

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 21

SAN FRANCISCO, SEPTEMBER, 1989

204

NUMBER 9

Wage-Benefit Arbitration

by Alan C. Davis,
Davis & Reno, San Francisco

The following article is reprinted from the California Public Employee Relations, December 1984 issue, authored by Alan Davis of Davis, Reno & Courtney. Interest arbitration is being recommended by the MOU Negotiating Committee in significant part because, Alan Davis concludes, it eliminates paternalism, tends to take politics out of wage and benefits setting, and can place the SFPOA in the forefront on the significant issues of wages and benefits.

Alan C. Davis and his partner, Duane W. Reno, have participated as the firefighter union or police association legal representatives for all but two of the police and fire wage and benefit arbitration proceedings that have been conducted in California since 1970. Davis has also represented the IBEW in wage and benefit arbitration proceedings in Vallejo, and has represented the Hawaii firefighters since 1975 in the wage and benefit arbitration proceedings which have been conducted in that state. Davis & Reno represent labor organizations in both the public and private sectors.

The imbroglio over arbitration of wage and benefit disputes is not new. Compulsory interest arbitration was used during our involvement in two world wars. Congress legislated compulsory dispute resolution procedures into the Railway Labor Act. The Postal Reorganization Act of 1970, which prohibits strikes by postal employees, attempts to provide acceptable alternatives through procedures that include the availability of compulsory arbitration.

For a number of years, California has been surrounded by states that employ interest arbitration for the resolution of public safety disputes. At last count, 26 states prescribe some type of arbitration mechanism for wage and benefit disputes for public safety employees. While the specific arbitration procedures in each state vary significantly, wage and benefit arbitration has been used extensively. Invariably, the results have been the same. The awards have been accepted. There have been no strikes, and almost all the policymakers have either retained the arbitration process intact or refined and expanded it.

Six cities in California have adopted charter provisions that provide for wage and benefit arbitration for police officers, firefighters, or both: Vallejo (both), Oakland (both), Hayward (firefighters), Palo Alto (both), Alameda (firefighters), and San Jose (both). Some of these cities have used arbitration extensively. In the case of Vallejo, the city administration sought on two occasions to eliminate or narrow the scope of the arbitration process. Each time it failed. On a third occasion in 1980, the city streamlined the arbitration process by eliminating factfinding and adopting a final offer arbitration format. That the battle over wage and benefit arbitration procedures should continue to be waged with such vigor in California suggests that the stakes are high.

The Traditional Arguments

By now, the arguments of arbitration opponents are all too familiar. The argument that strikes are not eliminated through the use of arbitration has been proved wrong, not only in California but throughout the country.

The argument that compulsory arbitration is antithetical to the concept of representative government ignores the historical context in which the initiative, referendum, and recall were enacted by the voters of California. Just as wage-setting formulas were enacted into local city charters, wage and benefit arbitration procedures have been enacted into law as a check against the abuses of local city managers and elected public officials.

It has also been suggested that the availability of arbitration chills the incentive of the participants to engage in good faith collective bargaining, and that, in any event, arbitration is too expensive. Except in Vallejo, the empirical evidence has been otherwise. Police officers and fighters in San Jose, police officers in Oakland, and firefighters in Alameda have never used the arbitration process available to them. Palo Alto firefighters have used arbitration just once.

Expenses for the shared cost of arbitrator, court reporter, and meeting facilities are not significantly higher than in a grievance arbitration proceeding that lasts one to three days. The use of a legal representative by either party is, of course, the choice of the party. In Nevada, the participants frequently do not use legal representatives.

Until recently, the City of Vallejo has

presented a case study of excessive use and excessive cost. Vallejo's charter provisions were the first in California. For many years the city and union representatives labored under cumbersome preliminary mediation and formalized fact-finding procedures. Almost always, the parties would deadlock on dozens of issues following a factfinding report and then move into arbitration hearings. The process was time-consuming and provided in-

While the specific arbitration procedures in each state vary significantly, wage and benefit arbitration has been used extensively. Invariably, the results have been the same. The awards have been accepted.

sufficient incentives to compromise at any stage of the process. In addition, Vallejo's firefighters, police officers, and city management had lived through a disabling strike and a landmark state Supreme Court decision which expanded the scope of wage and benefit negotiations to include workload and safety issues and, specifically, manpower level requirements. As a result, there was little good will generated between the parties.

As experience in other states and in other California cities demonstrated that a final offer formatted arbitration process encouraged rather than discouraged negotiated agreements, Vallejo joined the ranks. In 1980, a citizens' committee recommended, and the voters, adopted a final offer "med-arb" process with exceedingly strict time lines under which negotiations must be completed and an arbitration award issued. Since the adoption of that process, firefighters and police officers have each completed the arbitration process just once on wage reopeners contained in existing contracts. In 1984, all three of the city's labor organizations negotiated settlements or stipulated to arbitration awards on their entire contracts.

The relationship between the City of Vallejo negotiators and employee representatives is no more cooperative or cordial than in 1974. Therefore, the evidence

(See ARBITRATE, Back Page)

MOU Update

by Mike Keys, President

The POA Negotiating Committee resumed negotiations with the City on July 20th. We have had several sessions since, and as this edition of the Notebook goes to press we believe we are near finalizing an agreement on terms of a Memorandum of Understanding (MOU) covering various terms and conditions of employment. The agreement will include the restoration of the uniform policy, grievance arbitration and an additional economic benefit to be implemented July 1, 1990.

Members should understand, as the Committee has learned, that the MOU cannot substantially correct our overall position, whereby San Francisco police officers are far behind in compensation when our total economic package is fairly analyzed, as was correctly demonstrated in the July issue of the Notebook.

Charter restrictions, enacted in the mid-seventies after the police and other City employee strikes, must be changed in order to enable the POA to obtain wages, benefits and working conditions for San Francisco police officers at appropriate levels. The Negotiating Committee is recommending a Charter Amendment that will remove these restrictions, and simultaneously enable us to keep pace with the top paid police agencies in the State, and perhaps even lead the way.

We are convinced any such Charter Amendment should contain language that will allow us to keep or set the pace, without the need for piecemeal correc-

(See MOU, Back Page)

The Notebook Needs You

We need your articles to make this the best possible newspaper

Articles should be sent to:
Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103

Deadline for October issue:
Monday, October 2, 1989

NO ON PROP K

Read pages 12 & 13
for info on Deputy Sheriff
Association's plan to take
over patrol duties in
many areas of S.F.

IN THIS ISSUE

Widows and Orphans	Page 2	Board Minutes	Page 10
Veterans' POA	Page 2	Wish Upon A Star	Page 11
Police Post	Page 2	No On Prop K	Pages 12 & 13
Around the Department	Page 3	Police Motivation?	Page 16
Cops for Christ	Page 6	PAL	Pages 18 & 19
Vice President's Column	Page 7	Sports	Pages 20-23

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Thomas Greene at 2:05 P.M. Wednesday August 23, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: All Officers and Trustees present. P. Pres. F. Pardella present.

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

COMMUNICATIONS: DONATION from Comm. Pius Lee - monthly salary. Letter from Atty. Edward Boessenecker, representing the estate of Mary Flanagan, who listed the W.O. in her will.

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

Treas. Parenti reported the death of WILLIAM J. O'BRIEN. Born in San Francisco in 1920, Bill was serving in the U.S. Navy, when his name was reached on the list. His permanent appointment was in 1946, age 26, after finishing his service in the Navy. After the usual training in the Academy, he was assigned to Headquarters Company - Commissioner's Office. Bill made the following promotions: Sergeant 1953, Lieutenant 1959, Captain 1967. In 1959 he was appointed Secretary of the Police Commission. In 1960 he was appointed Director of Personnel, serving there for 2 years until re-appointed as Secretary of the Police Commission in 1964. He retired in 1976 at age 56. Bill was 69 at the time of his death.

REPORT OF TRUSTEES: Mrs. Dulak, Security Pacific, reported on the portfolio. No recommendations for changes. Interest rates on U.S. Bonds are fluctuating, so no purchases are being made. Have cash on hand for purchases when the interest rates steady. Will advise Trustees and get approval for any purchases. Stocks are being considered for selling due to flat performance.

UNFINISHED BUSINESS: Bro. Hardeman reported that he was supposed to testify in the case of Dorothy Shine, but she had agreed to have Social Service act as conservator of her estate, and such action was approved by the Court. Whether the Association will ever receive any of her estate is problematical, as the will keeps being changed monthly.

GOOD OF THE ASSOCIATION: Pres. T. Greene set next regular meeting for 2:00 P.M. Wednesday September 20, 1989 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 our departed Brother William O'Brien.

Fraternally,
Bob McKee, Secretary

TO ALL RETIRED MEMBERS:
PROP. E ON NOVEMBER BALLOT WILL HAVE ANY INCREASES TAKE EFFECT AT SAME TIME AS ACTIVE MEMBERS. IF YOU HAVE NOT YET CONTRIBUTED YOUR \$25.00 TO HELP DEFRAY COSTS OF THIS CAMPAIGN, SEND YOUR CHECK PAYABLE TO VETERAN P.O. ASSOC. CAMPAIGN FUND, P.O. BOX 22046, S.F. CA 94122.

Bob McKee, Secretary

San Francisco Veteran Police Officers Assn.

MEETINGS: The excitement builds, as our Prop E gains momentum. Come to the Sept. 12 meeting, the 2nd Tuesday of the month, to get a firsthand report. Refreshments start at 11:30, business at 12:30 p.m. and lunch right after. Parking is good. Plan to attend and visit with your friends.

PRESIDENT'S MESSAGE: We had a nice turnout at our August meeting. Monsignor John Heaney, Lt. Al Benner and Officer Les Adams of the Employee Services attended and spoke on their detail, which advises and helps active members with personal problems. We would like to extend some assistance to retired members, such as in each town or vicinity or in each county, to have retired members help with picking up retired members for doctor appointments, etc. Lt. Al Benner may be contacted at (415) 566-0952, Officer Les Adams at (415) 553-1243.

As of Thursday, August 3, 1989, 399 members have responded to our campaign drive so you can see we have a long way to go. It would be great if all retirees paid their share of twenty-five dollars (\$25.00) promptly. Please make out your check today, note on envelope "Campaign Fund", and send it in as follows: SFVPOA CAMPAIGN FUND, P.O. Box 220246, San Francisco, CA 94122.

SICK CALL: Garrett Scanlan is well and will soon be back. Tim Leahy had a heart by-pass and is at home. Bill French is at home too, still resting.

DEATHS: William J. O'Brien. Rest in Peace.

CORRESPONDENCE: Member Charles Bertholot asks for you to write to him at 8 Elkwood Dr., So. S.F. 94080, if you want to increase your financial income.

NEW MEMBER: Tim O'Donnell. Welcome.

BILLS: Ed Cosgrove read the bills for July. Approved.

COMMITTEE REPORTS: Bob McKee asked that you include the Widows & Orphans, and the SFVPOA when you change addresses, to save the USPO charge of 25¢. — Jim Cole reports the active SFPOA may support our Prop E. — Sol Weiner reports our Prop E is progressing well. However, without adequate financial support by our members, we can't do all of the necessary campaigning. Even though it's past August 1, send your campaign fund check in today. — Marty Barbero reported only 399 members have contributed so far. Prop E would make all



POLICE POST #456 NEWS

by Greg Corrales

"A Marine is lying out in the middle of a paddy and he's wounded. He's not crying for Mom! He's wounded. He might be moaning a little bit; he might be cussin', because he's mad. Another Marine that's in safety because he got behind a dike — he's real safe, but he crawls out into that paddy, and he pulls that wounded Marine to safety, risking his own life, when probably the Marine's going to bite the bullet! He's going to die! And probably the one that goes out and tries to save him is going to die! Why is that done? You ask yourself that question. And you don't check out the Marine's name; you don't check out where he came from ... All you care about is — he's a Marine and he's in your unit. He's one of you."

Captain Pingree, USMC, 1982

The above quote, in a nutshell, describes what "the Nam" was all about to the men that fought there. I, along with many other Vietnam Veterans, am sick and tired of shirkers getting rich on books and movies which falsely portray the Vietnam War and the men that fought the war. The latest of these is the new movie "Casualties of War." The movie is based on a 1969 book about a patrol of American GIs who allegedly kidnap, rape, and murder a South Vietnamese girl in 1966. John Wheeler, president of the veteran group Center for the Vietnam Generation, said the movie portrays

payraises retroactive to July 1 of each year.

UNFINISHED BUSINESS: Do it again. Keep writing to Cranston, Wilson, Boxer and Pelosi, asking them to support either modifying the costs for the 1988 Medicare Catastrophic Coverage Act, or to repeal it. Keep up the pressure. Don't let them think that you have given up fighting the huge federal surtax costs to you.

Hon. Alan Cranston, Hart Bldg. Rm 112, Wash., D.C. 20510; Hon. Pete Wilson, Hart Bldg. Rm 720, Wash., D.C. 20510; Hon. Nancy Pelosi, Longhor H.H., Wash., D.C. 20515; Hon. Barbara Boxer, Longhor H.H., Wash., D.C. 20515.

GOOD OF THE ORDER: Dick Castro asks that you keep your membership in the American Legion, and pay the dues notice sent by the state office. Attendance 87 George Cathrell, Pres. Membership 788 Gale Wright, Sec.

The San Francisco Police Officers' Association NOTEBOOK

USPS #882-320

PUBLISHED MONTHLY \$10 PER YEAR
OFFICIAL PUBLICATION OF

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
510 7TH STREET, SAN FRANCISCO, CA 94103
(415) 861-5060

SFPOA BOARD OF DIRECTORS

PRESIDENT	Mike Keys	Co. G	Lon Ramlan
VICE PRESIDENT	Paul Chignell	Co. H	Cliff Java
SECRETARY	Steve Johnson	Co. I	Mike Conway
TREASURER	Al Trigueiro	Co. K	Jerry Doherty
Co. A	George Rosko		Ray Shine
Steward	Frank Machi	HEADQUARTERS	Henry Friedlander
Co. B	Pete Maloney		Richard Alves
Co. C	Bill Coggan	SOB/T.F. Steward	James Drago
Co. D	Gary Fox	INSPECTORS	Alex Fagan
Steward	Larry Barsetti		Roy Sullivan
Co. E	Mike Paulsen	TACTICAL	Jerry Donovan
Steward	John Goldberg	MUNI	Tom Flippin
Co. F	Matt Gardner	RETIRED	Jim Cole

ASSOCIATION OFFICE: 861-5060

ADDRESS ALL CORRESPONDENCE TO:
Editor, SFPOA Notebook, 510 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Notebook and/or the San Francisco Police Officers' Association for unsolicited material.

THE SFPOA NOTEBOOK is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

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

ADVERTISING

David Dermer: (415) 863-7550

Nancy Huffaker: (206) 892-4710
(Collect calls accepted)

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

CALIFORNIA ACADEMY OF FAMILY PHYSICIANS

605 MARKET STREET, SUITE 1103
SAN FRANCISCO 94105
(415) 541-0762

Andre's

TELEVISION
STEREO
MICROWAVE OVENS

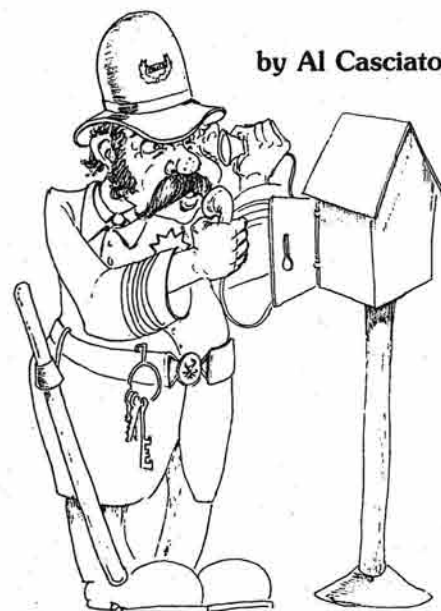
— SPECIAL —
Discount Prices

25 PLUS YEARS: SALES & SERVICE
Mike Salerno, Owner

731-2792

2401 Irving St.

AROUND THE DEPARTMENT



by Al Casciato

Doesn't make the regular press, but this summer Chief Frank Jordan and Deputy Chief Frank Reed have been patrolling and responding to calls in several of the housing projects. When the bosses take a first hand look and pitch in where crime is the worst the troops really appreciate it.

Preparing For A Promotional??? F.Y.I.

The Coaching Company, 870 No. Point St. offers a **FREE** 2 hour Communicate for Action Seminar every Thursday evening. Those who have attended feel the time is well spent and some have gone on to other courses depending on their particular goals. For reservations call Sally Moon at 922-6224. P.S.: Consent Decree Staffers have been seen in attendance.

Consumer Alert

For those of you required to carry pagers the following should be of interest. Pagenet has lowered their law enforcement price to \$10.75 a month (pager and insurance in-

cluded). Call Matt Bronstein 739-4292 (pager) to order a pager which he will deliver to your work site. Those of you that already have Pagenet can have your rate reduced by calling the business office listed on your bill. If you have problems let Matt know at 591-7900 in the AM.

Seven-year-old Gabe Palma, son of Frank and Amparo, recently visited the Children's Zoo in Oakland. While waiting in line for a ride Gabe recognized the man standing in front of him as Oakland A's Slugger Mark McGwire. The always prepared Gabe (so says dad) immediately pulled from his pocket a McGwire baseball card and asked for an autograph. A slightly embarrassed Amparo reports that Mark willingly obliged and was very good with all the children.

Do you have to ask a fellow officer what mood your boss is in prior to asking him/her a question? According to Jim Willis of the Oregon P.O.S.T. Commission if you do have to ask, you are dealing with a MANIC/DEPRESSIVE and he wishes you luck.

John Miller, Co. D. has resigned and moved to New York due to the death of his father. John hopes to return after all the affairs are settled. In the meantime John's address in N.Y. is available through this col.

John's forced resignation is a hardship because no leave is available. If legislation which is pending in Washington — S.345 - The Family and Medical Leave Act of 1989 — passes, forced resignations during periods of family illness or death will be a thing of the past.

From the Brooklyn, N.Y. community paper comes a story that San Francisco Police Lt. Louis E. Calabro organized a reunion of his old Canarsie gang on June 30th. The boys who grew up near East 92nd St. and Avenue J were known as the Mohawk Baseball Gang during the 40's and 50's. Lou has refused to let me use his old nickname from those years. But, I'm sure if you drop by the property clerks and turn on the charm, he'll give in and tell you himself.

Retirement Is Really Tough

Retiree Dick Klapp and better half Sue spent the summer bicycling through Holland, fishing in Minnesota and socializing on the East Coast.

Retiree Vic Macia has joined the Marin Country Club and rumor has it he may take a few friends out for a round of golf. (Only if you're nice).

Having just joined the ranks of the retirees Phil Dunnigan purchased a new Acura Legend with the various payoffs (SF. Vac. and OU.) and joined the S.F. Coaching Company as a staff consultant. What does he do you ask? Ans: Take a lot of trips to exotic locations and report back on potential relaxation seminar sites ... Tough job....

