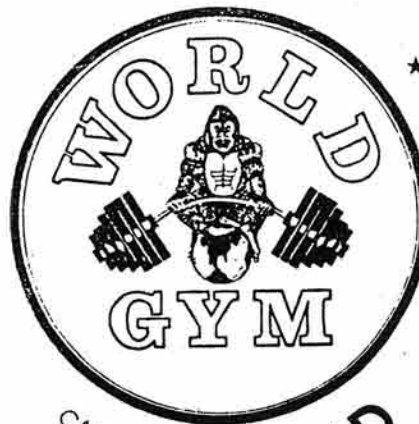
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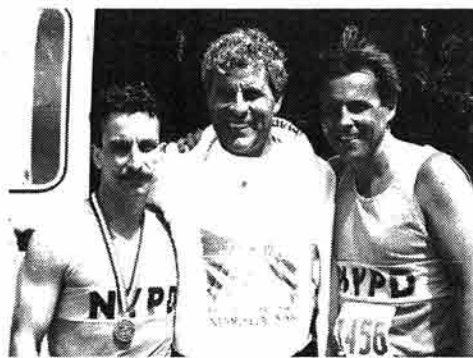
The City of San Francisco Marathon

A Renewal of the S.F.P.D.-N.Y.P.D. Perpetual Plaque Race Brings S.F.P.D. Marathon Team a Victory!

by Dennis Bianchi

It's Thursday, July 6 and race day draws near. With the approach of the S.F. Marathon I feel more excited, more anxious. I know, unequivocally, that I haven't prepared properly. Of course, I feel that way before every race, but this is different. I'm overweight and have been distracted for some time and therefore I don't have that inner confidence that keeps me going late into the race. Now I have inner doubt. The questions keep recurring in my mind: What am I doing and why am I doing it? Well, in a very short while I will find out.

It's Friday night before race. It's time to size up the competition. We are schedul-



Post race smiles — Dan Delia, NYPD; Mike Mahoney, SFPD, Harry Wagner, NYPD.

ed to meet the New York Police Department team at a North Beach Italian restaurant. Finding a parking place in North Beach will get you into shape. Jogging from where you park to the restaurant will add a few miles to the training log also. A quick peek at my mileage log show I haven't run at all this week and only 19 miles the week prior. Who would have guessed that parking in North beach had such a silver lining?

The N.Y.P.D. team is made up of avid runners and good people. They're friendly, straightforward and they look lean, pretty much the way runners are wherever I come across them. Our team has two members who will be running their first marathon, whereas NYPD are all veterans. However, the course is ours and that's a big edge. We spend the evening lying about our times to one another and trying to act nonchalant. Dinner was also entertaining.

In an attempt to reduce the number of complaints about traffic backups, the race will begin at 0700. This means being on the north side of the Golden Gate Bridge by 0600, which in turn means waking up before 0400. Why not? It's impossible to sleep when you know you're about to intentionally inflict pain on yourself for over three hours. That's not quite true. The first half or more of most marathons is very pleasurable. I'm sure that's how so many people are deceived into running an entire marathon.

It's Sunday morning about 0500 and the S.F.P.D. Marathon Team gathers at the Hall of Justice. First time marathoners John Newlin and Joe Finnegan are fairly composed, at ease. Finnegan appears downright confident. "I'm ready!", and indeed he is. KGO weekend anchorman, Frank Kracher, has joined our ranks, hitching a ride to the start. Frank will be on the live broadcast of the race as he races it. This is Frank's eleventh marathon, two others in which I shared the joy (or was it the agony?) of the event. Mike Mahoney is about to make another comeback. Mike is the epitome of a tough runner. Bleeding feet? No problem. Pulled muscles? No problem. As a matter of fact, that seems to be Mike's answer to most things: No problem! Tom O'Connell is nowhere to be



The challenge has been made and the teams prepare for the ordeal.

seen, but the rumor is out that Tom is also making a comeback. Good news, as Tom has had some fine marathons in the past. Bill Cooke is looking very trim, in spite of his complaining that he hasn't trained enough. Bill is one of this Department's more multi-talented athletes. He has competed very successfully at running at different differences, at bicycling, and at triathlons. His "Tour de Tahoe" has become a classic. He and I have agreed to pace one another, feeling that we both should have trained more for an event such as this. Our true secret weapon has been vacationing the week prior and the NYPD has not yet seen the lean, the mean, the running machine: Stan Buscovich. Stan is relaxed and confident, as well he should be. He has trained hard all this year and has raced better than ever. New York is in for a devastating surprise.