It didn't take long: A police report crossed my desk titled "Death Threat via Fax Machine."

Raffle Results

The Indian Valley Golf Club's annual youth programs raffle was won by Gary Fox. The prize a set of Ping Clubs, woods, irons, putter and bag is being enjoyed by Gary, who by the way was the guy who sold us all our tickets. Just a lucky type guy ... Naw ... we're not wondering ... only kidding Gar....

BIRTHS...BIRTHS...BIRTHS

To Ernie and Vanessa Chapman a daughter Ashley Nicole 7 lbs. 3 oz. 21 inches on 8-2-89 at 1117 hours. Mom and Dad are very grateful to the staff of St. Mary's Hospital for all their help prior to and during the birth. All are fine and resting comfortably at home.

Laurie and Jeff Smith welcomed their new princess Courtney Ann 7 lbs. 12 oz. 20 3/4 inches on 8-15-89. All well and very happy.

Nine-year-old Nicholas Barsetti had his hands full the morning of Aug. 24, 1989. Seems that Dad, Larry, had driven Mom, Pat, to the hospital so new bro Dominic Piccinini Barsetti 9 lbs. 21 inches could be born at 0101 hours. Keeping grandparents calm was Nicholas' job and he had his hands full with two sets of them; Retired S.F.P.D. Phil and Terrie Barsetti as well as

Nello and Dorothy Piccinini of Jovenello's Restaurant.

Congrats to all and best wishes for the future.

Ever the entrepreneur, Joe Weatherman has opened a 1950's style cafe called JP's Five Star Cafe in Brisbane.

SI — SH FEUD:

Vince Catanzaro is an avid alumna of Sacred Heart High. Recently he purchased a boat from Jay "Kelly" Veatch at the Boat and Motor Mart. So while in the process of signing the final papers Kelly casually mentioned that he had attended St. Ignatius High. Vince instantly went into his act. "How could I buy a boat from you. Give me my down back." "Calm down" said Kelly. "I went to school with Joe Ditto — Bob Brodnick — John Tursi and play handball with Vic Aissa and Frank Palma. Besides, I'll give you a good deal." The latter really calmed Vince down as his police retailing spirit overrode his alumni loyalty.

In remembrance, please pray for the following who passed away this past month:

Officer George Huegle of Northern Station

Former S.F. Police Officer Patrick Wolf
CHP Office Hugo Olazar



Jeff Roth

Audio Post
Production Services

30 Berry St.
San Francisco, CA 94107
415 777-3108

A Legendary Team Joins Frank Howard Allen's Novato Office

Donna has been an active member of the Novato community since 1974. Her expertise stems from 12 years in residential sales, having sold in excess of 10 million dollars worth of real estate last year!

Donna is well known for her knowledge of the prestigious Verisimo Valle and her exceptional marketing abilities. Her non-stop energy, sincere concern and love for her clients stem from her strong family circle. She and her husband, Frank, have raised 4 children in Novato. Family is still Donna's number one priority which is probably why she is so successful at satisfying the needs of her clients and their families.



Donna Falzon



Debbie Falzon-Ashburn

Debbie was raised in Novato, attending San Marin High School and the College of Marin. She graduated with honors from California State University in Sacramento earning a Bachelor's Degree in Business Administration - Marketing.

Debbie's family has always been active in real estate and in 1987, after working as a Marketing Director for an investment research firm, Debbie joined forces with her mother, thus completing a very dynamic team. Debbie's first-hand knowledge of Novato and her outgoing personality have been invaluable in serving her many clients. She is able to work successfully in both Marin and Sonoma Counties.

Donna Falzon and Debbie Falzon-Ashburn are a unique phenomenon in Novato Real Estate. They provide unusual and exceptional service which has extended their reputation far beyond the boundaries of Novato. They have become almost legendary with their work with new construction and upscale custom homes. Frank Howard Allen is pleased to welcome both Donna Falzon and Debbie Falzon-Ashburn - watch as the legend continues!



Donna Falzon & Debbie Falzon-Ashburn
915 Diablo Avenue, Novato • 897-3000



Trust Takes Time ... Realtors Since 1910

EMPLOYMENT OPPORTUNITY POLICE OFFICER \$1958 - \$2380*

PLACERVILLE, CALIFORNIA (Population 7,500, just over 5 square miles) is located on Highway 50 in the Sierra Nevada foothills, forty-two miles east of Sacramento. It is a City with a glorious historical past, with such names as "Dry Diggins" and "Old Hangtown," but with a future that will far exceed the past. Placerville is midway between Lake Tahoe and Sacramento — the gateway to a vast, unlimited recreation area. It is located below the snow line and above the valley fog. Water skiing, swimming, boating, deer hunting, good fishing, quail hunting, picnicking, excellent golfing, vast historical heritage, all within minutes from City Hall.

JOB DESCRIPTION:

Under supervision to patrol an assigned beat in the maintenance of order; enforce laws and ordinances; prevent crime; protect life and property; issue citations, make arrests and testify in court; keep records and make reports; do investigative work in the detection of crime; assist and give directions to the public; and control traffic. The size of the department permits the individual officer to achieve experience in a broad spectrum of police science.

REQUIREMENTS:

All applicants must be at least 21 years and possess normal hearing. Vision 20/70 correctable to 20/30; color blindness not acceptable.

Applicants must be currently employed as a Police Officer in the state of California possessing a California P.O.S.T. Basic

Course Certificate; or be graduated from a P.O.S.T. certified Basic Academy no more than three years before applying, or be currently attending an academy; or in possession of a current and valid P.O.S.T. certificate.

Applicants must have a valid California operators license.

Placerville area residence required only after appointment. All candidates must be citizens of the U.S. and must possess excellent personal character. The background of all successful candidates will be thoroughly investigated.

OTHER INFORMATION:

The City encourages its personnel to actively participate in formal education which is readily available in the Placerville area. 2½% of top step per month for a P.O.S.T. Intermediate Certificate; plus 2½% of top step per month for a P.O.S.T. Advanced Certificate.

Credit Union privileges. Excellent fringe benefit package.

Applicants must submit the following to be considered in the selection process:

1. Completed City of Placerville Application Form.
2. Proof of graduation from a P.O.S.T. certified Basic Course Academy, obtained from the institution where the course was given; or proof of enrollment if still attending.

Several testing procedures may be utilized, including written, oral and physical agility tests. Assessment methods may also be used, along with polygraph and psychological tests. A medical report is required prior to appointment.

* Salary and Benefit negotiations currently in progress.

1275 Market St., Suite 1300
San Francisco, CA 94103
(415) 626-7273



Power Computing
a McDermott company

1930 Hi Line Drive
Dallas, TX 75207
(214) 655-8881

Imperial Savings

580 Green Street
San Francisco CA 94133-3989
(415) 982-1344
FAX (415) 956-6315



Dolby Laboratories Licensing Corporation

100 Potrero Avenue • San Francisco, California 94103-4813
Telephone 415-558-0200 • Telex 34409 • Facsimile 415-863-1373

WALLY MOONEY

serving your transportation needs

PURCHASE or Lease
on ALL MAKES & models thru
MERIT LEASE CORP.

at 943 Harrison Street, SF —
(between 5th & 6th Streets)
parking in garage behind office in Oak Grove Alley.

(415) 546-7720

Same "Cost Plus" system Wally's
been doing for the past 23 years!
Evening phone **(415) 588-7155**



0-0-100 Case: Petition Filed in US Supreme Court

by David P. Clisham,
Carroll, Burdick & McDonough

SFPOA lawyers took the first step to finalize appellate review of the "0-0-100" case by filing a Petition for a Writ of Certiorari in the United States Supreme Court on June 5, 1989.

The Court is being asked to rule on whether non-minority victims of reverse discrimination are entitled to the same remedies (promotions, backpay, and retroactive seniority) as traditional victims of discrimination. The City and Officers for Justice have filed responses and the POA will be filing a reply shortly. The Court will decide whether to accept the case for review sometime after the beginning of the October 1989 term.

History of the Case

The "0-0-100" case began in 1983 when the City, after administering valid exams for sergeant and inspector, discovered that the scores resulted in adverse impact on both minorities and women.

During 1983, the Police Department's Consent Decree Unit had developed examinations for sergeant and inspector. A thorough job analysis was done prior to the development of the examinations; expert consultants were used; previous tests were reviewed; subject matter experts were utilized to list typical job tasks. Incumbent sergeants and inspectors were interviewed, and substantial time — in excess of 100 hours — was spent observing people on the job. All of these procedures were required and were in conformity with the Uniform Guidelines on Employee Selection Procedures, a federal regulation enacted to describe the steps needed to develop valid examinations.

The sergeant and inspector exams had three components: a written multiple choice exercise, a written communication exercise, and a structured oral interview. Each component was designed specifically to measure different dimensions found by the job analysis to be essential for successful performance as a sergeant or inspector. The multiple choice component was considered the best tool for measuring technical knowledge and problem-solving. The written test, in an essay format, evaluated written communication skills. The oral test measured verbal communication skills, supervisory skills and interpersonal ability. Each component was developed through an intensive, arduous process that assured the fairness and job-relatedness of the overall examinations.

Prior to the administration of the examination, the Consent Decree Unit, pursuant to Consent Decree requirements, sent evidence of the validity of both examinations to the Consent Decree parties (OFJ, the United States, the City and the POA). No objections as to the validity were made by any party during this period.

Prior to the administration of the examinations, the Civil Service Commission had set cut-off scores and weights for the three examination components (multiple choice, writing skills and structured oral). The examinations were then administered and the results tabulated by race and sex. Without revealing the identities of the candidates, the scores showed an adverse impact on minorities in both examinations, a slight adverse impact on women on the sergeants' examination, and no adverse impact for women on the inspectors' examination.

Because of this adverse impact, the United States and Officers for Justice objected not to the examinations themselves but to the use of the results. Upon the ad-

vice of the City Attorney and without any further analysis of the validity or job-relatedness of the examination, the Commission revised the cut-offs and weighting standards for the sole and exclusive purpose of elevating 51 more women and minorities to places on the list where they were "reachable," with the natural and inevitable consequence of lowering the positions on the same list of 51 other candidates (primarily, but not exclusively, white males) to positions where these 51 were not "reachable."

Under the revisions ordered by the Commission, the oral component of the examinations (the most subjective portion) became the sole ranking device. As a result, minority appointments to inspector rose from 8% to 22% and minority appointments to sergeant from 10.4% to 24%. Corresponding numbers of non-favored (i.e., non-minority) candidates saw their rankings and respective chances for promotion, decrease in the same scale.

In addition to this re-weighting, the City OFJ and the United States also agreed to promote only 120 candidates, in rank order, all in the same day to satisfy Consent Decree obligations to appoint annually 25 persons to sergeant and 15 persons to inspector from August 1, 1981 through the termination of the Decree.

Following the Civil Service Commission's decision to change the weights on the three components of the examinations, the POA and three named Plaintiffs filed suit in State Court; the case was removed to Federal Court; and the District Court ultimately ruled that the City's plan was permissible and ordered the City to make 120 promotions to inspector and sergeant from the eligibility list derived from the re-weighted promotions.

The total of 120 officers were thus promoted in rank order to sergeant and inspector on April 1, 1986, notwithstanding the fact that as of that date, the Consent Decree required 125 sergeants and 75 inspectors, a total of 200 promotions.

The POA timely appealed to the Ninth Circuit.

The Ninth Circuit rendered three different opinions. The first opinion (March 12, 1987) reversed the District Court holding that the re-weighting of the examination components unnecessarily trampled the interest of the non-minority police officers. The second opinion (March 24, 1988), held that the entire matter was moot because the City agreed in the future not to engage in discriminatory weighting of parts of an examination it had already given and weighted. The third opinion (March 7, 1989) voided the second opinion, again reversed the decision of the District Court but denied any remedy or relief to the victims of the "re-weighting."

As stated above, the POA has now filed a timely Petition for Review in the Supreme Court of the United States.

Chances for Review

It is a well known fact that the US Supreme Court receives literally thousands of Petitions for Certiorari or Review each year and only a small fraction of cases are granted review. On the other hand, the court has issued at least three decisions since January 1989 in the "affirmative action" area, City of Richmond v. J. A. Croson Company (January 23, 1989), Ward's Cove Packing Company v. Antonio (June 5, 1989) and Martin v. Wilks (June 12, 1989). Ward's Cove and Martin dealt with Title VII issues from a "reverse discrimination" point of view. The Richmond case deals with racial quotas impos-

(See 0-0-100, Page 15)

**MICHAEL
SHANNON
ASSOCIATES**
INC.

1888 Illinois Street ■ San Francisco, CA 94124-1203
415 641-9444 ■ FAX: 415 641-9462

Fall, Spring, and Summer Semesters: (415) 442-7800

For the convenience of working adults, Golden Gate University offers: • evening and weekend courses • classes taught by business practitioners • programs in more than 50 career fields leading to bachelor's, M.S., M.B.A. and law degrees • convenient locations: San Francisco, Los Altos, Walnut Creek, Rohnert Park



GOLDEN GATE
UNIVERSITY
536 Mission Street
San Francisco, California 94105
442-7204



"An Eclectic Selection of
News & Videos"

533 Haight St.
864-2985

Bob • Edita • Maggie • Keith

The Next Exams: A Repeat of 1983???

by Mike Hebel,
Opinion
Correspondent



In 1983 the City and County of San Francisco administered sergeant and assistant inspector examinations which can be categorically characterized, when reviewing their impact on the police department, as the worst given in the department's 140 year history. The results of these two examinations are now before the United States Supreme Court on a writ of review to determine the remedy, if any, for displaced candidates.

Seven hundred police officers took those two examinations. On March 10, 1986, 120 appointments were made (75 sergeants and 45 assistant inspectors). The list of eligibles was then terminated with no further appointments made. Of the 75 sergeants: 46 were white male, 18 ethnic minorities and 11 women. Of the 45 inspectors: 30 were white males, 10 ethnic minorities and 11 women.

In 1987 the United States Court of Appeals for the Ninth Circuit held that: "The City was obligated under the Consent Decree to administer an examination that would not have adverse impact on minorities and women. When it failed in its first attempt to achieve the goal, the City inappropriately attempted to take short cuts to meet its obligations. It did so in order to save time ... using an unlawful procedure is not acceptable ... the City was additionally obligated under the Consent Decree not to participate in racial or sexual discrimination — no more against white males than against others."

Will It Happen Again?

Not according to Kathleen Hurley, coordinator of the Consent Decree Division: "We have been working for 15 months to create the best exam possible." I concur with her pronouncement.

The 85% sign-up by eligible candidates is indicative of this spirit of optimism. Of the 1300 police officers eligible to compete, just over 1100 submitted their application by the deadline of August 25.

Through contract with Personnel Decisions, Inc., the Consent Decree Division released a voluminous *Summary Report: Sergeant and Assistant Inspector Job Analysis Study* in July 1989. As stated in its introduction: "This report focuses on work conducted from March 1988 through June 1989. During this period of time, a comprehensive study was conducted from scratch, entirely supplanting all previous job analysis work performed for the two ranks. This work was necessary because the job analysis information available from previous studies was out-of-date, and did not conform with several requirements for supporting and demonstrating content validity." This exhaustive study produced, through interviews and evaluations of current sergeants and inspectors, the job related abilities and knowledge which would form the basis of the multi-component, job related exercises.

Going into this exam, all the validation experts (representing the POA, U.S. Department of Justice and the City Attorney's office) agree that the development of the Q-50 and Q-35 exams is progressing in a job-related, valid and lawful manner.

The Tests Themselves

The Q-50 exam consists of three job related exercises: (1) patrol supervision simulation; (2) role play exercise and (3) a written exercise.

The patrol supervision simulation will simulate a series of job encountered situations. Similar situations were used on recent lieutenants' and captains' examinations. They consist of written statements presented to the candidate to be followed by a timed written response. The simulation then progresses requiring numerous timed

written responses as the simulation proceeds (and escalates).

The role play exercise will be interactive. It may require the candidate to resolve conflicts between personnel, take corrective action with a subordinate, or counsel a subordinate. In these simulations actors are used and it would be a mistake to conclude that the role play will contain only one actor.

The written exercise may be similar to the 1983 Q-50 exam requiring completion of an investigative report of a traffic collision and an employer's report of occupational injury. This exercise could require, for example, completion of a citizen's complaint against personnel or preparation of an intra-departmental memorandum on a given subject.

The Q-35 assistant inspector examination will consist of a multi-component job-related exercise — a case investigation simulation. The exercise will contain a written and oral component. This simulation may very well require the candidate to conduct an interrogation of a suspect, interview a witness, collect evidence, and then complete a request for a teletype, a supplemental incident report, and a chronological report of the investigation as well as to evaluate written information about the particular crime under investigation.

It is presently anticipated that the assistant inspector exam will be given in November 1989 and the sergeant's exam in December 1989. The earliest date for adoption of lists of eligibles is February 1990.

The Competition

This examination process is highly competitive. It must be squarely recognized that the majority of persons competing in this process will not be promoted. Here are the figures:

As of 9-1-89 the following vacancies exist

Q-50: 34; Q-35: 106

By order dated August 10, 1989 Federal district Judge Robert Peckham stated the following appointments must be made by July 31, 1990:

Q-50: 125; Q-35: 75.

Thereafter another 15 assistant inspector and 25 sergeant appointments must be made on a yearly basis.

The duration of the eligible list is two years from the date of adoption, but can terminate earlier if the next succeeding Q-50/Q-35 exam is adopted.

The City Attorney's office has recently filed a motion to reconsider the August 10 order. By this motion the City seeks to delete that portion of the order which provides that the obligation to appoint sergeants and assistant inspectors continues to accrue beyond March 30, 1989. At stake are 30 assistant inspector promotions and 50 sergeant promotions. A hearing on this motion has been scheduled for October 2, 1989 before Judge Peckham.

Should I Prepare?

Preparation may not make perfect, but it does make better. **In my judgment, thoughtful and concerted preparation is absolutely necessary for all serious candidates.**

You can increase your job knowledge by reviewing:

1. Department's General Order manual

2. Training Bulletins, especially those issued since 1984

3. Department's Event Management Manual

4. The examination announcement's extensive discussion of job related abilities and knowledge

5. *Preparing for Promotional Tests*, August 1989 booklet produced by the Consent Decree Division.

6. CPOA's publication entitled *How to Prepare For and Pass Promotional Exams* (\$15; call 916-923-1825 for publication information)

7. CPOA's "The California Peace Officer", September 1988 issue devoted to promotional testing (\$3; see above phone number)

8. California Peace Officers *Legal Source Book* produced and updated by the California Department of Justice (copy available at every station)

9. *Summary Report: Sergeant and Assistant Inspector Job Analysis Study*, July 1989 produced by PDI and available at the Consent Decree Unit as well as through all department captains.

For the truly ambitious and thorough (who have mastered the previous nine selections), I have two other recommendations:

10. *Supervising Police Personnel, Back to Basics*, by Paul Whisenand and George Rush (1988, Prentice Hall Publication)

11. *The Police Assessment Center* edited by Harry More and Peter Unsinger (1987, Charles Thomas publisher; Springfield, Illinois)

You can increase your job abilities by:

1. Forming a study group of 6 to 10 members to devise and practice simulation and role play exercises which are the essence of these two examinations (remember — to improve you need feedback on your performance).

2. Ask a skilled sergeant(s) and inspector(s) to be your coach and mentor; find out through their experience what the job entails and how to properly do its required paper work. These are the rank and position you seek — who knows it better than someone who is already successfully performing the job.

3. These exams require you to convince

(See TEST, Page 11)

Ballroom Dance Classes Start

Exciting and fun-filled ballroom dance classes for couples are being offered for a six-week series beginning Thursday evening, October 19th, at 7:30 P.M. Classes are conducted in the Commodore Sloat School Auditorium, corner of Ocean Avenue and Junipero Serra Boulevard. There is ample street parking.

The dance program will offer basic instruction in the fox trot, swing, waltz, rumba, samba, cha cha, tango, as well as having students participate in fun dance mixers.

The New Students Class begins at 7:30 P.M. The Intermediate Class begins at 8:30 P.M. Enrollment is \$38 for the one-hour, each Thursday evening class for the six-week series. Register at the first meeting, or for additional information or to pre-register, call the instructors, Ed and Alice Lahl at 731-0746.

BANCROFT
AVERY
&
MCALISTER

Attorneys at Law
601 Montgomery Street
Suite 900
San Francisco, California 94111
Telephone 415/788-8855
Telecopier 415/397-1925

Parkside Grooming & Supplies



APPTS. 665-2924
8:30 TO 5:00
TUE. - SAT.

OWNER
MALINDA

ALL BREED GROOMING

2239 TARAVAL STREET
SAN FRANCISCO, CA
between 32ND & 33RD AVES

Member
S.F. Builders' Exchange

(415) 826-5051
(415) 282-8220

**GEORGE R. TOWNSEND
AND ASSOCIATES**
LATH — PLASTER — DRYWALL
CONTRACTORS

GEORGE R. TOWNSEND
Lic. No. 264097

850 So. Van Ness Ave
San Francisco, CA 94110

Hicks Realty & Mortgage (415) 647-6886

1699 DOLORES STREET SAN FRANCISCO, CA 94110

1520-1522 SANCHEZ STREET

Prime Noe Valley flats! This is a traditional set of units over a huge full basement with parking for 3 cars. The upper unit has six rooms with two bathrooms and the lower has five rooms.

\$569,000



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

Residential units with a ground floor commercial unit, the commercial unit is a grocery store which is also for sale for \$75k. Includes liquor, deli and groceries. Store pays \$1500.00 a month rent, 2 garages rent for \$65 each. This is prime property in a prime area.

\$729,000



Serving the transportation needs
of San Francisco police officers
for over 10 years

**Mendocino
Volkswagen**



JEFF ALLEGRO, PRESIDENT

2400 North State Street
Ukiah • California • 95482

1-800-527-9781

Police Riding Boots
**PIONEER ARMY & NAVY
 STORE, INC.**
 1133 Market Street
 San Francisco, CA 94103 • 621-8909

LAZAR INDUSTRIES, INC. CHAIR DESIGN ETC.
 MODA SOFA
 TEXTILE TRENDS
 620 E. Slauson Ave., • Los Angeles, CA 90011
 Tel. 213-232-6789 FAX 213-232-6366
 Showroom 415-863-7406

Arnold Bedak
 Production Assistant
 & Purchasing Agent

Lilli Ann

2701 16th Street
 San Francisco
 California 94103
 (415)863-2720

AL GRAF BAIL BONDS

"THE BONDSMAN WITH A HEART"

CALL
 AL OR LEN
 GRAF
 MILLIE
 DUCKSON



859 BRYANT ST.
 SAN FRANCISCO 94103
 DALY CITY: 991-4091
 REDWOOD CITY: 368-2353

GRANDMA'S SALOON

NOW LOCATED AT:

1016 Taraval Street
 San Francisco, CA 94116
 (415) 665-7892

Labor Day: A Brief History

Why is the first Monday in September called Labor Day? And just what exactly are we celebrating?

It's not a very old holiday, just over 100 years old, but its significance is profound.

Exploitation of workers goes back to early civilization when every cruelty, indignity and humiliation befell laborers and slaves.

As the intellect of slaves increased, so did their discontent and they sought ways to make their way of life more tolerable. The first "strike" on record occurred in Athens in the year 413 B.C. when 10,000 workers walked out of the mines and shops protesting the fact they were not allowed a day of rest.

Centuries later, after the discovery of America, the most daring of the oppressed and those seeking a free world turned to the new shores. They were faced by a class of Americans who saw themselves as monarchists. The status seemed regressive rather than progressive, this time with land barons working men seven days a week with no respect for Sunday or the Sabbath.

The craftsmen of the old world banded together and organized guilds and assemblies, resembling those they had in Europe, to better themselves and their working conditions in their new land. The Order of the Knights of Labor was formed in the early 1880's, an organization that took heed of the wrongdoings and dedicated themselves to alleviating the plight of workers.

On September 5, 1882, the Knights of Labor met in New York City, and on their agenda were plans to establish a day that would be a special holiday for workers. It was a noteworthy occasion, calling attention to the needs of the working people.

A parade with festivities were planned for the following year on the first Monday in September.

In 1884 a resolution was adopted in New York and steps taken to enact a law making the first Monday in September a legal holiday to be known officially as Labor Day. Labor Day legislation extended to other states but not all conceded to the same date until many years later.

When Labor Day was instituted as a legal holiday its significance was that on that day "no question of local importance, no strike, no controversy or dispute shall interfere with the observance of the day." It was a day of parades, picnics, festivals and games. It was proposed as a day of rest, of recreation, and education to celebrate the worker having evolved from a position of degradation and humiliation to the equality, freedom and a higher standard of living we continue to enjoy today.

SAN FRANCISCO

Fellowship of Christian Peace Officers

by Jim Crowley, Homicide

THE PARABLE OF THE SOWER

(Matthew 13: 1-23, Mark 4: 1-12,
 Luke 8: 4-10)

The Parable of the Sower shows the hindrances to the Gospel that dwell in the hearts of the hearers. Parables were a special teaching instrument of Christ. Jesus used this method of instruction because of the growing hostility to Him and to His message. He was surrounded by enemies who tried to catch Him in His words, but no one could object to a simple story. Besides stories are remembered by the duller of listeners.

A parable is an analogy, it assumes a likeness between higher and lower things. "Parable" comes from a Greek word, "Parabole", meaning "besides" and "to throw down"; a parable, then, is a form of teaching in which one thing is thrown besides another, and thus is a comparison or an illustration. Jesus drew these stories from nature and human life to illustrate spiritual or moral truth.

G. Campbell Morgan states, "Jesus clothed divine truth in picture forms that men might more easily look upon it and learn it, just as He Himself was veiled in human form that men might have some vision of God suited to their Capacity."

While a large crowd was gathering and people were coming to Jesus from town after town, he told this parable:

"A farmer went to sow his seed. As he was scattering the seed, some fell along the path; it was trampled on, and the birds of the air ate it up. Some fell on rock, and when it came up, the plants withered because they had no moisture. Other seed fell among thorns, which grew up with it and choked the plants. Still other seed fell on good soil. It came up and yielded a crop, a hundred times more than was sown." (Luke 4: 4-8 NIV).

Jesus then explained the meaning of the parable to his disciples:

"The seed is the word of God. Those along the path are the ones who hear, and the devil comes and takes away the word from their hearts, so that they may not believe and be saved. Those on the rock are the ones who receive the word with joy when they hear it, but they have no root. They believe for a while but in the time of testing they fall away. The seed that fell among the thorns stands for those who hear, but as they go on their way, they are choked by life's worries, riches, and pleasures, and they do not mature. But the seed on good soil stands for those with a noble and good heart, who hear the word, retain it, and by persevering produce a crop." (Luke 4: 11-15).

We all need to pay close attention to these words of Jesus. The Seed is the Word of God. Souls are born of God's Word. "For you have been born again, not of perishable seed, but of imperishable, through the living and enduring word of God." (Peter 1: 23).

This parable is a prophecy of the Gospel's reception. Some will not even listen. Some will accept it, but soon fall away. Some will hold on longer but gradually lose interest. And some will hold on to final fruition.

The Sower who scatters the seed is the

Lord Jesus, either Himself or His ministers.

The ground in which the seed is sown are people's hearts. Man's heart is like soil, capable for improvement and bearing good fruit.

There are four sorts of ground, three are bad, one is good.

1 They hear the word but they do not understand it. It is their own fault that they do not understand it, their hearts have become hard and calloused through their unbelief. They reject the Word, it goes in one ear and out the other. They are an easy prey to Satan who Jesus said was a "murderer and a thief and a liar". (John 8:44, 10:10). We need to understand the contrast that while Jesus came to give us eternal life and life more abundantly, that Satan, the enemy of the Word of God, comes to steal and kill and destroy. This first group of people don't even care enough to pick up God's Word, they don't break up the fallow ground and the devil comes and steals the Word.

2 The second group, "on rocky places", the Word falls on shallow soil on top of solid rock. These people hear the word, it makes a good impression, they receive it with joy, they believe for a while, but in time of testing, they fall away. Many people like to hear a good sermon but they are not changed by it. There is something in their life they do not want to give up. They do not unite themselves with Christ who is our Root. They are only temporary, when trouble or persecution come they fall away. Some can not take the ridicule and scorn of the cross. To some the cross means salvation and redemption. To others it means death and eternal damnation.

3 The seed gone among the thorns stands for those who hear the word but as they go their way, they are choked by life's worries, riches, and pleasures and they do not mature. The worries of the world are a great hindrance to our gaining by the word. In Philippians 4: 6-7, the Apostle Paul shows the cure for anxiety is prayer with thanksgiving. In this connection he used that remarkable phrase, "the peace of God". Observe it carefully, the peace of God, His quietness as serenity, based on His infinite knowledge and unlimited power. Well does the Apostle declare that it passes all understanding. The peace of God guards the hearts of those who make their requests known to God. To know that He knows, to be sure that He cares, to obey in the confidence that He is able to accomplish all His perfect will, is to have your heart at rest and the thoughts guarded against anxiety.

The Evangelist Mark adds: "The deceitfulness of riches and the desire for other things." It is not so much the riches or wealth but the deceitfulness of riches.

Prosperity tends to give a false sense of self sufficiency, security and well-being, if we put our trust and confidence in them instead of the Lord.

4 The last group is represented by the good ground. They hear the word, receive it, believe it, accept it, and they bear fruit, up to one hundred times what was sown. Our Lord declared, "I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing." (John 15: 5).

COPS FOR CHRIST LUNCHEON

THURSDAY, OCTOBER 12, 1989
 NOON
 MONSIGNOR McKAY, PASTOR
 ST. CECILIA'S CHURCH
 WILL BE THE SPEAKER
 P.O.A. BUILDING

**SNOWBOARD
 CONNECTION**

Product Availability Huge Inventory

The shop you can depend on



Call or write today
 for FREE catalog.

(415) 863-4378

1797 Market St. San Francisco CA 94103

Sales • Rentals • Repairs

ACCESSORIES
 BINDINGS
 BOARDBAGS
 STORMSHORTS
 T-SHIRTS

THE GREAT ENTERTAINER
 Billiards — Games — Fun

ERIC WONG

975 Bryant Street
 San Francisco, CA 94103
 541-0674

THE IMAGE
 Cocktail Lounge

121 Fremont Street
 San Francisco, CA 94102
 Telephone (415) 495-0220

Co-Owners

Bonnie Jones

Mona Miller



STATE LICENSE NO. 369480

ESSCO

**ELECTRONIC SYSTEMS
 & SERVICES CO.**

(415) 586-6363
 3870 BAYSHORE BLVD.
 BRISBANE, CA 94005

ALBERT J. BLANCHARD

The Interview — Oh! Those Questions

by Robin Ririe M.A.

In the two previous articles I have covered the "No's No's" of an interview, how to start, and how to stop. Now we'll get into the heart of the interview.

In the beginning of the interview you were in control of the game. The board gave you the floor for your introductory or opening statement. When you concluded that little speech, you gave control back to the board and they will keep it until such time as they ask for a closing statement. With this in mind, the next two articles will deal with the types and kinds of questions the board can ask.

If, in the opening, you gave the board a brief outline of how you prepared yourself to perform in the new position and have given them some hooks to nibble on, then the focus of the interview will be centered around you and not areas outside your expertise.

The purpose of the rest of the interview is to test the candidate; to determine if what you have said is true or if it just sounds good. In this article the most important message for you to understand is "if you say it, it can and will be tested!" This means that all the rules, protections and guarantees no longer apply, so be careful what you say. Example: if you say, that you have "planning, organizing, directing and staffing skills", because you have heard this in a supervision or some other type of class, stand by to have the board jump on each item of this laundry list and test your knowledge item by item and line by line. The board will continue to question you until you're not sure what the original question was. If, however, you do have those skills and have put them to use in the past, then you will score points as the board tests and you demonstrate your knowledge.

As in all types of tests the person who succeeds with the highest score is the one with the best background or foundation in the subject being tested. Two areas that seem to stand out are what I call the "What is" question and the "Discipline" question. Let's start with the "What is" question. "What is affirmative action? What is such and such policy? What is the best way to handle—?" Well you get the idea. In each of these questions the board is looking for three things. The board wants to know 1. Just how much you know about how this came about and the reason for it; 2. If you know how your department, company or section is currently using or applying the subject being asked about. Do you understand the how and why and the procedures set forth; and 3. How you will use or apply the (what is) in your new position.

To help you in keeping track of this information and to ensure that you cover all the bases in your answer here is another one of Robin's Handy Guides: B-O-M-B

B - Background

All rules, procedures and laws are written because someone was injured, damag-

ed or suffered in some way. There is a saying in the Navy that "All rules are written in blood". If you know that a case law ruling, a policy or a procedure directly applies to the position you are testing for, then it behooves you to do a little research into that area. Find out the who and why of the original complaint and what was the result. If you don't know the background don't fake it! If you try to fake it someone on the board will know and you will be perceived as being untruthful and therefore a risk to promote or hire.

O - Organization

How does your organization or department apply the (what is). I have learned over the years that every person who reads a policy, case law or procedure interprets it differently and as a result each section or department will probably implement it differently. Knowing the method currently being used in the section you are testing for and possibly the thinking behind the method will place you ahead of the other candidates.

M - ME

The M stands for me or in this case you. You know where the question came from and how it is applied; now, how can you take advantage of this information and apply it to your new position. Keep in mind there is always a new and better or more cost effective way of doing anything. When you tell the board how and it's clear and understandable, again you score points.

B - Benefit

Since you have just told the board how you will implement the "What is" now tell them the projected benefit to the department.

The other area that seems to cause trouble is questions dealing with the discipline process. The problem starts when the candidate forgets that they're being tested on their knowledge of the process; not whether or not they will punish the individual. When answering a discipline problem the important thing to remember is that the image of the department is primary not an individual person. Keeping this in mind. Let's look at the procedure for handling a personnel or discipline question. Again, here is another of Robin's Handy Guides: C-A-R-D.

C - Check it out

This is the investigatory phase of the question. Gather as much information as you can about the problem, understand that each bit of information has a value of one. This means that if you choose to talk to the employee in question, whatever they say carries the same weight as checking his personnel file or talking to his previous supervisor. Check as many places or people as you can think of that might shed light on this matter. Don't forget this is an oral interview. You must say out loud all the things that you are thinking and doing. The board can't score you for what they don't hear, and they are scoring you on your

(See ?, Page 17)

V.P.'s Column



by Paul Chignell
Vice-President

The passing of George Huegle, Jr., assigned to the Northern Station, was a terrible tragedy that leaves a great loss within our Department. George was the epitome of the "good guy," a gregarious, hard working police officer. George died in an automobile accident in Sonoma County on August 31st. We will not forget this fine young man.

The next two months will be important to the future of the Department and the POA due to a proposed Charter amendment on the November ballot allowing the Sheriff to take over major law enforcement functions within San Francisco. Please get involved in the campaign to defeat Proposition K!

In the last issue of the *Notebook*, there were assertions that certain people were spreading misinformation at City Hall that undermined the POA positions on issues. Since I am detailed to City Hall, that raised the hair on my neck. Let me assure the membership that my activities at City Hall have always been and will continue to be directed at protecting the membership and working with the Board of Directors for our mutual benefit. It makes no sense to point the finger at "phantoms" but rather to work together to enhance benefits for the membership. The political climate at City Hall has always been stormy to say the least, but hard work and cooperation should be the main factors in promoting our issues, not fingerpointing or negativity. We will not succeed on all of our issues, but we must work together or we will lose more than we win.

At the last POA Board meeting, the members voted to redraft the contract with the new attorneys to have a straight retainer arrangement such as we had with the previous labor attorneys. Hourly rate arrangements can cause fiscal chaos. The Board decision was the correct one.

The Muni Transit Company demise is premature as of this writing. Chief Jordan and Deputy Chief Reed are off-base in trying to eliminate the company due to the manpower shortage. It has been proven in previous years that when you reduce that company, crime on the Muni Railway increases. This City needs a fully staffed Muni Transit Company and we must continue to pressure those in authority not to abandon that concept.

I have received a number of calls and notes about the Jerry D'Arcy article. Jerry D'Arcy will always be remembered for his dedication and his tenacity in supporting a strong POA.

PRESENTANDO AL MARIACHI REGIONAL TODAS LAS NOCHES

La Terraza

(415) 285-1236
3472 MISSION ST.
SAN FRANCISCO, CA 94110

Pay Raise Of 8.8% For 1989-90

The Board of Supervisors has approved our 1989-90 pay formula. Our salaries reflect an increase of 8.8% over 1988-89. The 8.8% increase includes a .5% COLA.

Fourth year police officers will be making \$3,406 monthly, which equals \$40,872 annually.

The City anticipates that the new rates will appear on the check issued on September 12th.

Retro checks will be tentatively issued on October 3rd.

The cities of San Jose and Long Beach have yet to settle. Should one or both of those cities settle during the current fiscal year, we will receive another raise.

Another Brilliant Master Criminal

When the thug finally reached the front of the line at the bank teller's window in Indianapolis, he was all business: trench coat belted tight, eyes set in a steely squint, and one hand jammed into a pocket in the classic "I gotta gun; move an' I'll plug ya" pose. When the teller handed him the money, the suspect's composure fell apart. He reached for the cash with both hands ... both empty hands. Seeing the crook's wrists so conveniently close together the bank security officer quickly cuffed them. Method acting just ain't what it used to be. Of course, crooks ain't what they used to be either.

Reprinted from
The California Law Enforcer

McCOY GRAPHICS

543-3369
FAX 415-543-3380
143 Second Street
San Francisco, CA 94105

BBL Associates
Architecture and Interiors
575 Mission Street
San Francisco
California 94105
415 546 5677

Forman/Leibrock

Fine printing
and lithography.