It is now 0703 and a cable car bell signals the start of the race. How perfect! The day is beautiful! The sun is rising behind the City, misted with a fine fog. The course of the race has put us on the City side of the bridge and the first two miles of the race float by, as though we were borne upon the fog and sun in our view. The Presidio takes but a few minutes to traverse, and North Beach is upon us before I can believe it. Bill Cooke, Frank Kracher and I are behind a few of our teammates but the race is beautiful and we are content with the pace. Besides, I know that Buscovich can't be beat by any copy in this race. Go Stan, go get 'em! I have never run a race where I knew so many people on the route before. We spy Chief Jordan who waves and urges us on. We are cheered by numerous of our peers who are working hard at controlling traffic and being happy and friendly. On Howard St. an NYPD competitor (Dan Delia), sneaks up on us and announces, "I brought a big fishing pole to reel you guys in with." Bill and I reassure him that the Hayes St. hill is but a bump in the road just ahead. At Hayes St. we leave Dan behind. However, Dan was not kidding, as he later passes us in Golden Gate Park. Some how, Harry Wagner from NYPD has also slipped by us along with George Wodicka but Stan and now Mike are leading this grudge match.

My spirit is flagging at Mile 12 and Bill is feeling the strain also. As we head out Sunset Boulevard we feel the change in temperature and both of us wonder. At Mile 17 Bill makes the sensible decision to join his wife, who has been following the race for some time from the comfort of their family pickup. Somehow I make it to Mile 18 and the San Francisco Sheriff's Office is maintaining a water station. They check out our Department name on my singlet and cheer. My spirits rise. At Mile 20 I run into one of our Department's attorneys, Jerry Akins, who also gives me a smiling boost. At Mile 21½ I catch sight of several solos. Again my spirits rise at a time in the race where it is easy to fall

apart. Being the good traffic cops that they are, they loudly boo and hiss me. I'm floored. The runner next to me checks out my singlet and asks, "Do you know those guys?" I respond, "I thought I did." Oh well, have another donut, guys. I'll run for all of us.

The finish is pretty much as I expected, only better, at least in some respects. Stan has not only beat every cop on the course, he has set another personal best time for the marathon distance: 3:10:30. In four months Stan has improved his marathon time 11 minutes, and in one year's time he has improved 17 minutes! An accomplishment of great proportions. Mike Mahoney has finished in 3:26:15, the fastest time he has run in approximately four years. Somehow or another, I squeaked in as our third runner at 3:39:45, slower than all of the first three runners from NYPD, but we win the trophy anyway. This is only the second time in eight clashes with those guys. Tom O'Connell struggled with a pulled muscle from Mile 20 or so and finished in 3:49, trailed by Joe Finnegan, who broke the four-hour mark in his first marathon. John Newlin finished with a smile in 4:30, even though his knee had been bothering him almost the entire race. Jim Ryan, our hardcore marathon runner from the main yard garage chased John in, but failed to catch him. Every race Jim runs he swears it's his last one, but the next marathon I run, there's Jim, with his shock of white hair, ear to ear toothy smile and the most positive attitude on the course. Frank Kracher came in just behind me and set himself a personal record. There's something to be said for running with SFPD runners, right Frank? Are you listening, solos?

The NYPD was led by Harry Wagner with a 3:29, followed by George Wodicka at 3:35, Dan Delia at 3:36 and Doug Vassilatos at 3:53. Several other runners wearing NYPD singlets finished in quite fine fashion, but being the honest folks they are, they owned up to not being officers! However, I have this feeling that when we challenge New York in New York, the team will be somewhat different.

The Marathon was a beautiful course and a first class event. It was with great pleasure that we assembled in the Chief's Office to present him with the perpetual plaque, displaying the fact that in 1989 the SFPD beat the NYPD, only the second time in eight tries. On behalf of the entire team, thanks to every member who worked that day to help make the run go smoothly, even those booing and hissing solos at Lake Merced. A special thanks to Jeff Brosch, who coordinated the event, drove the vans, took pictures and was everyone's greatest fan. Jeff will no doubt be joining us in the race next year when he is back to full strength and healthy. It is a pleasure to represent this Department in a winning way, and to be part of a winning team that represented a fine group of police officers.