1044 Howard St.
San Francisco
California 94103
415 861-6652

K.C.A. ENGINEERS, INC.

318 Brannan Street
San Francisco, CA 94107
546-7111

If you are interested in buying or selling a home or condominium, and you want an energetic, hardworking real estate agent, please contact me.



I have many references, including my husband, Barry Johnson, Burglary Detail, San Francisco Police Department.

SUSAN JOHNSON

Sales Associate

Merrill Lynch Realty

Real Estate Division

695 DeLong Avenue, Suite 100
Novato, California 94945
415-892-0881 Business
415-898-9871 Message - 43
415-897-8553 Residence



Daly City Auto Repair
GENERAL AUTO AND TRUCK REPAIRS
F. Leggero & Sons
136 REINER STREET
COLMA, CA 94014 • 755-6060

4431 Mission St.
San Francisco, CA 94112



Cotter's Corner

Food & Cocktails
Open 6 AM - 2 AM

MS. PAK
(415) 586-0333

SLAVONIC CULTURAL CENTER

WEDDINGS • BANQUETS • LUNCHEONS
COMPLETE DINNERS OR BUFFET STYLE
FINEST FOODS - NEW BANQUET ROOM

Elegantly appointed rooms comfortably accommodate 300 guests for luncheons, wedding receptions, private parties. Complete Planning Service

80 Onondaga Avenue — Alemany Square
Alemany Blvd & Onondaga Ave
(415) 584-8859 • (415) 592-1190

DON BYHAM

BYHAM ASSOCIATES

468 Virginia Drive
Livermore, CA 94550
864-4770

The Design Partnership

Architects and Planners

375 Fremont St. Suite 200
San Francisco, CA 94105
Phone: 415 777-3737
Fax: 415 777-3476

TRIDENT SUPPLY, INC.

CONSTRUCTION, INDUSTRIAL & RIGGING SUPPLIES

MICHAEL SCUDERI

MAIN OFFICE:
1455 YOSEMITE AVE.
SAN FRANCISCO, CA 94124
(415) 822-6650

BRANCH OFFICE:
4036 PACHECO BLVD.
MARTINEZ, CA 94553
(415) 372-6037

SAN JOSE DIVISION:
1365 NORTH 10TH ST.
SAN JOSE, CA 95112
(408) 289-1881

THE WILD SIDE WEST
Pat and Nancy

424 CORTLAND
SAN FRANCISCO

TELEPHONE
647-3099



Full Production and Post
218 Ninth Street, San Francisco
415-864-5721
RENTALS

KEN IS HOME!

by Gary Mondfrans, Communications

My 21-year old brother, Kenneth Mondfrans, has been released from U.C.S.F. Medical Center after nearly two months of continuous hospitalization (July 5th through August 30th). It was his third and longest hospitalization in his long and hard fight against acute leukemia and today is a day we long hoped for but feared might never come given the long agony of the two rounds of severe chemotherapy which ravaged Ken's body. Ken is home and Ken is alive. Ken survived his Bone Marrow Transplant which so many do not and Ken is alive because so many of you gave of yourself your very blood, truly a gift of life for Ken, and for this we are so very grateful. But it's far from over — in many ways it's only just begun.

While Ken is alive he will not be able to resume his duties as a Military Police Officer, nor his search for career as a civilian police officer for at least a year now, but as they say, "It's not over until it's over" and it's far from over as his leukemia treatment must continue over the next year, mostly on an out-patient basis, but continue it must. Even now Ken's blood counts are still too low and he must return to the U.C. Clinic for blood platelet transfusions twice each week over at least the next month, sometimes augmented by transfusions of whole blood in the form of O+/- Red "pack" cells, which are usually given to him as two units at a time. So, as before, Ken's need for donated blood and platelets continues, and will continue for some time to come until he is able to produce sufficient quantities of blood and blood products on his own. Platelet donors should continue to coordinate through Peggy Cannon at the Blood Bank. To those of you who have yet to donate whole blood for Ken, or who are now able to donate again, we ask that you contact Peggy on 476-6989 for an appointment as soon as possible as Ken's reserve of red blood is almost gone.

Ken's long road to recovery has now begun and if he can survive this next year without the leukemia returning his chances for a normal life span are quite good. Due to present low blood counts he is still subject to infection so for the time being he will be staying with my folks in a newly painted room and with exclusive use of one of their two bathrooms. Well-wishes and words of encouragement can be sent to him at that address: Ken Mondfrans, 713 Pepper Drive, San Bruno, CA 94066. While the worst of our long family nightmare is now over it will still be a long wait to the time when Ken will be truly out of danger; until then we will continue to take it one step at a time and know that with your help that goal will soon be here.

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT JULY 1989

Income:	
Dues — Active	\$46,688.48
Dues — Retired	43.50
Notebook	3,390.25
Misc Income	10.00
	\$50,132.23
Disbursements:	
701 Accounting	1,000.00
723 Dues Collection	195.96
725 Equipment Purchase	173.60
728 Equipment Rental	210.34
730 Expense Acct. (Pres.)	400.00
744 Insurance & Bonding	580.00
753 Janitorial	580.00
761 Equipment Maintenance	683.98
771 Mailing	1,678.58
772 Public Relations	135.45
772A Public Relations Spec.	[777.02]
773 Rent	1,647.00
776 Salaries — Office	5,667.08
777 Salaries — Executive	5,559.95
781 Supplies — Office	34.84
782 Administrative Exp. Supplemental	146.25
785 Fed. Payroll Tax	3,550.20
787 State Payroll Tax Less Withholding	1,051.82 [3,261.86]
792 Utilities	1,166.95
796 Retirement President	2,539.61
805 Blood Bank	313.75
820 Community Services	14,250.00
825 Grievance Committee	48.92
830 Health Svcs./Retirement	1,872.12
835 Insurance	620.84
845 Legislative Committee	18.50
850 Labor Relations	96.25
855 Political Contributions	500.00
860 Screening	15,391.18
861 Bley Retainer	5,600.00
863 Publication	4,863.20
870 COPS	1,000.00
872 Life Insurance (Member)	2,063.02
875A Fed. Lit Expenses	905.96
880 Stress	606.30
895 Sports	1,339.63
895S Sports — Special App.	1,558.75
897 Will Program	[85.00]
	\$73,346.15
Cash spent over income	\$23,213.92
Cash at beginning of period	
General Account	22,511.61
Merrill Lynch	82,017.40
Dep. made in July for June	24,624.05
Cash Adjustment	(3.62)
Adj. made in July '89	[30.99]
	\$129,118.45
Ending Cash balance	
Merrill Lynch	82,017.40
General Account	23,887.13
	\$105,904.53

The Supplemental Financial Statement further explains the breakdown of accounts.
July 1989 Financial Statement (Supplemental)

Income:	
Notebook:	
Increased advertising revenues accrued by the Dermer Advertising Agency have helped substantially to offset the Notebook publishing expenses.	3,390.25

Disbursements/Expenses:	
701 Accounting	1,000.00
Accounting firm of Alan Lindquist & Co. costs associated with recent audit.	
725 Equipment Purchase:	173.60
Pitney Bowes Credit Corp. (Scanner)	

Portillo Kester

PHOTOGRAPHY

765 MINNA STREET
SAN FRANCISCO, CA 94103

728 Equipment Rental	210.34
Pitney Bowes Inc. (Postage Meter)	182.12
Custom Coffee Plan	28.22
753 Janitorial	580.00
Clear Intention Windows Svc (2 mos)	180.00
Ace Building Maintenance	400.00
761 Equipment Maintenance:	683.98
Wang Labs (Computer Service)	291.00
Wang Labs (Computer Service)	326.00
OMI of Calif.	66.98
771 Mailing:	1,678.58
Postmaster (General Postage)	1,525.00
Aero Special Delivery	153.58
772 Public Relations	135.45
Adeline Bakery	28.95
Castro Flower Shop	106.50
772A Public Relations Special	[777.02]
Reimbursement from Community Svcs Mothers Day at Laguna Hosp.	
781 Supplies — Office:	34.84
Pacific Computer Supply	
782A Administrative Expense (Supplemental):	146.25
Book Publishing Co.	21.30
S.F. Newspaper Agency	17.40
Custom Coffee Plan (Supplies)	107.55
792 Utilities	1,166.95
Pacific Bell	507.23
PG&E	279.69
Golden Gate Disposal Co.	143.12
AT&T	187.32
AT&T (Stress Unit — Transferred to proper acct. in August)	49.59
805 Blood Bank:	313.75
Ralson Court Pizza — Sandwiches for Blood Drive	
820 Community Services:	14,250.00
General Account contributions to Community Svcs. Fund for Svc related projects (monies due from Neece Productions)	
825 Grievance Committee:	48.92
Theodore A. Schlink III	
830 Health Svc/Retirement	1,872.12
Michael S. Hebel	
845 Legislative Committee	18.50
Paul C. Chignell	
850 Labor Relations	96.25
Regents U.C.	
855 Political Contributions	500.00
Supervisor Wendy Nelder Office-holder Committee	
860 Screening	15,391.18
Bley & Bley	5,441.18
Ropers, Majewski, Kohn Etc.	10,000
Donation to McCoy Defense[50.00]	
863 Publication:	4,863.20
Al Casciato	115.00
Thomas Flippin	400.00
Postmaster	1,000.00
Pacific Bell	15.91
Howard Quinn Co. (Publishing Costs)	3,332.29
872 Life Insurance (Members)	2,063.02
SFPOA Insurance C'tee	
875A Federal Litigation Exp:	905.96
CB&M Petition for a Writ of Certiorari to U.S. Court of Appeals for the Ninth Circuit	
880 Stress	606.30
Malene Inc. (Business Cards)	115.30
Peanuts Answering Svc	65.00
Pacific Bell	426.00
895 Sports	1,339.63
World Police & Fire Games	102.00
Doherty & Dunne Sporting Goods Co	1,177.63
The Ridge Trail Ride	60.00
895A Sports — Special App	1,558.75
Clement Travel (Airlines for Vancouver)	3,325.00
First Interstate Bank	170.75
WQ & FG Olympic Drawing Income	[484.00]
WQ & FG Olympic Drawing Income	[1,453.00]

Let Justice Be Done Crime and Politics in Early San Francisco

KEVIN J. MULLEN

Editor's Note: The following article reviews retired D.C. Kevin Mullen's new book on the history of San Francisco justice system. His book comes out in late September. There will be three book-signing parties:

Oct. 3 — 5:00 PM-7 PM, Main Library, San Francisco History Room, 3rd Floor

Oct. 8 — 2:00 PM-4:00 PM, Ross Valley Books, 1407 Solano Ave., Albany

Oct. 15 — 2:00 PM-4:00 PM, Landon Books, 335 Strawberry Village, Mill Valley

Although an abundance of literature exists regarding criminal justice matters during Gold Rush San Francisco, most of it concentrates on the affairs of the famed Vigilance Committees of 1851 and 1856. Until now, this preoccupation has crowded out any study of the regular criminal justice system which was, after all, a primary institution of social control. In this fascinating study, Kevin Mullen, a retired San Francisco police officer, provides a fresh historical interpretation of this era as he concludes that the legends of raging violent crime in early San Francisco are overblown, and that the institutions of justice were perhaps not as black as previously painted. *Let Justice Be Done* is the first study of the establishment and development of San Francisco's courts, police, and jails from the American conquest in 1846 through 1852. The book also includes extremely thorough documentation of the frequency of crime that occurred during this period.

In 1851, according to conventional interpretations, a group of public-spirited citizens, outraged by the city's rampant crime and the inability or unwillingness of the regular authorities to do things about it, took the law into their own hands. By examining for the first time exactly how much predatory crime occurred in the Gold Rush city, the author reappraised the activities of the Vigilance Committee of 1851; he concludes that allegations of unchecked crime were used by the vigilante group to justify taking city government out of the hands of the established authorities and politicians in order to institute what they saw as needed reforms.

In a larger sense, Mullen shows that San Francisco's sudden increase in violent crime was not merely an overgrowth of the Gold Rush experience but rather was similar to conditions afflicting other mid-nineteenth century cities across the country. As disparate groups with opposing value systems clashed in the teeming centers of American cities, government institutions designed for an earlier, simpler time were often found wanting. Thus, Mullen provides an accurate record to reinterpret the vigilante movements in San Francisco and to supply a comparative record for historians working on the broader patterns of crime in American urban history.

Kevin J. Mullen served for more than twenty-six years with the San Francisco Police Department and retired at the rank of deputy chief. He now resides in Marin County. Mullen has had articles published in *California History*, *Pacific Historian*, and *The Californians*. *Let Justice Be Done* is his first book.

Available September 1989.

Approx. 320 pages.

14 black & white photos, 1 map, 9 tables, 6 x 9 inches.

cloth 0-87417-146-6, \$24.95.

It's In Your Court

by Bill Fazio,
Assistant District
Attorney



On February 23, 1969 a woman was driving on a narrow mountain road in Northern California. She came upon her estranged husband who pulled her car aside and inquired into the fact that he had heard she was now pregnant, not by him. Upon exiting the vehicle her estranged husband saw that in fact she was visibly pregnant. He became extremely upset and stated that he was going to "stomp it out". He then physically attacked his estranged wife, slapping her about the face and slamming his knee repeatedly into her abdomen.

Medical assistance was subsequently summoned and the woman underwent an emergency Caesarian section. The fetus was found to be dead in utero having sustained a fractured skull as a direct result of the beating inflicted upon the mother.

The estranged father was charged with assault of his ex-wife and murder of the fetus. Evidence was presented that if born without having suffered the injury it was highly likely the fetus would have survived.

Murder was then defined as, "Murder is the unlawful killing of a human being, with malice aforethought, either express or implied." The California Supreme Court in *Keeler v. Superior Court* 2 Cal.3d 619 decided that the above referenced defendant could not be prosecuted for murder. In a lengthy opinion the court concluded that a fetus was not a human being for the purposes of the homicide statute. That the legislature specifically limited the prosecution of unlawful homicides to "human being". They further pointed out that under our tripartite form of government the power to define crimes and fix penalties is vested exclusively in the legislative branch. In order for a public offense to be committed some statute, ordinance or regulation prior to its commission must denounce the commission of such act. Since there was none, the crime of murder was not committed.

In 1970, largely because of the *Keeler* decision, the California Legislature amended the definition of Murder to include "or a fetus." In so doing the Legislature specifically excluded from prosecution those legally and lawfully performing therapeutic abortions or where the act causing the death of the fetus was solicited, aided, abetted, or consented to by the mother of the fetus. Since 1970 one can be prosecuted for murder wherein the victim is an unborn human being, to wit, a fetus. A "fetus" has been further defined for the purpose of the statute by case law as having to be viable, i.e. possible for it to survive the trauma of birth.

In conclusion the law was changed to meet the growing scientific and medical progress and to further define the prosecutorial parameters of the law of homicide. Parenthetically when the legislature broadened the definition of murder to include "fetus" it did not do so as to the crime of manslaughter. Thus, if the defendant did not possess the mental state of malice-aforethought, a necessary element of the crime of murder, the killing of a fetus is neither murder nor any other criminal homicide.

Vieni Vieni Lucky Spot

Dominic Buoni
1431 Stockton Street
San Francisco, CA 94133
391-7633

President Bush Proclaims "National Law Enforcement Training Week" To Be Celebrated on January 7-13, 1990

WASHINGTON, DC — President George Bush signed a proclamation declaring "National Law Enforcement Training Week; to be celebrated during the week of January 7-13, 1990. This proclamation was signed during a small official signing ceremony on July 25, 1989 in the Oval Office of the White House. Present during this official signing ceremony with President Bush were: Ed Nowicki, Executive Director of the American Society of Law Enforcement Trainers (ASLET); Charles Meeks, Executive Director of the National Sheriffs' Association; Donald Baldwin, Executive Director of the National Law Enforcement Council; and Charles Rinkevich, Director of the Federal Law Enforcement Training Center.

This proclamation was originally introduced as a Joint Resolution in the United States House of Representatives by Congressman Les Aspin of Wisconsin,

and in the United States Senate by Senator Bob Kasten of Wisconsin at the urging of the members of the Wisconsin based American Society of Law Enforcement Trainers. President Bush stated that he was glad to sign the resolution in order to increase public awareness of the efforts of our nation's law enforcement officers and the men and women who train them.

A formal ceremony celebrating this important week will be conducted by the American Society of Law Enforcement at the "Third ASLET International Training Seminar" which will be officially hosted by the San Diego Police Department and held on January 9-13, 1990 in San Diego, Ca. For further information about "National Law Enforcement Training Week" or the ASLET seminar contact: ASLET, 9611-400th Avenue, P.O. Box 1003, Twin Lakes, WI 53181-1003, Phone (414) 279-5700.

Third ASLET International Training Seminar

January 9-13, 1990
San Diego, California

The San Diego Police Department, in cooperation with the American Society of Law Enforcement Trainers (ASLET), a non-profit educational organization, will host the "Third ASLET International Training Seminar" on January 9-13, 1990 in San Diego, California. This seminar will be held during "National Law Enforcement Training Week" as resolved by the Senate and House of Representatives of the United States of America in the 101st Congress and officially proclaimed by President Bush. The five track curriculum will feature: management/supervision of training; general training; firearms training; motor skills training; and, specialized training. Seven sessions will run simultaneously throughout each day while being presented by a cadre of fifty instructors. In addition, a select number of vendors will be present to display the latest technology and information available to the law enforcement training community. Virtually everyone involved in law enforcement training in-

cluding training directors, firearms instructors, physical training instructors, training officers, firearms instructors, academic instructors, and others will benefit from this comprehensive seminar. Some of the most well-known and respected law enforcement trainers will be instructing. This will be the largest gathering of law enforcement trainers ever assembled in the nation. Attendees will be present from the United States, Canada, Australia, and the world. The latest state-of-the-art training techniques and methodology will be presented. The seminar fee for ASLET members is \$225.00 and \$275.00 for non-members. For further information contact: ASLET, 9611-400th Avenue, P.O. Box 1003, Twin Lakes, WI 53181-1003, or phone (414) 279-5700.

Auto Dynamik FOREIGN AUTO SPECIALIST

240 6th St., San Francisco (415) 861-8668
M-F 7:30 am-6 pm, Sat. 9 am-3 pm

Courtesy of a Friend

**Hertz
Car Sales**

Hertz Car Sales is proud to offer the San Francisco Police Officer's Association exclusive membership in our Club Select sales program. We are happy to announce Hertz will be holding a special two week sale from September 16th through the 30th, at their Millbrae Car Sales facility located at 300 E. Millbrae Avenue. The Hertz Club Select sale is for two weeks only and will give you the chance to save up to \$1,000 off Hertz regular retail prices and potentially thousands off of comparable new car prices. Be sure to take your entry pass with you to the sale. For additional passes contact the Association.

Traditions
Contemporary & Traditional Furnishings

1355 Market St., Mart 2 • Space 525 • San Francisco, CA 94103

**Bunkhouse
Apts.**

419 Ivy St., San Francisco (415) 863-6262



Children and Language
35 San Juan Avenue
San Francisco, California 94112
415-469-0111

Special Board Of Directors Meeting August 8, 1989

Special Board of Directors meeting commenced at 1200 hours — Pledge of Allegiance.

Present: Rosko/A; *Machi/A; Maloney/B; Coggan/C; Fox/D; *Barsetti/D; Ramlan/G; Java/H; Doherty/K; Shine/K; Alves/Hqtrs; Friedlander/Hdqtrs; Sullivan/Invest; Donovan/Tac; Johnson/Sec; Trigueiro/Treas; Chignell/VP; Keys/Pres
Excused: Paulsen/E, *Goldberg/E; Gardner/F; Conway/I; Fagan/Invest; Drago/SOB Task; Flippin/Muni; Cole/Retired.

(*Stewards)
Motion Keys; 2nd Ramlan - To purchase four (4) tickets to the Apostleship of the Sea Annual Golf Tournament to be held September 15, 1989 — total cost of \$400.00. Tickets will be raffled off on August 31, 1989 (See Bulletin #89-81). Motion passed unanimously.


A presentation was made by Mr. Robert Gyemant, Attorney, informing the Board of his intentions to file suit on behalf of those individuals who joined the SFPD after 1979 and who do not, he believes, fall under the auspices of the Consent Decree and, as such, feel they are entitled to relief from the Promotional Exam that took place in 1983.

After much discussion there was a general consensus among Board members that we would monitor Mr. Gyemant's progress along with our attorneys.

Special Board meeting adjourned at 1400 hours.

The regularly scheduled Board of Directors meeting will take place on August 22, 1989.

Steve Johnson
Secretary


HOMES
REAL ESTATE
VIRGINIA N. BUBAN
R.E. BROKER
RES: 342-5127
1098 Geneva Avenue,
San Francisco, CA 94112
BUS: 334-8900

WILBUR
SMITH
ASSOCIATES
Engineers • Planners
282 SECOND STREET
2nd FLOOR
SAN FRANCISCO, CA
94105-3189
(415) 896-0670
CABLE WILSMITH

**CASINO
PROGRAMS
HARRAH'S
LAKE TAHOE**
Bus Tours, Holidays, Rooms,
and a Host of Entertainment
Call Bill Ma
(415) 392-5678

Board of Directors Meeting

Tuesday, August 22, 1989

1500 Hours.

Present: George Rosko/Co. A, Frank Machi/Co. A, Pete Maloney/Co. B, William Coggan/Co. C, Gary Fox/Co. D, Larry Barsetti/Co. D, Mike Paulsen/Co. E, Lon Ramlan/Co. G, Cliff Java/Co. H, Mike Conway/Co. I, Jerry Doherty/Co. K, Ray Shine/Co. K, Henry Friedlander/Hdqtrs., James Drago/SOB/Task, Jerry Donovan/TAC, Roy Sullivan/Inv., Alex Fagan/Inv., Tom Flippin/Muni, James Cole/Ret., Mike Keys/Pres., Paul Chignell/V-Pres., Steve Johnson/Secretary, Al Trigueiro/Treas.

Excused: Goldberg/Co. E, Gardner/Co. F, Alves/Headquarters

PRESIDENT'S REPORT

Incorporated in Vice President's Report.

VICE PRESIDENT'S REPORT

Vice President Paul Chignell stressed the importance of our Association opposing Proposition K (Duties/Functions of the S.F. Sheriff's Office) in the November 1989 election. Both President Keys and Vice President Chignell feel that this particular charter amendment, if passed, will seriously erode the public's confidence in law enforcement services in San Francisco because of the vague language of the amendment itself, the jurisdictional problems that will be caused and the unestimable costs involved in implementation. President Keys referred this matter to our Legislative Committee after the Board voted unanimously to oppose Proposition K (See: Motion #1). Chairman Benson, Legislative Committee, was asked to convene his Committee as soon as possible and to report back to the full board at a special meeting calendared for Thursday, September 7, 1989 at 1200 hours. Our Executive Board members will, during the interim, meet with representatives of the Sheriff's Association for informational purposes.

SECRETARY'S REPORT

The Secretary's report from the July/89 meeting was adopted unanimously (See: Motion #2) with the following addendum: "M. Paulsen/Co. E — Yes vote on the motion passed. "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."

49er Meet & Confer: Commander I. Nelson and Lieutenant A. Novello are currently attempting to ensure that a fair hiring standard is maintained as far as the 49er 10B overtime detail is concerned. On 8/16/89 an agreement between the Association and the Administration was reached that will ensure all 320 members who signed up to work the 49er detail at least one game each. No one will be offered more than 3 games*. Commander Nelson and Lt. Novello should be commended for their efforts to expand this detail from a previously manned 27-person unit to one of 45. *(Note: As of 8/23/89, the SLES office was having difficulty in finding members who wanted to work — over 100 calls were made with negative results.)

TREASURER'S REPORT

Treasurer's Report for July/89 was approved unanimously (See: Motion #3).

The audit has been completed and copies of it are available upon request.

Attorney Contract: The contract that will provide the law firm of Davis, Reno and Courtney with appropriate compensation will be reviewed by the Executive Board members for the purpose of negotiating a flat retainer fee, a unilateral termination clause and to ensure that general counsel privileges are provided. (See: Motion #7).

COMMITTEE REPORTS

S.L.E.S. Committee (Shine/Chair): Chairman Shine stated that since the City has continued to violate the Salary Standard Ordinance (requiring complete payment of all monies owed within 14 days) our attorneys have been instructed to file suit seeking immediate indemnification to include interest.

M.O.U. Committee (Trigueiro/Chair): Chairman Trigueiro stated that M.O.U. negotiations with the City are continuing optimistically although there is a need to consider a more radical approach and as such, Chairman Trigueiro requested Board approval (See: Motion #4) to allow our Legislative Committee to advise and consult with friends and supporters of the SFPOA and report back to the Board of Directors.

Position Paper from Attorneys: The position paper for the month of August will be presented at the September General Membership meeting scheduled for September 19, 1989.

Police Services Committee (Delagnes/Chair): Jim Selby, Southern Station, was chosen to receive the SFPOA honorarium as officer of the month for August/1989. Jim is a 17-year veteran of our department who has exhibited his dedication and professionalism throughout his career.

OLD BUSINESS

• Presentation by Mike McNeil regarding computer funding/Deferred.

• Charter Amendment By-Law approval/Deferred to General Membership meeting on 9/19/89.

• **Endorsement of Candidate for Attorney General of California:** This matter was postponed for 30 days (See: Motion #6) for the purpose of ensuring that all members have the opportunity to contact their respective representatives to voice their concerns.

• **S.L.E.S. Lawsuit Status/R. Shine (Co. K):** (See: S.L.E.S. Committee Report)

• **M.O.U. Negotiations:** (Trigueiro/Treas.) (See: M.O.U. Committee Report)

• **Federal Litigation Concerns:** (L. Calabro/Fed Lit. Com.) A concern over the fact as to whether/not the SFPOA should remain a party to the Consent Decree, or, if in fact, there even is a Consent Decree still in existence was brought to the attention of the Board by L. Calabro. The Board felt there is a definite need for further clarification as to the parameters of the Decree as it now exists (Supplemental Order) and an attorney conference will be held next week to make this determination.

NEW BUSINESS

• **Police Services Committee:** (Delagnes/Chair) Jim Selby, Southern Station, was chosen to receive the SFPOA

honorarium as officer of the month for August, 1989. Jim is a 17-year veteran of our department who has exhibited his dedication and professionalism throughout his career.

• **S.F. Sheriff's Charter Amendment:** (See: Vice President's Report).

• **Police Commission Hearing:** (W. Kidd) The Board of Directors was briefed on the status of the McCoy Case presently before the Police Commission by William Kidd. Notation was made that the next hearing date for public attendance will be Wednesday, September 7, 1989 commencing at 1730 hours.

• **Interest Arbitration Direction:** (Trigueiro/Treas.) Treasurer Trigueiro requested, due to the fact that we are so far behind in accrued benefits, that our Legislative Committee draft a charter amendment for consideration for the June/90 ballot authorizing interest arbitration for the SFPOA, along with other agencies. (See: Motion #5)

FINANCIAL CONTRIBUTIONS

• Request for \$164.50 for Mounted Unit benefit. Presented by: Johnson/Secretary; Discussion: A reception was held at the Mounted Unit at which both press/public were invited to the retirement of "Con", a four-legged member of TAC, generating a good deal of PR during which refreshments were provided. Cost: \$164.50. Request approved/Motion passed unanimously (2nd/Friedlander).

• Request for campaign contribution. Presented by: J. Cole/Retired. Discussion: J. Cole stated that there is a charter amendment on the November/89 ballot that will correct the injustices of the current pay formula allowing the retired members of our department the opportunity to share in the full raise (retroactive) each year rather than waiting between fiscal calendars. Cost: \$10,000.00. Motion approved unanimously. Motion/Cole, 2nd/Maloney.

MOTIONS

Motion #1 - Oppose Proposition K (Duties/Functions of S.F., Sheriff's Dept.) — Motion/Rosko, 2nd/Chignell - Passed unanimously.

Motion #2 - Approve Secretary's Report for July/89 — Motion/Rosko, 2nd/Shine — Passed unanimously.

Motion #3 - Approve Treasurer's report for July/89 — Motion/Rosko, 2nd/Shine — Passed unanimously.

Motion #4 - Granting permission to our Legislative Committee to meet with friends/supporters of the SFPOA to advise and consult for the purpose of gathering support should a more radical approach be necessary in finalizing current negotiations with the city. — Motion/Trigueiro, 2nd/Java — Motion passed unanimously.

Motion #5 - Granting permission to our Legislative Committee to draft a charter amendment for consideration on the July/90 ballot authorizing interest arbitration for the SFPOA — Motion/Trigueiro, 2nd/Friedlander - Passed unanimously.

Motion #6 - Postponing endorsement for office of California Attorney General. Motion/Fox, 2nd/Donovan - Yes votes: Rosko/Co. A, Coggan/Co. C, Fox/Co. D, Paulsen/Co. E, Java/Co. H, Friedlander/Hdqtrs., Donovan/TAC, Johnson/Secretary, Trigueiro/Treas., Keys/President. No votes: Maloney/Co. B, Conway/Co. I, Shine/Co. K, Doherty/Co. K, Fagan/Inv., Sullivan/Inv., Flippin/Muni, Cole/Retired, Chignell/V-Pres. - Motion passed 10-9.

Motion #7 - The Executive Board shall meet and return to the Board a contract for the Davis, Reno & Courtney law firm that will include a flat retainer, unilateral termination clause and general counsel privileges. Motion/Maloney, 2nd/Flippin. Yes votes: Rosko/Co. A, Maloney/Co. B, Coggan/Co. C, Fox/Co. D, Doherty/Co. K, Shine/Co. K, Friedlander/Hdqtrs., Fagan/Inv., Sullivan/Inv., Donovan/TAC, Flippin/Muni, Cole/Retired, Johnson/Secretary, Trigueiro/Treas., Chignell/V-Pres. No votes: Ramlan/Co. G, Conway/Co. I, Keys/President - Motion passed: 15 to 3.

Steve Johnson,
Secretary

CAST STONE ORNAMENTAL PLASTER
MICHAEL H. CASEY
DESIGNS
1510 INDIANA STREET
SAN FRANCISCO, CALIFORNIA 94107
415-282-3238

 FREE GUARANTEED ESTIMATES 
731-2777
SHAMROCK
MOVING & STORAGE
HOME • OFFICE • APARTMENTS • PIANOS
LOCAL • STATEWIDE
LICENSED AND FULLY INSURED
MAIN LOCATION
2200 Jerrold Ave. Unit 1
San Francisco, CA 94124
Lic. #113 801

When You Wish Upon A Star TEST

by Rene LaPrevotte

As most of our membership knows, there is a very special group of people, operating quietly in the hope of bringing some cheer into the lives of some very sick little children. The California Law Enforcement's Wish Upon A Star Foundation is a Visalia, California based charity that donates, without fanfare or publicity, the desires of terminally ill kids whose families would otherwise be financially unable to fulfill the child's wish. Usually the hospital social worker contacts Mrs. Maureen Logan of Wish Upon A Star and relates what small toy is wanted, or (if the child is strong enough to travel) what vacation the child and his family wants to take together. Maureen then goes to work contacting the people she relies upon throughout the state to purchase the gift with money donated by cops from all over the State of California.

I've had the sincere pleasure of meeting some very courageous young people at the Pediatric Intensive Care Unit at UC Hospital. Several months ago, I wrote of a young man named Bak Wong, who is afflicted with inoperable brain cancer. Bak wanted nothing more than to become a San Francisco Police Officer, so Officer Matt Gardner of Company "F" took Bak on a ride-along. Bak was thrilled beyond belief, and has talked of nothing else since his trip around the block in Matt's radio car. Recently Bak's cancer spread through his spinal cord, and, all hope gone, Bak was sent home to be with his family. Bak will never wear the uniform of a San Francisco Police Officer, but he will take with him his remembrances of that ride with Matt.



Left to right: Officer John Skaggs, U.C.P.D.; Sgt. Lorin Stracke, U.C.P.D.; Scott Nielsen, Lynn Nielsen and Officer Malcolm Anderson, U.C.P.D.

Scott Nielsen is a nine year old boy from Susanville, whose desire was to own his own personal computer. The boy's family was in severe financial straits with astronomical medical bills and certainly couldn't afford the boy's desired personal computer. In stepped Maureen Logan and Wish Upon A Star, and three days later Sergeant Lorin Stracke, Officer Malcom Anderson and Officer John Skaggs of the UC Police Department, were in Scott's room setting up his new IBM P/C donated through the generosity of the state's Law Enforcement Community. You know what, I wouldn't be the least bit surprised if that brave little guy beats the cancer that is ravaging his body.

Nichole Hartin is a teenager who has leukemia and is awaiting a bone marrow transplant. Nichole was a basketball star, and all-around jockette before her body was weakened by chemotherapy and radia-

tion treatments. Nichole's sole source of enjoyment while at UC Hospital was playing the Nintendo game in the Pediatric dayroom. The lone Nintendo game at the hospital is so popular with the kids that there is a sign-up list to use it. When Nichole's name came up, her immune system was so depleted that the doctors had to deny her leaving her sterile room to play with the video game. A call to the Wish Upon A Star Foundation had Officers Jerry D'Arcy and Matt Hanley delivering Nichole's own, personal Nintendo to her hospital room. Nichole barely has the strength to operate the Nintendo "Joystick" but with some luck and a lot of prayer, she'll be back at her high school basketball court someday soon.

This week, Maureen Logan called again. In her typically apologetic manner she told me of ten year old Jennifer Gretchen, who is at the ICU with leukemia. Maureen told



Rene LaPrevotte and Nichole Hartin.

me Jennifer wanted a new bicycle more than anything, and her folks were so financially drained by medical bills, that they tried to repaint her old hand-me-down bike. Jennifer tried to put on a happy face, but we all know she was disappointed. Well, Maureen sent me a blank check, and I'm off to Stanyan Cyclery to buy the brand new green 10 speed that Jennifer wants so desperately. I've talked with Jennifer's doctors...there is not much chance Jennifer will ever ride her new bike, but that isn't really what it is about, is it? The joy these gifts bring to these children, small helpless kids facing the end of their painfully short lives, is what Wish Upon A Star is about. Do you want this endeavor to continue? It's up to you, the Law Enforcement Community of California. Right now, while it's on your mind grab your checkbook and send five dollars, or ANYTHING, to the following:

WISH UPON A STAR
P.O. Box 4000
Visalia, Ca.

If you have any type of "IN" with toy stores, travel agents, amusement parks, WHATEVER you think might make a sick child happy, call Maureen Logan and put your name on her "Contact" list. Maureen really will not call unless it's important. Believe me, it is important. Maureen's number is 209-733-7753.

(Continued From Page 5)

raters, observing your performance in simulations, that you have what it takes to be a competent sergeant and/or inspector. You must be convincing. Watching your performance on video tape with a positive critique from your study group will build that confidence to convince.

4. Join a local Toastmaster's Group. This is one of the finest ways to learn how to think on your feet as well as how to make impactful and enthusiastic formal presentations.

5. Consider hiring an outside consultant who is familiar with these examinations as well as with the theory and practice of assessment centers.

- Robin Ririe (818) 284-1724; very successful with S.F. Sheriffs and LAPD

- O'Rourke & Associates (415) 587-3011; did extensive training for the 1982 lieutenant's exam

- Institute for Professional Advancement & Training (408) 448-2340: an unknown quantity presently offering 15 hours of training in September for the Q-50 exam. I would appreciate comments from candidates who participate in this session as to the skill, knowledge, and competency of this presenter. Do they know the SFPD?

For the consultant to be helpful, he/she must assist in preparing you for the Q-50 and Q-35 exam. They should be familiar with the SFPD forms, terminology and procedures.

6. Hire an actor to participate in a role play exercise. Better yet hire an actor who has worked for assessment center presenters.

It is by no means too late to start. But start you must — and immediately. I urge you to develop an exam strategy and schedule. Use some of the ideas in this article as well as those in the Consent Decree Division's booklet entitled *Preparing for Promotional Tests*.

What's Next!

You have completed the application form. You have developed an exam strategy and schedule that you are vigorously pursuing with the assistance of a study group.

Next comes the orientation packet and oral presentation by the exam preparer (PDI) and the Consent Decree Division. Don't miss the oral presentation — it is the source of valuable information and the place to get your exam questions answered.

Prior to the administration of the exam, the weights will be announced for each component. Now you know where to concentrate your final preparation.

The exam is given and scored. All parties to the Consent Decree review the anonymous results by race and sex and have 30 days to file objections. This could be trouble if there is significant adverse impact. Assuming no objections are lodged, a list of eligibles is published and a short protest period begins. Note that all rulings on protests are made by an independent hearing officer.

75 assistant inspectors are appointed; 125 sergeants are also appointed.

Two Trouble Spots

First, it has not gone un-noticed by the City that there are only 34 present vacancies in the rank of Q-50. Yet they are required to make 125 appointments to that rank by 7-1-90 per Judge Peckham's order of August 10. Hence, their motion for modifications of that order. My forecast — motion denied, make the appointments as ordered and intended, but delayed due to the City's budget crisis.

Second, while there have been several recent rulings from the United States Supreme Court cutting back on affirmative action hiring and promoting and generally requiring a showing of actual, personal discrimination for recovery, nevertheless, the issue of adverse impact remains.

This legal theory does not require proof of discrimination intent, only evidence that an employment practice, however neutral on its face, impacts one group more harshly than another and cannot be justified as a business necessity.

For example, the original Civil Service Commission weights given to the 1983 exams produced the following results.

Candidates	Eligibles
Q-35 26% minority	6% minority
Q-50 26% minority	10% minority

Since minority candidates clearly would not receive promotions in proportion to their representation in the candidate pool, there was substantial adverse impact. Both the Federal district court and the Court of Appeal ruled that the examinations as initially weighted were invalid because of this dramatic adverse impact.