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Loon's Nest Report

by Ed Garcia, Co. E.

In July the City of Alameda had the honor of playing host to the Loon's Nest Golf Club, as our latest tournament was played over the 6,107 yard par 71 Jack Clark Golf Course. The Loons made a very good showing, as over 40% of the players posted scored in the seventies, being lead by the Mission Station's own Mike Renteria. Mike fired a 37-36=73, which included birdies on the 9th & 15th holes, which left Mike two over par for the day, giving his low gross honors. In the low net division Joe Allegro of Co. A ran away from the field, as he posted a gross score of 78, combined with a 22 handicap, to post a net 56. Joe put six strokes between himself and Ron Parenti, who had a net score of 62 after firing an excellent round of 78. Tim Hettrick of Narcotics also had a fine round of 75, giving him second position in the low gross standings.

Mike Renteria has been a hot golf property this year, as he posted the best low gross score at this year's first annual Trinity Construction/Loon's Nest Invitational, played in Santa Rosa. Mike went to the California Police Olympics this summer with partner Bruce Lorin. They won a bronze medal as a two man team, and Mike won a silver medal as a individual in open scratch play. In Olympic play Mike posted scores of 81, 73 and 75.

Scores for Alameda

LOW GROSS

Mike Renteria	73
Tim Hettrich	75
Joe Allegro	78
Ron Parenti	78
Greg Dito	79
Harry Pearson	81
Felix Bilbao	83
Glenn Mar	84
Mike Paulsen	85
Bill Petrie	88
George Huegle	89
John Cleary	97
Earl Wismer	97

LOW NET

Joe Allegro	56
Ron Parenti	62
Greg Dito	65
Felix Bilbao	66
Harry Pearson	67
Glenn Mar	67
Mike Paulsen	68
Mike Renteria	68
George Huegle	70
Tim Hettrich	71
Bill Petrie	72
Earl Wismer	73



Mike Renteria, Loon's Nest low gross winner at the Alameda Loon's Tournament and Trinity Construction/Loon's Nest Invitation.

1st Annual Mission Station Golf Tournament

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Due to the winning season that the A's have had, weekend games have a high demand for tickets, but I've reserved 4000 tickets (500 1st deck & 3,500 2nd deck tickets) for us.

THE COST WILL BE: 1ST DECK (NO DISCOUNT) \$10.00
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I have all the tickets at this time and will be sold on a 1st come, 1st serve basis. The tailgate area has also been reserved for our organizations (entrance to the area is off 66th Ave.), so start making plans for your tailgate party NOW. If your association plans on having a tailgate party, bring your association flag or something that IDs your group. We will have associations from throughout Northern California. Each year this event has gotten bigger and this year will not be any different. We will also have the pre-game show on the field as in the past, with mounted units presenting the colors and motor units on the field representing various police departments from the area.

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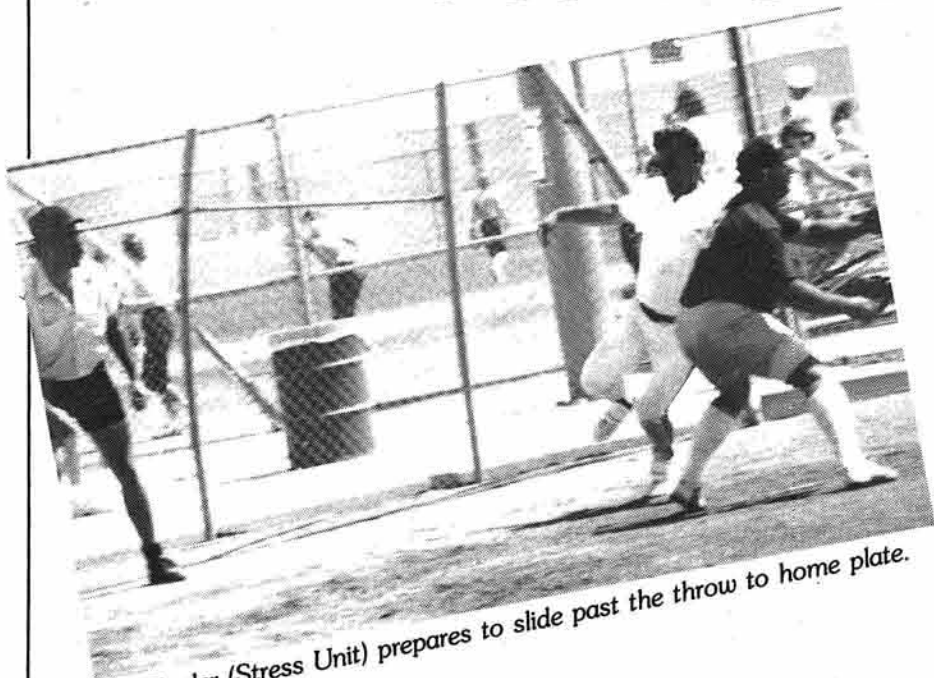
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1989 POLICE OLYMPICS