While the federal Uniform Guidelines for Employee Selection Procedures do not require exact comparability between the percentage of minorities (not measured by sub-groups) in the candidate pool and those in the eligible pool, the guidelines do state that a selection rate for any race, sex or ethnic group which is less than 80% of the rate for the group with the highest rate is generally regarded as evidence of adverse impact.

The candidate pool for the upcoming exams is composed of approximately 12% females and 32% minorities. Unless the eligible pool reflects at least 9.6% females and 25.6% minorities, there will be adverse impact and surely a protest will be made during the 30 day review period. The City, if faced with this situation, has several options: (1) reweigh and face the certainty of another court ruling that rescoring an examination in order to achieve a special racial results violates Title VII of the Civil Rights Act of 1964; (2) litigate arguing business necessity and the lack of an acceptable alternative; (3) discard the tests and start all over thereby squandering taxpayer monies; or (4) get creative and negotiate a settlement with all parties seeking a win-win solution — maybe the most acceptable alternative given the history of the 1983 examination debacle.

Is The Effort Really Worth It?

My answer is simple, direct and important. You belong to and are a member of a great police department, the oldest in the State of California, with a strong and proud history and tradition. You belong to a department now in a transition stage — with all the stress and anxiety this stage entails — but most importantly in a state of change whereby the opportunity to create its future has never been greater.

Yes, the 1983 exams were a tragedy. They were the worst, most disruptive and most demoralizing in human terms and in the impact on those participating.

This need not be repeated and great efforts have already been made to insure that there will be no repeat. Even greater future efforts will be made to continue to insure the one timeliness of 1983.



Western Gravel &
Roofing Supply Co.

Edwin S. Lee
Owner

1435 Van Dyke Ave.
San Francisco, CA 94124

(415) 822-6631
(415) 822-6632

JIFFIWASH, INC.

Car Care — Est. 1959

MERLE K. AKERS
President

Complete Auto Detailing
Auto Upholstery Repair
Expert Foreign Auto Repair
by experienced mechanics for
FERRARI, JAG, ROLLS, MERCEDES, PORSCHE, BMW

Downtown, 41 Anthony St.
1700 Van Ness Avenue

882-9982
673-0343

THE CITY AUTO WORKS

TRUCK	1314 DONNER AV. SAN FRANCISCO	FOREIGN
AND		AND
CAR		DOMESTIC
REPAIR		WORK GUARANTEE
JOE	415 822-9559	NACHO

General Engineering Contractors License No. 507442
Certified for Hazardous Substances Removal and Remedial Actions



Environmental Services, Inc.

2111 Jennings St., San Francisco, CA 94124-3224

(415) 822-4555 FAX (415) 822-5290

★ ★ ★ ★ ★

SAVE JOBS NO ON K

★ ★ ★ ★ ★

YING, INC. Restaurant Supplies
CALIFORNIA FOOD MARKET

YING LAM
Chief Executive Officer

3111 - 24th Street
San Francisco, CA 94110
Telephone: 821-2828
Telex: 499-6642

1671 Jernold Avenue
San Francisco, CA 94124
Telephone: 641-8428

PASCUAL'S UPHOLSTERY

1580 Bryant Street
San Francisco, CA 94103
(415) 255-7365
Pascual Huizar, President

Bini - Van Ness Imports

The Pacific Center, 821 Market Street
Building 1, Suite 426
San Francisco, CA 94103

Adria Bini
Kate Van Ness

(415) 777-9581
Telex 29-46-33 B

THORNTON ANDERSON

ARCHITECTS

Jerry Thornton AIA

60 Federal Street · Suite 555
San Francisco · CA · 94107
Telephone 415 · 243 · 9555

Courtesy of a Friend

PROPOSITION K

by Ray Benson

Law enforcement in San Francisco is the responsibility of you and your fellow officers, but that may not be for long. Proposition K, which will appear on the November ballot, could change all that. Why? Prop K is poorly written and unclear in some critical areas. It seriously confuses areas of enforcement responsibility and might eventually give citywide enforcement responsibilities to the Sheriff's Department. Doubt it? Read on...

The proposition amends the charter to read in Section B(5) of Proposition K that "[The Sheriff shall] preserve the peace, maintain public order and enforce the law within the buildings and upon the grounds of public agencies and institutions, and other public places of and within the City and County of San Francisco." Clearly the wording of this section grants the Sheriff's office the right and power of the full range of law enforcement duties.

Our Deputy Sheriff's Association insists that it is not their intention to interfere or infringe on police duties, and we have no reason to disbelieve them. They have stated their intention is only to consolidate listed security positions at various public institutions to give their deputies a wider range of assignments and bring their security positions under the sheriff's jurisdiction. While that may be their current position, subsequent administrations may interpret this section more broadly and literally. Worried yet? Try this...

Prop K further amends the charter in Section E(1) to authorize the Board of Supervisors to abolish such civil service classes as they deem appropriate (Q-2?) to accomplish the purposes of this amendment and "to transfer the functions and duties of such classes to the sheriff." What does this sound like to you?

With the possibility of two law enforcement agencies competing for limited funding to perform the same duties, we face further erosion of police budgets as additional funding is siphoned off to the Sheriff's Department.

Prop K is a very serious ballot measure potentially affecting your powers, responsibilities and perhaps your position as a police officer. Prop K allows for two law enforcement agencies competing in one jurisdiction. Prop K allows the Sheriff's office with the authorization of the Board of Supervisors to absorb police services and positions. Law enforcement in San Francisco may be your responsibility now... but perhaps not for long.

Sheriff In Major Power Grab For Police Powers

by Paul Chignell,
Vice President

The policing of San Francisco may radically change if Proposition K on the November ballot is approved by the electorate on November 7, 1989.

A charter amendment placed on the ballot by the Board of Supervisors at the request of the Deputy Sheriffs' Association and Sheriff Michael Hennessey would place language in the City Charter broadly expanding the powers of the Sheriff to absorb various security functions within the City and County of San Francisco.

It is an outrageous intrusion on the existing powers of the San Francisco Police Department and must be defeated. If by chance the measure is approved, it is incumbent upon the POA and the Police Department to use political and legal skills to emasculate this scheme.

History

San Francisco has been unique compared to other counties in California because we are both a city and county. The drafters of the City Charter determined that the Police Department would be the agency responsible for the enforcing laws in San Francisco. The Sheriff in San Francisco has had no patrol function and therefore has custodial, civil and court duties to supervise. The proposed Charter amendment would change this and allow the Sheriff to take over the policing of various areas of San Francisco thereby supplanting police duties in those areas.

Buildings And Grounds

This Charter amendment, Proposition K, would allow the Sheriff to preserve the peace, maintain public order, and enforce the law within all buildings and grounds of public agencies and institutions. This means that all City parks, such as Golden Gate Park and Candlestick Park will be policed by the Sheriff and not the San Francisco Police Department. The language of this provision does allow the Police Department to enter these buildings and grounds "at need", but the Sheriff is empowered to perform the duties "for and behalf of the people of San Francisco."

Service Of Warrants

The proposed Charter amendment allows the Sheriff to serve all warrants issued by the Courts. This provision is another outrage that will cost the taxpayers plenty in turning this function over to the Sheriff.

Riot Suppression

The proposed Charter amendment would grant the power to the Sheriff to train and maintain a corps of Sheriff's deputies to provide for the suppression and control of riots and other public disturbances, and to preserve the peace and maintain public order during times of emergency. This provision conflicts with existing Charter language under Section 3.537 which states the following: "In the suppression of any riot, public tumult, disturbance of the public peace or organized resistance against the laws or public authority, the chief of police, in the lawful exercise of his functions, shall have all the powers that are now or that may be conferred on the sheriff by the laws of this state." If the charter amendment passes,

needless duplication and jurisdictional disputes will arise between the Sheriff's department and the Police Department.

Mutual Aid

The proposed Charter amendment gives the Sheriff authority to enter into agreements with other law enforcement agencies to provide mutual aid in the event of riots and emergencies. This also conflicts with existing procedures that are handled by the San Francisco Police Department.

General Provisions

The amendment would allow the Sheriff to engage in other projects for the prevention of crime and enhancement of public safety which are unlimited. Under this provision of the Charter, if the Sheriff is allocated funding, he could engage in any crime prevention and suppression program as he deemed appropriate.

Corps of Volunteers

The Charter amendment proposes to absorb existing security forces such as the Hospital police, Park guards, Library security officers, etc. into the Sheriff's Department and convert them to Deputy Sheriffs. The far reaching language in the amendment would allow the Sheriff to place Deputy Sheriffs in scores of public buildings and institutions as another police force in San Francisco.

Employee Groups

Strongly supporting the measure is the Sheriff Michael Hennessey and Supervisor Richard Hongisto, a former Sheriff. But the main employee groups promoting the measure are the Deputy Sheriffs Association and their affiliated union, Operating Engineers Local 3. The employee groups have every right to promote this measure and it is beneficial to them to increase their membership and enhance the deputies' law enforcement presence. But these groups are intruding on the existing prerogatives of the Police Officers' Association and the traditional functions of the San Francisco Police Department. **These employee group leaders must recognize that we have to protect our members' rights and jobs.**

Board of Supervisors

The vote to place this measure, now designated as Proposition K on the November ballot was 7-3. Supervisors Wendy Nelder, Nancy Walker and Harry Britt voted against the proposal with Supervisor Bill Maher absent. Chief Frank Jordan strongly opposed the measure when the matter was heard by the Board of Supervisors.

Political Assistance

Assembly Speaker Willie Brown and Assemblyman John Burton have placed arguments in opposition to the proposal in the ballot handbook at the direct request of the San Francisco Police Officers' Association. Former Police Chiefs, present Police Commissioners and other interested groups are being enlisted in the fight to defeat the proposal. It will be a tough battle due to the popularity of the Sheriff within various community groups but we must prevail.

Get Involved in the Campaign

The Police Officers' Association must commit the resources to this campaign to get our message out to the electorate. In addition, every San Francisco police officer, their families and friends must commit to helping defeat this proposal. Get involved — your career, promotional opportunities, the policing of San Francisco is at stake. The Sheriff has no business taking over our responsibilities — let's show him so at the ballot box.

VIDEO TRANSFER


LET US PUT YOU ON TV
WE PUT YOUR 35MM SLIDES, 35mm PRINTS AND REGULAR 8,
SUPER 8 AND 16 MM MOVIES ON VIDEO TAPE.
5 DAY SERVICE

VIDEO8 TRANSFER CENTER

1903 MARKET ST. SAN FRANCISCO 94103
558-8815

BARRY I. GRUBER

ALDE INCORPORATED
1130 HOWARD STREET
SAN FRANCISCO, CALIFORNIA 94103
Call 626-ALDE



**Cut
Make
Trim**



Marine Engines and Service Electrical Installation and Repairs

Golden Gate Marine

FRANK HORTON

Ans. Serv. 742-5795
8 a.m.-8 p.m. Mon.-Sat.

Bus. (415) 822-2180
1160 Quesada Avenue
San Francisco, CA 94124

Century 21  

EXCELLENT HOMES, INC.
2700 San Bruno Avenue
San Francisco, CA 467-2600
Millbrae, CA 697-4474
Residence (415) 583-7131

ZACH J. BAYAWA
Broker/Owner

Each Office is Independently Owned and Operated

ARGUMENTS AGAINST PROPOSITION K

Existing provisions of the City Charter provide for the general law enforcement authority of the Chief of Police. Passage of this Charter amendment would significantly erode the Police Department's ability to deliver law enforcement services by fractionalizing public parks, buildings, and city-owned property into a series of jurisdictional territories under general supervision of the Sheriff. The Sheriff's Department would have primary law enforcement authority within these territories while police officers would be able to enter the territory only upon need. Crime prevention patrols by police units would no longer be available in areas under primary jurisdiction of the Sheriff.

As proposed, the costs of training, certificates, equipment, salaries, pensions and disability pensions would sharply escalate for decades to come. Conflicts between department heads and security personnel controlled by the Sheriff will inevitably impact service to the public.

Mayor Art Agnos joins me in strongly opposing this measure as it will result in uncertainty and confusion in the minds of citizens as to whom to call in various areas of the City where there is a need for law enforcement response.

For this reason and others, such as higher costs and bureaucratic duplication, Mayor Agnos opposes this Charter amendment.

Mayor Agnos is concerned that this measure did not originate with any City department, nor did City department heads affected by this measure participate in the development of the measure. It was sponsored by the Deputy Sheriff's Association in order to expand their membership.

The creation of mini-jurisdictions with the duplication of resources costs and the resultant bureaucracies created will be detrimental to public safety services which are now delivered in a unified and professional manner.

Vote No on Proposition K.

Chief of Police Frank M. Jordan

Existing provisions of the City Charter provide for the general law enforcement authority of the Chief of Police. Passage of this Charter amendment would significantly erode the Police Department's ability to deliver law enforcement services by fractionalizing public parks, buildings, and city-owned property into a series of jurisdictional territories under general supervision of the Sheriff. The Sheriff's Department would have primary law enforcement authority within these territories while police officers would be able to enter the territory only upon need. Crime prevention patrols by police units would no longer be available in areas under primary jurisdiction of the Sheriff.

The public safety of San Franciscans cannot be compromised by the establishment of jurisdictional boundaries created solely to enhance recruiting and retention problems faced by the Sheriff's Department. Presently, various city departments utilize security personnel to guard public parks and buildings. The responsibilities of these public employees are limited to performing security services and the enforcement of local ordinances related to the property they protect. Passage of this amendment would elevate the status of these employees to full peace officer status with general law enforcement authority.

As proposed, the costs of training, certification, equipment, salaries, pensions, and disability pensions would sharply escalate for decades to come. Conflicts between department heads and security personnel controlled by the Sheriff will inevitably impact service to the public.

The creation of mini-jurisdictions with the duplication of resources costs and the resultant bureaucracies created will be detrimental to public safety services which are now delivered in a unified and professional manner.

Vote No on Proposition K.

Assemblyman Willie L. Brown, Jr.

Assemblyman John Burton

**BE PREPARED
TO
FIGHT*
AGAINST
PROP K**

***WITH YOUR TIME AND MONEY**

NEILSEN'S APPAREL

For the Miss and Mrs.
"The Place to Go for the
Brands You Know"

2524 Mission St.
San Francisco, CA 94110
648-2772



TRAVEL WORLD

209 Post Street
San Francisco, CA 94108
Tel: (415) 788-7244



Support our Advertisers

RODGERS CAR WASH ALLEY

No. 4 Rodgers
San Francisco, CA 94103

Phone: 552-5119

FREE PICKUP & DELIVERY

	8th	7th
Mission		
Howard		
Folsom		
Harrison	*	Rodgers

ERIKA MEYEROVICH GALLERY

ALEX MEYEROVICH
PRESIDENT

231 GRANT AVENUE, SAN FRANCISCO, CA 94108
415/421-9997

Mr. Doug Wynn BELL PLUMBING

"Without plumbers you would
have no place to go"

447 Ivy Street
San Francisco, CA 94102
863-1023

SOLEM & ASSOCIATES

PUBLIC RELATIONS AND ADVERTISING

545 Mission Street, Fifth Floor
San Francisco, CA 94105
(415) 957-0957
FAX (415) 957-0753

ANCHA

AUDIO — VIDEO CORPORATION

A/V RENTALS
AND TECHNICAL SERVICES
Free Delivery & Pickup!

(415) 692-1516 (415) 962-1281
842 Stanton Road 950 N. Rengstorff Ave, #C
Burlingame Mountain View

SWATDEE Thai Cuisine



4166 24th Street
San Francisco, CA 94114 • (415) 824-8070

FRANKLIN M. STERLING & ASSOCIATES

FRANKLIN M. STERLING, P.E.
CONSULTING ENGINEER

564 MARKET STREET
SUITE 710
SAN FRANCISCO, CA 94104
(415) 986-8481

CS007077

PET EMPORIUM

Quality Pet Foods • Accessories • Grooming



1776-18th Street
San Francisco, Ca. 94107
(In Potrero Hill)

626-1686
Easy Parking

Travels With Ehrlich

by John Ehrlich

From Benin I went to Lome, Togo to meet my friend Rick. We have traveled together in Asia and South America so I know we'll get along. It's great to be able to travel with a friend. He brought letters from home, news of the fall and rise of the 49ers and chocolate chip cookies, among other things.

Lome, the capital of Togo, was a relaxing place to spend a week. It has a French Riviera atmosphere. It's right on the beach. It's hot in the daytime and warm at night with a sea breeze. It has good restaurants, supermarkets, tree lined streets and a colorful large street market. The center of town is compact so walking is easy.

We stayed out at Robinson's Beach which is a few miles outside town. It's a hotel on the beach which allows camping. It cost \$2 a night. The restaurant was a little expensive but had delicious food. The beach was protected by a reef. The currents were very strong and would pull you swiftly up or down the beach but not out to sea. The water was warm. We used to go into town in the morning to take care of business and then come back and swim in the afternoon. They had a bar just above the beach. The sun would set at the far end of the beach as we faced south which

seemed unusual as I'm used to it setting across the water.

We headed inland to Kpalime for the weekend. It's a pleasant town with a good market. It's a center for handicrafts. We saw people carving wood and weaving cloth. It's in a hilly area with good views. Unfortunately this time of year it's hazy because the Harmatan blows off the desert. There was a nice waterfall. We stayed at a small hotel with a good restaurant.

We went to a first division soccer match. The home team is undefeated. The field was dirt and sand with one or two patches of grass. The skill level wasn't great. There were a lot of long kicks downfield. Late in the second half the home team scored a goal. People cheered and sang and a woman rolled on the ground with joy.

After going back through Lome for a day to pick up our passports, we headed to Ghana.

Ghana was once called the Gold Coast because gold was mined and traded there. First the gold went across the Sahara and then directly to European ships in the 15th century. The slave trade took over 10,000 people a year from the area. The Ashanti kingdom prospered first from gold and then from selling slaves. The Europeans built forts along the coast but did not penetrate

inland. The Portuguese built the first forts but were soon followed by the Dutch, Danes and British. They fought with each other over the profitable trade. Seventy-six forts were built along the coast. Some were taken by the enemy several times.

The British gradually increased their influence after the slave trade ended in 1873. The British went inland and attacked the Ashanti capital of Kumasi. It took them a year to capture the city. The Ashanti continued to resist until in 1900 they attacked the British fort in Kumasi. They were defeated and Kumasi destroyed. There is still an Ashanti king who lives in his palace in Kumasi.

The British put a lot of money and effort into making Ghana a model colony. They built good roads and railroads. The educational system was the best in Africa. The civil service had many Ghanians and there was a tradition of a free press.

Ghana was the first black African nation to gain independence in 1957 under Nkrumah. Nkrumah was a charismatic spokesman against imperialism and for African unity. He was an international hero. Unfortunately, inside Ghana things did not go so well. It soon became a one party state with political prisoners. The economy went rapidly downhill. In 1966 he was overthrown by the army. The following governments were worse.