Joe Engler (Stress Unit) prepares to slide past the throw to home plate.



Tim Dempsey (SOBTF) uses his head to stop another Oakland P.D. attack.



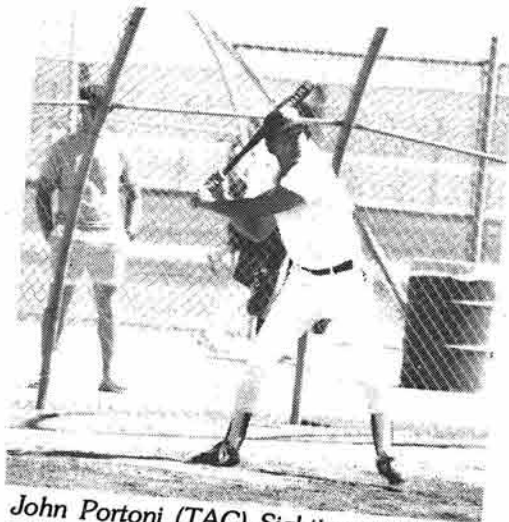
Bronzes for Mike Renteria and Bruce Lorin.



Left to right: F. Pietuya, M. Truman, K. Foss, D. Matisck, B. Gilbert, H. Kyle.



POA president Mike Keys was one of thousands of police officers who recently participated in the California State Police Olympics. See Page 23 for details. (Notebook Photo by Don Woolard)



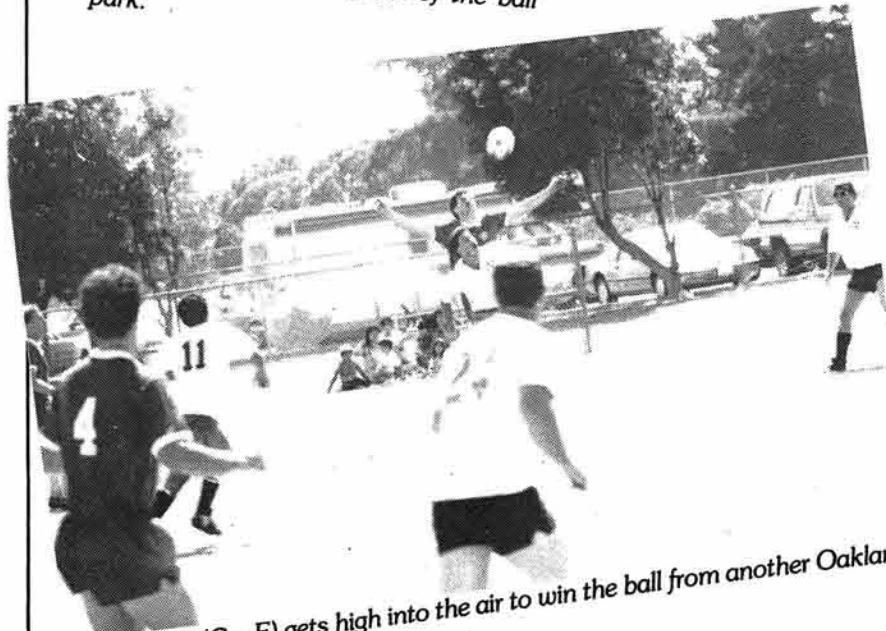
John Portoni (TAC) Sighting up on a pitch which later sailed out of the ball park.



Steve Roche (Co. E) displays his trademark "heel pass".



Jeff Barker (M.C.D.) makes an unassisted out at first base as Bruce Lorin (Hit & Run) looks on.



Pat Mullins (Co. E) gets high into the air to win the ball from another Oakland P.D. defender.