Just before elections were to be held in

1979 Flight Lt. Rawlings staged a coup. They let the elections go through but shot and imprisoned many people in the former governments for corruption. Three months later he stepped down for the elected president. The democratic government was ineffective, and in 1981 Rawlings took over again. Rawlings is very popular with the people. He sold the government Mercedes Benz and rode around in a Jeep. He followed the capitalist advice of the IMF and turned the economy around while espousing leftist rhetoric on the international scene. One of the things he did was legalize the black market, so I will quote prices in dollars. Ghana is now used as an economic model for developing countries. The economy is steadily improving.

Ghanians are very friendly and proud of it. Most people speak English and are interested in tourists. Ghana has a good school system so the people know something about the world at large and like to find out more. It is also a country with a low crime rate, so it's safe to walk the streets.

We arrived in Accra, the capital, in the afternoon. The first three hotels we tried were full, but with the help of one of the guys who rode in our shared taxi we found a fourth hotel. It was \$10 a night for an OK room with a bathroom and fan. Our friend lived a few doors away. His sisters cooked us a delicious traditional Ghanaian meal. We sat on a terrace across the street. A large crowd gathered to listen to a live band playing outdoors at a bar. It was good music. More people were outside than inside.

Accra is a large city with lots of cars and taxis. Horns honk all the time. The city itself is rundown. While there are some new buildings most are older from before independence. The older buildings are run-down, giving Accra some of the feeling of Rangoon or Dar Es Salaam. Accra has a lot more economic activity than the other two cities.

While waiting a few days for visas we explored the town. There is not a lot to do. There is a small national museum and a crafts market. Black Star Square was built by Nkrumah by the sea and is one of the best examples of ugly monolithic socialist

(See TRAVELS, Page 17)



**Stevedoring
Services
of America**

**Northern
California**

Pier 96
San Francisco, CA 94124
(415) 641-8980
Res. (415) 799-4112

LERUE JAMES GRIM

ATTORNEY AT LAW

877 BRYANT STREET - SUITE 200
SAN FRANCISCO, CALIFORNIA 94103

OFFICE: (415) 621-8071

THE JAMES FLOOD BUILDING

870 MARKET STREET AT POWELL

Sunny, Quiet Rooms & Suites Available



- Reasonable rates as low as \$250/month
- Central location, across from Nordstrom's, by BART
- Typing, copying, and fax service
- Free conference rooms
- Windows open for fresh air
- Monthly or term leases

Please call: Deborah Rothstein (415) 982-3298

SPECIAL GROUP TOUR TO MANZANILLO MANZANILLO MAGIC

02-09 December 1989
Eight Days - Seven Nights

\$380 per person basic double occupancy

- Round trip non-stop air transportation from San Francisco on MEXICANA AIRLINES
- Inflight meals and beverage service
- 7 nights at the brand new HOTEL PLAYA DE ORO
- Airport-hotel transfers
- Services of Simplex host/hostess
- Welcome cocktail
- 15% hotel tax
- \$3 U.S. Departure tax
- \$100,000 flight insurance

Travel arrangements made through
Simplex Tours
Simplex' official brochure conditions
apply

For further information call Allan
Bierman 687-3987

\$50 per person deposit required to
confirm reservation
Balance of payment due 18 October

Please send payments to:
Group Department
SIMPLEX TOURS
120 Del Rey Gardens Drive
Monterey, CA 93940
1-800-255-4457

MERCURY INVESTIGATIONS

LICENSE #AA012115

ANNE VODE
PRIVATE INVESTIGATOR

1095 Market St., Ste 212 Phone
San Francisco, CA 94103 (415) 431-8184



Custom Made Cabinets

Quality Craftsmanship in Wood or Plastic for Home, Office, & Business

(415) 822-6452

1555 Yosemite Ave., Unit 6 San Francisco, CA 94124

Mark Hopkins

Ron Puglisi
Director of Sales

NUMBER ONE NOB HILL
SAN FRANCISCO, CA 94108
TELEPHONE: (415) 392-3434



TELEFAX: (415) 421-3302
TELEX: 340809
1-800-336-7070

WELLS FARGO GUARD SERVICES

R.R. Giuliano — Branch Manager

188 The Embarcadero, Suite 410
San Francisco, CA 94105
(415) 777-5285
California License #'s PQ-006036
AQ-004847



Five Seasons Fashion, Inc.

275 Brannan Street
San Francisco, California 94107

(415) 777-4098

A.T.O.L., LTD.

d/b/a A TASTE OF LEATHER

336 SIXTH STREET, SAN FRANCISCO, CA 94103
415. 777. 4643
OFFICE

MITSUBISHI INTERNATIONAL CORPORATION

SAN FRANCISCO BRANCH
50 CALIFORNIA STREET
SAN FRANCISCO, CALIFORNIA
94111-4774

Nightmares and Deputy District Attorneys

by Ed Collins, Co. H

The nightmare: 19-year-old Samoan male, 5'9", 235 lbs., under the influence of PCP and armed with my revolver.

The Deputy District Attorney: Beaten before he gets to court, full of excuses, and seated on the wrong side of the courtroom. But, good at returning calls.

I just experienced both the nightmare and the Deputy District Attorney. The suspect can claim that PCP was responsible for his actions. The Deputy District Attorney can't even come close to justifying his.

In the incident I refer to, an Ingleside Sergeant and I had to arrest a man under the influence of PCP. Without going into boring detail it was a minor war wherein my gun was taken by the suspect and subsequently retrieved before any of us were killed. Both the Sergeant and I had numerous minor injuries as well as numerous witnesses willing to testify in our behalf. Ultimately, the Sergeant went to the hospital, the suspect went to jail, and I got to write the report. No problem so far.

Now comes the effort to prosecute. And, this is where it becomes a laugh! Why? Because the suspect was already on 6 months suspended sentence and 24 months probation for (you'll never guess), 3 counts of battery on the good police officers of Mission Station. And, Lord help us if we should expect some attempt to impose that suspended sentence. No, what happened was that the Deputy District Attorney made a deal with the suspect. Such a deal. The 6 months suspended sentence and the 24 months probation was terminated. Yes — terminated!

That means it doesn't exist anymore. But, the suspect pled to 90 days in County Jail in my case. Such a deal! Maybe the next time the suspect fights with police officers, he'll get 45 days.

There are some lessons to be learned here: 1) Don't count on the D.A.'s office to do anything more than go through the weakest of motions; and 2) Driveways and abandoned autos draw the same salary as do any other forms of police work.

Former "Mohawks" Have Their Reunion In Canarsie

A reunion of the old Canarsie gang of East 92nd Street and Avenue J, took place on Friday, June 30.

The meeting was at the American Legion Canarsie Post 573, on East 92nd Street and Conklin Avenue.

Formerly called the Mohawk Baseball Gang, the reunion was requested by Lieutenant Louis E. Calabro. He is a police officer from San Francisco. He has not been to Canarsie for many years, and wanted to see some friends from his youth.

Also present at the meeting were: the Geraci brothers, Leo, John, Carmine, Joseph Viscomi, Charles Bogart, Michael LaBella, Thomas (Bingo) LaMarca.

The gang used to meet at the Old Geraci Bakery at East 92nd Street and Avenue J, during the 1940s and 1950s.

To old friends who were not present, some of us are still left in Canarsie.

0-0-100

(Continued From Page 4)

ed upon contracts entered into by the City of Richmond, Virginia. The present make-up of the Supreme Court therefore indicates an interest in these "reverse discrimination" issues.

Secondly, the case presents an important question which the high court should resolve: should non-minority victims of discrimination receive the same remedial treatment as minority victims of discrimination, i.e., back pay, seniority, promotions?

For these reasons, we think that there is a reasonable chance for the Court to accept the case for review or, at the very least, remand the case back to the Ninth Circuit or the District Court for a determination of remedy for the 51 victims of discrimination.

Issues Presented for Review

The SFPOA's Petition states four specific reasons for granting the Writ:

1. The Ninth Circuit's denial of any remedy for successful reverse discrimination of litigants conflicts with other decisions of the Supreme Court confirming the duty under Title VII to provide a remedy for minority victims of discrimination.
2. The Ninth Circuit's denial of a remedy for non-minority victims of discrimination directly conflicts with decisions in other circuit courts of appeal.
3. The Ninth Circuit's decision conflicts with a decision of the District Court in a Wilmington, Delaware fire department case that victims of reverse discrimination have identifiable rights to valid, previously announced examination procedures.
4. The Ninth Circuit's mistaken conclusion that initial employment test results which show adverse impact are invalid presents difficult and important issues of delineating minorities' and non-minorities' rights under Title VII and raises questions of first impression before the Supreme Court.

Procedural Steps

As stated above, the SFPOA's Petition was filed on June 5, 1989. The City and the other Consent Decree parties had 30 days in which to file a response brief. The POA is currently preparing reply to the other Consent Decree parties' response briefs.

The Supreme Court stands in recess until October 1, 1989 at which time the October 1989 term will commence. We expect the Court to take appropriate action on the Petition sometime after October 1, 1989. The Court could accept the Petition for Review or, in the alternative, remand the case to the Ninth Circuit Court of Appeals or the District Court with directions to effectuate an appropriate remedy.

Conclusion

We are hopeful, of course, that the Court will accept this matter for review or, at the very least, remand to the District Court for an appropriate remedy for those members whose rights were violated.

A copy of the POA's Petition is available in the POA office.

Visiting Japanese Police Officer

by Lt. John Robinson

The National Police Agency of Japan has asked the San Francisco Police Department to provide a member of their police force with a 90 day practical training program. The National Police Agency sponsors training abroad annually for select members of its force. In the past they have sent their police officers to Denver, Seattle, Cincinnati and other U.S. cities.

The fortunate candidate who will be coming to San Francisco is Toshikazu Sakamoto from Osaka Prefectural Police Department. Officer Sakamoto, who goes by the nickname 'Toshi', will be arriving in San Francisco in early September to begin his 90-day stay with the Police Department.

Toshi has been to the United States before, having lived in Virginia for some time. He therefore speaks English fluently and will not need a translator to assist him

during his stay.

In order to derive the maximum benefit of his stay in San Francisco, Toshi wants to spend as much time as possible with members of the police department both on duty and off.

The Department would therefore like to invite any interested member who has available accommodations to host Toshi in their home for a one-week portion of his visit. This kind of interaction is always more informational and rewarding than any formalized training program can ever be. The best part will be that our members will have a chance to learn about Japanese culture and policing at the same time!

Interested members please contact Lieutenant John Robinson at 553-9174, as he will be scheduling Toshi's visit. Don't miss an opportunity to make a new friend and learn something in the bargain.



BRYANT-FORNEY ASSOCIATES

NEIL P. FORNEY, ASID

WESTERN MERCHANDISE MART, NO. 256
1355 MARKET STREET, SAN FRANCISCO, CA 94103, 415/431-0354

SHADES THE SUNGLASS STORE

1645 MARKET ST.
SAN FRANCISCO, CA. 94103
(415) 863-5454

HOURS: 10:30 TO 6:00 M-SAT. SUN. 11-5

Courtesy of a Friend

The RESEARCH SPECTRUM

182 Second St., Fourth Floor
San Francisco, CA 94105
415/543-3777



60 TEHAMA STREET, SAN FRANCISCO, CA 94105, (415) 543-8365



181 FREMONT STREET • SAN FRANCISCO, CALIFORNIA 94105
PHONE: 415/243-0880 • FAX: 415/777-2894 • TLX: 184290

ABC BUILDING SERVICES

55 Julian Ave., San Francisco, CA 94103
(415) 431-7404
San Jose - (408) 971-8171
San Mateo - (415) 340-9188

148 P.C. Update

by Michael Paganini, Co. D
In re Angel
211 CAL. APP. 3d 1030 - CAL RPTR.
(June 1989)

An undercover narcotics officer, sitting in an unmarked police car, made contact with a drug dealer. After a short conversation, the officer and the dealer exchanged money for drugs. Simultaneously, Angel, standing about 10-12 feet away, pointed at the police officer and yelled, "Narco, Narco." The drug dealer ran away from the officer and disappeared into an alley. The dealer was never found, however, the defendant, Angel, a minor, was arrested for violating Penal Code Section 148.

The court held that 148 P.C. applies only to verbal and non-verbal conduct which has the effect of physically restricting, delaying, or obstructing a police officer in the performance of official duties. It held that it was reasonable to infer that when the minor yelled, "Narco, Narco," he intended his words to result in the identification of a police officer so that the drug dealer would be able to avoid arrest and that conduct qualified as that which was intended to physically delay and obstruct a police officer in the performance of duty. Judgment affirmed.

(415) 543-6925

William R. Beacham

Attorney at Law

Federal Practice Only

650 5th Street
Suite 308
San Francisco, CA 94107

RECOVER ME

Recovering of down filled bedding, custom designs, and sizes, dust skirts, duvets, shams and light upholstery.
By Appointment Only

586 Utah (18th & Mariposa)
San Francisco 94110
(415) 864-2725

Jascion Sign Co.

Superlative Craftsmanship
In Architectural Graphics

38 Langton
San Francisco 626-3337

BEALE PROPERTIES

REAL ESTATE & INVESTMENTS

PETER LAMBERTSON

55 NEW MONTGOMERY STREET • SAN FRANCISCO, CA 94105
SUITE 504 • (415) 495-0205 HOME (415) 595-8105

SINCE 1889

HAYMAN BROTHERS, INC.
Realtors • Property Management

33 NEW MONTGOMERY, SUITE 220 • SAN FRANCISCO, CA 94105-4507
TELEPHONE (415) 777-4800 • FAX (415) 974-6764

COLORTYPE PRESS

Commercial Printers

NORMAN J. GILBERT

356 SIXTH STREET
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 626-1227

OFFICE AUTOMATION TECHNOLOGY

THRIFT COMPANY

200 FOLSOM STREET, SAN FRANCISCO, CA 94105
(415) 495-0474



ROBERT CALABRESI

811 Faxon Avenue
San Francisco, CA 94112
(415) 586-2900
Lic. #394439

Motivation of Police Personnel — A Different Approach?

by David Mozee

Motivation among most employees in the United States is largely determined by environment, living conditions, freedom in the work place and personal goals. In societies where the minimum standard of living is high, the creature comforts are many and the time to enjoy them is now.

Salary is seldom the primary motivator. This is true in private industry as well as in the field of law enforcement.

To be productive or to accomplish a task, motivation must come from within the individual. There is little point in police administrators and supervisors asking, "How can I motivate my officers?" Instead they should ask, "What can I do to create a more positive work environment so my officers will be self-motivated to increase productivity and conform to the agency standards of conduct?"

Likewise, these administrators and supervisors should not confuse the terms "motivation" and "morale." Although motivation and morale complement each other, motivation is more of an individual and personal force, whereas morale is a feeling or a state of mind that is expressed by pride in the police agency, devotion to duty, cooperation with others and loyalty.

Morale is the ability of a group of officers to consistently work together toward the attainment of common objectives and to believe that those objectives are desirable and correct.

Administrative concern about how employees interact, how they are influenced and how they are given the opportunity to work at their best level should not be mistaken for surrender of management's prerogatives to the employee. Supervisors can have legitimate concern for the well-being and personal desires of officers without encouraging them to slide into the

abyss of mediocrity and turn out second-class police service.

Department relationships, attitudes and progress depend as much on high standards and expectations as they do on anything else. Without pride and respect there can be little motivation for employees to do their best work. Both the rank and file share equally in the responsibility to produce quality police service, thereby increasing the probability of continued self motivation in the work place.

When police managers fail to insist on high standards of performance, they are, in effect, promoting laxity and indifference. Officers are robbed of their fullest sense of achievement when they are not shown how to improve their work and gain more satisfaction from producing quality output.

Some Resentment

Short-term feelings of resentment may be produced by discipline but, by taking these actions in a positive manner, without damaging the officers' self-esteem, they may realize that they can be more productive without additional stress or relinquishing any personal freedoms. Increased productivity might also be seen as an accomplishment and as a way to satisfy the need for a sense of recognition, success and approval.

If we accept Douglass McGregor's "Theory Y," that states man generally wants to work and gets satisfaction from being productive, over his "Theory X," that man needs to be coerced, controlled and directed toward department goals, then administrative decisions become a matter of reconciling individual and agency goals. If we also accept McGregor's belief that creative ability is widely distributed within the population, then the administrative challenge is to design and formulate agency relationships that will give as much ventilation to human expression and self-realization as possible.

Self-fulfillment can seldom be realized when the work atmosphere is like an assembly line. Even an assembly line can be humanized by giving the employee a voice in shaping the end product and his or her work destiny.

Fundamental Needs

Abraham Maslow suggested in his "Hierarchy of Needs" theory that human beings have fundamental needs to satisfy. They include the need for a sense of security, the need for a sense of belonging and the need for a sense of achievement. I suggest that for a police agency to function effectively, its members must at least satisfy these fundamental needs, especially the need to be secure in the work place.

I believe Maslow intended "security" to mean that people should know the following:

- What is "going on,"
- That they are valued employees,
- That their work is appreciated, and
- That management will act in a predictable manner rather than arbitrarily.

It means agency standards are set high, but not unreasonably high as to make accomplishment impossible and thereby make success unattainable. When success is constantly denied, failure becomes common place and "just getting by" becomes the standard level of acceptance. Administration must create an atmosphere where employees can "win."

Police agencies, more than private industry, are fortunate to have many regular

jobs that entail interesting and sometimes fascinating duties. Police officers in these types of jobs can get an immediate sense of accomplishment from their efforts. Street officers have the opportunity to interact with the users of their services — the public; support personnel have the opportunity to interact with the users of their services — the street officers. For both there can come the immediate satisfaction of doing a job professionally.

Harmony Required

Problems arise when the goals of the agency and the employees are not in harmony. When management does not have attainable goals, does not articulate its goals, or does not care about employee satisfaction, it should not try to address problems concerning employee motivation or morale because both will be difficult, if not impossible, to attain. **To work at their optimum level, police employees must believe they have a personal place of value in the work group. They need to "belong," and feel they count as human beings, not just impersonal producers.** Without this assurance of belonging, they will behave like "outsiders," maintaining a state of mind that will not produce self-motivation. If it is true that a person's efforts are affected more by his or her attitudes than by physical surroundings, it becomes management's task to discover these attitudes and influence them as favorably as possible.

History has shown that a democratic environment is much more productive than a laissez-faire environment with practically no leadership. It is also, at the very least, as productive as an authoritarian environment, with much less stress resulting from employee-employer conflict.

Administrative and supervisory personnel who are more "employee centered," taking genuine interest in the concerns and the aspirations of their staff, tend to lead higher producing unit than do those who are more authoritarian and constantly pushing for higher and higher production while giving nothing back to the officers.

The main ingredient that seems to be missing in many police agencies is pride. When we, as managers, can lead people who are proud to be members of our agency, division or squad, we will understand the term motivation because it will be within each employee.

Pride in workmanship is nothing new. Quality circles and team solution concepts are not new. People have always worked better and have produced a better service or output when they have had a stake in the output and received honest recognition for that output.