The opposition has always had problems defending the fancy footwork of S.F.P.D.'s Brian Delahaunty (SOBTF).

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S.F. Kickers Win Silver Medal In Police Olympics

by Nicholas "Nick at Night" Shihadeh

The Kickers, SFPD's number one soccer team, under very grave conditions, miraculously captured second place and a Silver Medal in this year's California Police Olympics in Oxnard. In what was the last "Olympic" competition (from now on it will be called the "Summer Games"), the Kickers overcame great odds by posting a 4 and 0 record during the week, before losing to the L.A. Sheriff's Department 2 to 0 in the final on Saturday. This was a team of few reserves, and many injuries, led by the coaching of John Anton, supported by organizers Frank Machi and Dan Inocencio, and powered by sheer determination of all players involved.

Four starters from last year's Kicker team who didn't participate this year include halfback John Conefrey (wife Maureen just gave birth to their girl), half back Eric Hipp (unable to attend), fullback Marty Lalor (recent knee surgery), and forward Pat Murphy (now in the S.F. Fire Academy). Then there were various injuries among the people who did play: halfback/forward Brian Delahunty with an injured hip, fullback Tim Dempsey with a sore neck, fullback Jim O'Shea with a sore knee, as well as forward/fullback Brian Olcomendy with a very bad knee.

Returning to the team after one-year respites were forward Pat Mullins and fullback Mike O'Brien, and added to the roster was Killer Bee reject halfback, Brian "Moose" Canedo. The rest of the Kickers included Rollie Canales at goalie, Don West and Liam Frost at fullback positions, Joe Boyle and Ken Sanchez as halfbacks, and of course scoring phenomenon Steve Roche at forward.

The first game was against our rivals, L.A.P.D.'s number one team, which was a very intense contest, as usual. The early part of the game was marred by a vicious elbow by L.A.'s "Bumpy" Marco to Mike O'Brien's throat, causing a sharp blow to his trachea and forcing him out of the rest of the game. Fortunately, O'Brien was only shaken and not injured, and the obnoxious "Bumpy" was deservedly ejected from the game with a red card from the referee. The game continued, and the Kickers were able to take a 1 to 0 halftime lead on Joey Boyle's magnificent corner kick that glanced off of a L.A. defender and went into the goal.

The defense held very strong in the second half until L.A. was able to tie it up with a goal of their own late in the game. This heated battle was decided in the final minute, as Brian Delahunty let off a strong shot that was deflected by the goalie back to Delahunty, who booted it into the net for the game winner. This proved to be a big win that set the tone for the rest of the week.

The Kickers breezed through the next three games with goalie Canales dealing consecutive shutouts with the help of strong defense by the fullbacks, great pressure by the halfbacks, and much scoring by the forwards, lead by Mullins and

Roche.

They beat Oakland P.D. 4 to 0 with two goals by Mullins, a goal by Roche, and a goal by Boyle. Unfortunately in this game, Brian Canedo was lost for the remainder of the tourney when he separated his shoulder after being tripped to the ground by an Oakland player. Also, Ken Sanchez was slowed down by a pulled quad muscle, making the injury list even longer.

The next game was against the C.H.P. number one team which was easily defeated 3 to 0 with Mullins scoring two goals and Roche scoring one. L.A.P.D.'s number two team was handily beaten 4 to 0 (with Mullins and Roche again doing most of the scoring), so the "double-whammy" on the L.A.P.D. team was completed. Now the team had to prepare for the final against a very strong L.A. Sheriff's team, which also posted a 4 and 0 record during the week.

The Kickers were weary and beat with all the injuries flaring up, but they were still determined to go out there and try to win the gold. Unfortunately, they just couldn't muster up enough strength to beat the L.A. Sheriff's. It was a very hard-fought match with L.A. doing all of the scoring — a goal in the first half and one in the second. S.F. wasn't able to make many shots at the goal, but the ones they did take just missed going into the net. The players still felt that they should've beaten the L.A. Sheriff's, but will have to use that feeling as motivation for next year's competition in Sacramento.

The S.F. Kickers were an under-manned, injury-ridden team that played with great courage to do much better than expected. Their silver medals, combined with the bronze medals won by the Killer Bees, made it a very successful Police Olympics for S.F.P.D.'s soccer program. The Kickers now have to heal their wounds and start preparing for the North American Police Soccer Tournament in September. This year the tourney is being held in Calgary, and the team, no doubt, wants to improve on last year's fourth-place finish in Seattle. CONGRATULATIONS TO THE S.F. KICKERS AND GOOD LUCK IN CALGARY!!

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Top row: Don Woolard, Phil Dito, Jim Miranda, Matt Gardner, John Garrity, John Miller, Oscar Carcelen, Frank Machi, John Anton. Bottom row: Jim Deasy, Dan Inocencio, Tom Bruton, Mike Cleary, Mike Berkley, Mike Becker, Nick Shihadeh.

Killer B's Take Bronze in Oxnard

by Tom Bruton

The SFPD soccer Killer B's played four games in the recent Police Olympics in Oxnard and finished with a record of two wins, a tie and a loss. The only loss was at the hands of eventual gold medal winner San Diego SO by a score of 1-0. This was the first year that a separate division was formed for smaller departments and B teams, and the idea was a huge success as all the Division II games were exciting and closely contested.

The B's opened up against the CHP B team and quickly took a 1-0 lead on a goal by Mike Cleary. Jim Deasy, participating in what he claimed to be his "last olympics," performed his magic by weaving his way through the CHP defense to set up Nick Shihadeh on the first of his three goals in the game. Only a CHP penalty kick spoiled Mike Berkley's shutout as the B's triumphed 4-1.

The next opponent was a team from various small departments in the Culver City area. SF again took an early lead on a goal by Nick Shihadeh. The B's increased the lead to 2-0 on a penalty kick by Mike Cleary early in the second half. Culver City had some speed in their front line and they were able to break through in the 54th minute, and again with only three minutes remaining in the game to salvage a 2-2 tie. Both teams then progressed to the semi-finals where SF faced the strongest team in Division II, the San Diego Sheriff's Dept. The B's didn't get any breaks in the scheduling as they faced San Diego just three hours after tying Culver City. It was San Diego's first game of the day, but SF was able to play them even throughout the first half, which finished scoreless. During the second half, however, fatigue set in and San Diego began to dominate play. The final 30 minutes were played almost entirely in the SF goal area, but courageous defense on the part of the B's continuously frustrated the San Diego attack. Finally, with only two minutes left in the game,

a loose ball in front of the goal found its way into the net and San Diego had beaten the only team that could keep them from the gold medal by a score of 1-0.

The last opponent for the Killer B's was the Santa Clara Sheriff's Department in a game to decide third place. This game was the highlight of the tournament as it featured end-to-end action with great defense and many shots on the Santa Clara goal. SF got on the board first after a nice run by Nick Shihadeh, who then crossed the ball in front of the net to a streaking John Garrity, whose header gave the B's a 1-0 lead. SF's midfield of Mike Cleary, Mike Becker, and John Garrity (Larry, Darryl, and Darryl) controlled the game and, with the great defensive effort of fullbacks Jimmy Miranda, Oscar Carcelen, and Phil Dito, it appeared that the one goal would hold up. But with only three minutes left in the game a ball found its way into the SF goal and the game headed into overtime. Neither team was able to score during the 10 minute sudden-death period, so the game would be decided by penalty kicks.

Mike Cleary started things off by burying a shot in the corner of the net. SCSO also made their first shot but a goal by Tom Bruton and a miss by SC made the score 2-1 in penalty shots. SF missed their next shot but Mike Berkely saved Santa Clara's next attempt so the score remained 2-1. Matt Gardner put his shot away and SC followed with a miss, which meant third place Bronze Medals for the SF Killer B's. Congratulations to player/managers Dan Inocencio and Frank Machi, along with coach John Anton.

The team is proud to present one of the medals to the family of Mike "Faddy" McFadden, who will always be remembered as a Killer B.

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ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

Stir It Up

Last month's *Notebook* received some intense interest and serious scrutiny judging from comments I got and comments that were passed along second-hand. The front page open letter garnered a great deal of that scrutiny. From the mayor (reportedly furious) on down, people reacted emotionally. The salary comparison (showing SFPD 92nd in the state) also got people aroused. I hope to keep you aroused with this month's editorial.

Not only are we 92nd ranked in the state, we are living in one of the top ten most expensive areas in the nation. The average cost of a home in the Bay Area is \$270,000. Rental prices have leveled off according to experts... at a level approaching \$1,000 for a liveable area. Medical costs are critically high everywhere, and dental costs are worse, but this city offers **nothing** for employees' families medical and dental care. You'll be paying around \$200 a month for that care.

San Francisco not only won't pay you equitably, it goes out of its way to make things difficult for you. From media-bashing of individual cops and the Department as a whole, to a City administration that seems content to ignore the just complaints of its employees until pushed to the edge, this city makes it difficult to live and work here.

SF's nurses found out that you must go to the limit before the City negotiators will get serious. A one-day sickout and the threat of a city-wide strike, brought the nurses an 18% wage increase. Good for them! Deputy Mayor Everhardt was quoted as saying the City knew it would have to grant the raises to keep and recruit qualified people.

Well, Claude, I've got news for you: the City is going to have to improve the benefits to keep and recruit qualified cops! Our pay formula is fixed, but there are a lot of other areas that can and must be improved.

One point on which I disagree with our president is the emphasis put on the 4-10 plan. That is a laudable goal (although I don't trust the Department not to drop the 4-10 any time they feel like it), but improvement of our members' benefit package **must** take precedence in the POA's efforts.

The MOU negotiations seem to be going forward, but what kind of benefits are we going to get?

Are we going to get a uniform cleaning allowance... or even uniform replacements again?

Are we going to get some kind of educational incentive?

Are we going to get the City to pick up some of our medical coverage?

Are we going to get **any** kind of dental plan?

Bi-lingual pay?

Well, Mayor Agnos, let's see how much of that rhetoric you put in your book you really meant.

RESPONDS

(Continued From Page 1)

has no dental plan for its employees and one of only two counties which makes no contribution to the medical plan for an employee's family. An officer currently has to pay as much as \$2300 a year to provide medical insurance for his family.

The socially conscious customer buying his Ben & Jerry's ice cream was correct: "...they might get hurt." They get shot and stabbed and punched — they even get beaten up in the press, but they still do their job against tremendous odds with little support. Perhaps if they had a little support they could do their jobs better. As my Latin teacher once said: "Si judicas, cognosce."

Sgt. John Goldberg

Dear Mr. Mandel:

I read your recent article with great interest, eager to learn of the evidence you would present to justify your provocative title — "Why people don't call the cops." Unfortunately, your piece provided neither evidence nor thoughtful conclusions. Instead, you opted to rely on the unsolicited 'testimonials' of unnamed passersby, along with your own "unbiased" observations, as the basis for your premise. You conducted no follow-up research, no interviews with members of the police department, and no real search for the truth. Your piece was more appropriate as a filler in the *National Enquirer* than as a serious piece of journalism in a major daily newspaper.

Back to your premise. I can't believe that intelligent adults would actually accept the notion that calling the police was a useless exercise, since, as your unnamed sources attest, "they never come." After reading your article, I did what you should have done before writing it, I looked into the reasons for the alleged non-response. I was told by the dispatcher who took your phonecall, Margaret Mulcahy, that she remembered your call and also remembered that you declined to give your name and declined to stand-by for a police interview. Based on these facts, no police unit was ever dispatched to the scene of this call. The information given by you was broadcast as 'information only' for the units in the area. Due to the busy nature of an understaffed holiday shift, none of the units on-duty were available for a drive-by. Additionally, the 'information only' broadcast was never re-broadcast, again due to the busy nature of the shift. To be more specific, between the hours of noon and midnight on the day in question, police units in the Park District handled ninety assignments, including the kidnapping of an infant, and the attempted murder of a young man. None of these assignments received a non-response from the district police units. As a matter of fact, in the four hour time period encompassing your call for service, (1 P.M. to 5 P.M.), the average response time for the 24 assignments that were handled was 6 minutes and 45 seconds, with a low of 24 seconds and a high of 21 minutes and 30 seconds.

Like most systems, the police system works best when aided by citizens. I find it ironic that you eloquently describe the victim of this attack having been "...beaten bloody..." with rivulets of blood trickling down his face..." and you then fail for several minutes to take the proper, responsible action of dialing 911. You also decline to stand-by for an interview, which would

have received a timely police response. It is interesting to note that although you couldn't wait for a police unit to respond for an interview, you could stand-by for at least two hours so that you could bear witness to their non-response. You proved your point with self-fulfilling prophecy.

The question that begs to be answered in this case is what, if anything, did you accomplish with your essay. You certainly didn't serve the public interest by promoting what rational observers must conclude is an erroneous premise. In terms of your responsibility as a journalist to air both sides of any issue, I leave you, not with the words of a cop, but with the words of an accomplished American writer, E.L. Doctorow. When questioned by Bill Moyers recently, Mr. Doctorow had this to say about the writer's obligation to approach a subject without preconceived notions. "...if the writer knows what he feels before he writes, and knows indubitably what's right and what's wrong, and who's good and who's bad, and that this politics is the only politics, and this religion the only religion, he's going to write worthless prose..."

Rick Bruce
Park Police Station

Dear Mr. Mandel,

The following text will be explained fully regarding your column. I will deal with the comment from the merchant; I will explain your lack of knowledge in regards to the 911 Emergency line and also the disarray of priorities as demonstrated by your performance in seeking help from the Police Department.

As far as the person from the grocery store stating that the police never responded to that premise when called — This is in complete opposition to written documentation enclosed herewith. This computer printout shows that, without a doubt, four calls were made from said premise and all four calls were answered to by the police.

Now, let's unveil the steps you took to obtain police assistance.

1. You called 411 as you, in your own words stated, "no need to call 911. There was no life threatening danger."

Did you know this for a fact, Mr. Mandel, or did you merely assume. To what degree was the victim hurt? Did you really know? Did you know the extent of his injuries. Did he need an ambulance?

In all cases of an emergency — 911 should be used!

2. Another falsehood expounded upon by you — "cautioned by visions of truly endangered people being put on 911 hold, I didn't want to clog up the system."

Again Sir, you are not in possession of the facts.

911 is never, but never, put on hold! If someone is on the main number and a person with an emergency calls on 911 — an alarm goes off and all dispatchers, put the main number on hold to answer 911. There are dispatchers manned on 911 positions only and their function, and only function, is to answer the 911 line.

3. From 411 you received the number to Central Station when it was Northern Station's phone number you had requested. The Police Officer at Central Station upon realizing your dilemma informed you of the Department's main number — 553-0123. Please note: All police units

are dispatched by Communications and Communications only; thus — 553-0123.

4. You dialed 553-0123. You state that a recording said hold the line. Five minutes passed. You forgot, however, to state the complete message revealed by that recording — that message being: Stay on the line unless you have an emergency; then hang up and dial 911.

5. You then proceed to call Park Station and explain the situation. Again — the officer proclaims, "I can't dispatch cars from here. Call 553-0123." When you answered the officer telling him that you had; he then reverted to the 911 number.

6. Some time later you finally do the sensible thing and seek assistance from 911. You state that "a very helpful woman responded immediately".

Let me interject to say that with this particular statement, we are in complete agreement. In listening to the tape recording of your call, I came to discover which "helpful woman" was the dispatcher who answered the line on July 4, 1989.

Please note: The Communications Department is comprised of alert, professional Dispatchers, both men and women, all ready to help!

I applaud Dispatcher Peggy Mulcahey!!! Dispatcher Mulcahey's evaluation of the situation and her performance of operating procedure was flawless.

Enclosed for your verification is the exact time, to the second, in which the information documented by computer printout, relayed to and dispatched to all units in the Park District as well as the Northern District — stating — not even 2 minutes. Thus — all officers were apprised of this occurrence less than 2 minutes after you called!

Kudos to Dispatcher Sue Rockett!!!! Dispatcher Rockett's evaluation of the situation was in full accordance with the evaluation set forth and her performance of dispatch procedure was exemplary.

And now, Mr. Mandel, if I might prevail upon you for just a moment or two and ask a few questions?!

What reason would there have been for an officer to respond to the given address?

There was no victim.

There were no suspects.

And — there was no availability of anyone, including yourself, to be interviewed by the police.

And now, sir, with all due respect to your literary expertise, allow me to expound on the adeptness of Police Officers and Police Dispatchers!

Educated in every phase of integrity, both agencies produce highly trained people to handle any citizen complaint, ranging from traffic violations to life and death emergencies, with fortitude and alacrity.

Time is always of the essence, and each call is prioritized accordingly.

You yourself stated that the "victim did not want the police." Had an officer or the dispatcher had the slightest clue as to the location of the victim or the suspects — we would have been there within minutes to assist.

I apologize for the lengthiness of my answer to your unworthy comments; however, it is rather difficult to condense many years of extensive training procedures into three and a half pages.

Respectfully submitted,
Sandra M. Cherniss,
Police Dispatcher