What troubles me is why so many police managers, under the pressures of deadlines and the push to do more with less, fail to recall their days in the street and to apply the writings of scholars and practitioners who reaffirm the teachings of The Golden Rule. An article I read sometime ago made this observation: "The striking thing about the field of human relations is not the vast areas of what is unknown — which many are fond of emphasizing — but the degree to which what is known is not used." L&O

David M. Mozee is a Management Specialist with IPTM, University of North Florida in Jacksonville. His sources for this article were: 1. Douglas M. McGregor, *The Human Side of Enterprise* (New York: McGraw-Hill, 1960). 2. Abraham H. Maslow, *Motivation and Personality* (New York: Harper & Row, 1964).

Reprinted from
Law and Order, May 1989

TRAVELS

(Continued From Page 14)

architecture. It was hot and humid during our time there.

We took a night train to the Ashanti capital of Kumasi. Each berth in a second class sleeper cost \$4. The car was a modern German model with four bunks. It was in great shape. Everything worked. We had a comfortable night's sleep and arrived in Kumasi on time the next morning.

We stayed in the Protestant Hostel for \$2 a night. It's a wooden colonial building with eight foot wide balconies and walkways on both sides of the rooms. The room itself was huge, 20' x 15', with 12 foot high ceilings.

Kumasi was largely destroyed in fighting around 1900. The Ashanti king lives in his palace here. There is an Ashanti cultural center with a museum. The woman at the museum gave us an item by item tour. While only men can be king, none of his children can succeed him. Only his sisters' children are considered by the council of relatives and elders.

Kumasi has one of the largest markets I've seen. Estimates run at over 10,000 vendors and it goes every day.

We went to another soccer match. It was a benefit game between two first division rivals. The skill level was high but the teams didn't play with a lot of enthusiasm, perhaps because it didn't count in the standings.

As we left the stadium a hot wind began to blow. It looked like rain coming towards us. When the cloud hit us we were covered in sand and dust. It swirled around us in gusts of wind, which reduced visibility to 20 yards at times. It was very unpleasant. Luckily we found a taxi to get a ride to the train station.

We again took another pleasant night train to the coast. The town of Elmina has a huge fish market. Of more interest to tourists, it has both a castle and a fort.

The Portugese built the castle in the early 16th century as an administrative headquarters for regular commercial trade. The slave trade soon supplanted normal commerce. The Dutch tried to take the castle several times before finally taking it by land in the 17th century. They rebuilt much of the castle as it had been damaged in the assault. They also built a fort on the next hill to guard the land approach. The Dutch used it as their headquarters throughout the slave trade before turning it over peacefully to the British. It has been in continual use, now housing many local administrative offices and a school.

The castle is gleaming white and sits out on a point by the water. It has massive wall with both an inner and outer moat. We took a tour of the castle. Our guide was the best I've had in Africa. He knew all about the castle and could answer all our questions. The dungeons and punishment cells where slaves were held horrified me. The guide was quite matter of fact, without a trace of hostility or outrage. I would have expected the castle also had the governor's and officers' quarters. The fort across the way was of similar design. It held the regular soldiers. It has been a hostel but is now undergoing renovation and upgrading.

Dixcove down the coast was our next stop. It's a small fishing village by a cove. It has a fort, built by the British in the 17th century, on a hill by the water overlooking the village. Dixcove is pretty much run-down. The whole setting reminded me of the Pirates of the Caribbean ride at Disneyland.

We were able to stay in the Governor's Room of the castle for \$2 a night. The castle, unlike the town, is well preserved. The Governor's Room was at the very top with screened windows on all four sides which gave us a breeze and a great view at the same time. Right off the room was a large terrace overlooking the town.

We walked 15 minutes to the next town where there is a nice sand beach. We went swimming and then came back to the fort. The caretaker cooked us lobster for dinner. They cost \$2 each so we each had four. We ate out on the terrace as the sun set for one of the highlights of my trip.

We could only stay one night as it was being repainted so we headed to Abidjan, the main city of the Ivory Coast.

Next Month: The Ivory Coast

?

(Continued From Page 7)

knowledge of the procedure.

A - Analyze

Now that you have the information it's time to put it all together and figure out just what, if any, crimes have been committed, policies not adhered to or procedures violated. Again, you're being tested on your knowledge and loyalty, so don't forget to talk! If you do the analysis in your head the board thinks you're stumped or just don't know what to do.

R - Recommendation

For most of you, the position you are testing for will not be one in which you can punish an employee. Your job is to conduct the investigation and make a recommendation to the higher authority. Keep in mind this whole procedure is a game. No one is going to be hurt or punished, the sole purpose is to find out if you know what the procedures are and if you can apply them. Don't do more than your position calls for but do all that it calls for.

Many candidates, when handling a discipline question, and trying to be all things to all people make one of two mistakes: 1. They start making excuses for the employee and attempt to cover up the act the question has outlined; or 2. They go from checking it out to punishment and they seem to forget they don't have the authority to punish, only to make recommendations.

D - Document

One of the most difficult concepts for me to accept was the first time you contact an employee in a discipline matter, is the first step to firing that employee. With this concept in mind, the last thing for you to do is document your actions in this matter.

Let's talk a little about this concept. There is a feeling that abounds in the public sector that it's impossible to fire anyone. This is just not true. If, from the beginning, all contacts are documented, then the undesirable employee can be dismissed. However, if the employee in question learns from the first contact or is able to be retrained and thus becomes a productive employee again, then the documentation becomes just another piece of paper. In closing this article let me leave you with this thought. Keep the department and its image foremost in your mind when answering the questions from the interview board. Loyalty and honesty are of the utmost concern to the interview board. Prior to answering, ask yourself this question "How will the department look if this gets printed in the local newspaper?" and respond with that in mind.

Next month we'll look at the five types of questions that interviewers can ask and how to use these questions to your advantage.

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.

ESTATE PLANNING FOR WORKING PEOPLE AND PRE-RETIREEES

Speaker:

RONALD J. GREENWOOD
Greenwood and Greenwood

Ron is the senior partner in his law firm and a highly acclaimed speaker. He has given seminar and keynote presentations at numerous corporations, government agencies and organizations. His talks are consistently said to be the best given anywhere in this field.

TOPICS TO BE COVERED INCLUDE:

- * How to title property to save taxes
- * Wills, trusts, and avoiding probate
- * How to pass your estate tax free
- * Protecting parents assets and eliminating conservatorships

DATE: October 4, 1989
TIME: 5:00-6:30 P.M.
LOCATION: 510 7th Street

If you are intereted in attending this informative presentation, please call 861-5060 and leave your name with the secretary to reserve a space.



ATTENTION!

ALL YOU BEAUTIFUL SFPOA NOTEBOOK READERS


Will you do us a favor?

When you patronize any display advertiser

MENTION THAT YOU SAW THEIR AD IN THE

SFPOA NOTEBOOK

WE WOULD APPRECIATE IT!

 **CHINA BOOKS & Periodicals, Inc.**
Since 1960

中国图书杂志
总公司:
美国加州旧金山
24街2929号

2929 Twenty-fourth Street
San Francisco, CA 94110
Tel. 415/282-2994
TELEX: 172934 CHINA BOOKS

MARKETING ADVISORS

FINANCIAL SERVICES GROUP

131 Steuart Street, Suite 535
San Francisco, CA 94105
415-777-9939
FAX: 415-777-0459

CONTINENTAL BUILDING SPECIALTY CO. INC.



PATRICIA L. JENKINS
President

850 South Van Ness Ave.
San Francisco, CA 94110

Phone: (415) 282-8220
Fax: (415) 282-9295



SERRAMONTE OLDSMOBILE, PONTIAC, GMC TRUCKS
485 Serramonte Blvd.
COLMA, CA 94014



Cutlass Supreme • Calais • Ciera • Delta 88 • Ninety-Eight • Toronado



Bus. Phone (415) 994-5600



West Coast Salvage & Recycling Co.
A Norcal Solid Waste Systems Company

1900 Seventeenth Street
San Francisco, CA 94103
415/621-3840 Fax: 415 621-5036



For additional information
Phone PAL 821-1411

POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



Pat Michels, Vice President of operations at Pacific Mortgage Insurance gave Ron Exley, PAL director, a check for \$2,500 from the Allstate Foundation for the Tenderloin Homeless Children's Project; John Meek of Central Station, director of the program and PAL President, Joe Mollo were present.

NATIONAL JUNIOR JUDO TOURNAMENT

During the April 1st game between the San Francisco Giants and Oakland A's, the Giants raised \$4,700 through the sales of A's/Giants hats for the San Francisco PAL and during Law Enforcement Day another \$248. The San Francisco PAL, Cynthia Ho and the Hokka girls and boys teams are grateful to the Giants, for they were the real recipients of this money.

The proceeds from the hat sales were instrumental in enabling Cynthia Ho and the teams to take first place in the National Junior Judo Tournament in Hawaii. Cynthia has been participating in the sport of

Judo for the past three years. In just two years she placed second in the United States Women's Junior Judo Championship and took runner-up honors in the Nationals. Cynthia is a success story made possible by the San Francisco Giants and PAL.

Cynthia is a former PAL Cadet. She graduated from Lowell High School and plans to attend City College majoring in international business. She's from a family of 2 sisters and 1 brother. Her philosophy of Judo is that "when I'm stressed out, I can work out and feel good."

This is what the San Francisco Giants and the PAL do for the youth of San Francisco.



Courtesy of a Friend

STATEMENT OF PAL BOARD MEMBER JACK IMMENDORF:

I was inducted in the S.F. PAL program almost twenty years ago through the effort of a dedicated police officer by the name of Terry Sullivan. At that time, the "Chinese 6 Companies" graciously provided us a facility in Chinatown known as "Victory Hall." With the support of respected Chinese community leaders, we were able to work with the youth of the area, many of whose parents worked 16 hours a day in order to provide the basic necessities of life. PAL was one of the few organizations at that time to provide organized activities for these young people. Since then, I have had the opportunity of working with youngsters from all ethnic groups throughout the city.

I am still inspired by people like Thelma Williams, a baseball coach, who was already a legend when I was a rookie. Thelma Williams has given unselfishly of her time, and today, in spite of health problems, continues to actively participate on the playing field with her Pee Wee baseball teams. Thelma Williams epitomizes the spirit of our PAL programs.

In my job as a private investigator, I have had an opportunity to meet and work with numerous individuals and organizations, my association with PAL however, has been one of the most rewarding experiences of my life. I am still thrilled to receive phone calls and letters from persons who as youngsters have passed through the PAL programs and gone on to careers in law enforcement or as successful business entrepreneurs.

At a time when all big cities are experiencing increased street crimes and drug activity by juveniles, San Francisco continues to fight back and to provide alternatives through organized PAL activities. PAL enjoys the support of Police Chief Frank Jordan and the members of the San Francisco Police Department. These police officers want their first encounter with our youngsters to be on a baseball diamond or football field, and not in a dark alley or in high speed automobile chase. Through these organized activities, PAL teaches the value of "good sportsmanship and playing by the rules."

As a board member and chairman of the Building Committee, I can assure you that we shall strive to redouble our efforts to secure a permanent home for PAL in San Francisco. The acquisition of a suitable building will enable us to expand our programs and to reach thousands of additional youngsters. By providing these alternative programs and activities, we make an invaluable investment in the future of our city.

I look forward to many more years of working with police officers and members of our community who give so unselfishly of their lives. It is truly my pleasure to know you.

Jack Immendorf

FROM THE DIRECTOR'S DESK

I thought I would take this opportunity to speak out about PAL. I have been involved with PAL since the early 70's. When I was a kid in the 50's, playing daily at West Portal Park (running up and down the hill catching a football) or at the Ernest Ingold Boy's Club or St. Berdan's in CYO, were my chances for organized sports. I became involved with PAL as a baseball coach for two teams from All Hallows and one basketball team. It's not the same today for our youth. When you drive by a playground, adult softball and soccer seem to have preference over kids, or drug dealers control the park. I believe the PAL has had a tremendous impact on San Francisco. There is no question that the PAL has been a major contributor in dramatically reducing juvenile crime in the City by the Bay. Many young boys and girls who wear their PAL shirts around town have completely turned their lives around and have

become productive young people because one of 400 PAL volunteers gave them loving care as their coach.

Conversely, the effect it has had on the individual coach is immeasurable. Some of the coaches have made friendships that will endure with the youth of San Francisco. For example, Orlando William and Benny Young whom I coached, now coach for PAL. If the coach is a police officer, it will make these officers much better police officers. They certainly gain the pulse of the young community by interchanging with them.

For our police department, it is the best public relations program. Look at the attention paid to the Police Department when the PAL, through the Emperor Norton carnival, hired 208 homeless. All television newscasts and newspapers first told of the Food not Bombs, agitators then switched to the PAL hiring the homeless. It made the Sacramento Bee, Los Angeles Times, and CNN News. A volatile situation was turned around by the PAL. The San Francisco Police Department is a modern, up to date police department. We have a Crisis Intervention, Crime Prevention, Drug Education, SAFE, Victim Restitution, Community Service, and Juvenile units, but if you put them all together, they can't match PAL for public relations. Who else wears 7,000 shirts saying San Francisco Police? It's PAL kids.

I consider it an honor to be the director of San Francisco PAL. PAL has eliminated two leading causes of civil disorder in San Francisco:

1. Negative police attitudes as perceived by the public.
2. The lack of community recreational activities and programs.

I am always asked by either the department or civilians, why use police officers to administer sports and other youth activities? The answer is simple: to promote a constructive relationship between law enforcement agencies, youngsters, and citizens of the community and, which in turn, will develop San Francisco's youngsters into responsible and mature citizens. The most important aspect of using police officers in the program is that it allows youngsters, citizens and communities to get to know officers in a non-confrontation situation.

Aside from the vital contribution this makes in the area of juvenile crime prevention, it results in great respect for law enforcement personnel in the community. Furthermore, there are a number of examples of police officers who are working at the San Francisco Police Department, who had their first contact with police officers while participating in a PAL activity as a youth. Thus, we do have living proof of the results of the PAL program right here in our own police department.

PAL's effectiveness is sometimes based on changing the attitudes and behavior of the young people involved in the program. Young people whose backgrounds may have been street fighting and unstructured back-lot, games learn to give and take in close contact and interaction in supervised activities.

In league play there are formalities, officials and rules of the game. They learn self-discipline and to abide by decisions they may not always like or agree with. If a participant loses his temper, he will be out of the game.

PAL officers and coaches repeatedly see that this process of earning teamwork and self-discipline improves a youngster's self-image. By experiencing responsibility and success on the athletic field, a youngster begins to see himself as responsible and capable of success in life.

In summary, PAL is a police community relations and crime prevention program. PAL and sports go hand in hand by building character and leadership — the two things San Francisco kids "should not leave home without."



For additional information
Phone PAL 821-1411

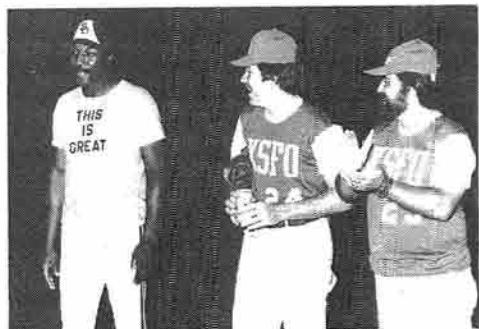
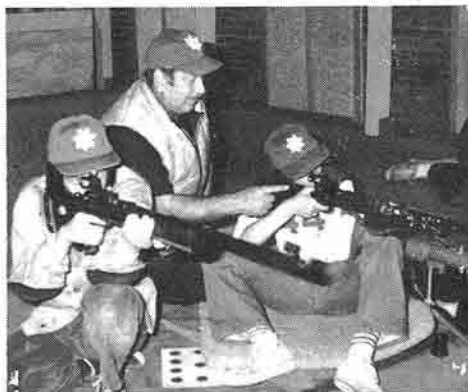
POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development

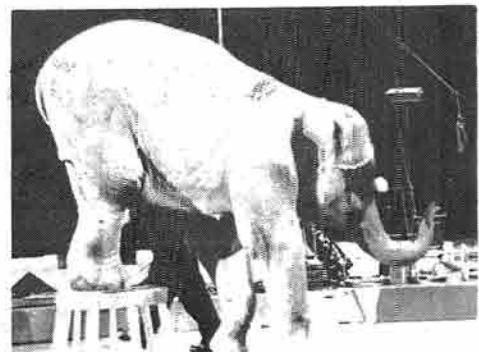
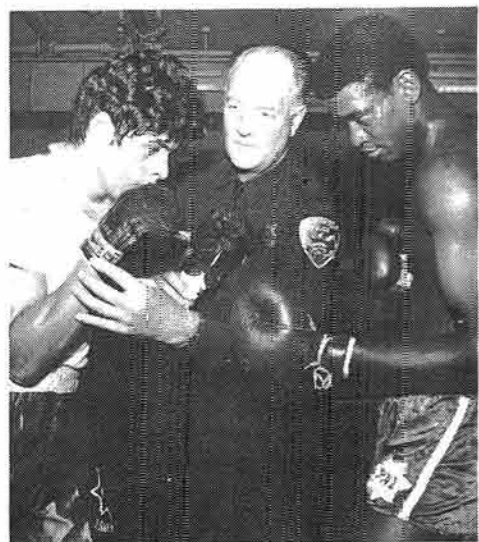


PHOTO CONTEST

Can you name any participant or coach in these pictures? First one to call Vera at 821-1411 and identify one coach and one participant, will win a PAL T-shirt (one shirt per person). The person who can name the most will win a special prize. Answers must be called in before 10/15/89.



**SAN FRANCISCO
POLICE
ACTIVITIES
LEAGUE
30 YEARS OF SERVICE
TO
SAN FRANCISCO'S
YOUTH
1959-1989**





SPORTS



Pistol Team Victorious in Medal Chases

by Armond Pelissetti, Robbery

With most of the Police Olympics action raging in Oxnard and with week-old 1st place finishes in 4-man Distinguished Master and 2-man Master Team at the Sacramento matches, the team headed for the Ventura Pistol Range chasing medals. After the 20 minute drive past countless yachts, ski boats and waterfront condos into the six blocks of Ventura Main Street, we passed the "Joker", Jack Nicholson sitting in a late thirties model Plymouth waiting to film a scene in his latest movie. As he waved we noticed his ball cap looked strangely like an S.F.P.D. model; wonder if he knows Clint. Anyway, up the mountain we zipped to the range to find it slightly overcast and a bit windy. The parking lot was jammed with enthusiastic shooters, including our three competitors: L.A.S.O., L.A.P.D., C.H.P.-Blue. After some banter and psych-out we stepped on to the line and went head-to-head; concentration was so heavy we barely remember the sounds of gunfire. The smoke cleared and L.A.S.D. targets looked like they had one hole — they got the Gold. At the scoring area we quickly saw that L.A.P.D. fell by the wayside. Scoring targets with our good buddies — C.H.P. — it went down to the last target — we got 'em by two points. Actually we shot 10 solid points under our average so we figured we were lucky — until we went to the scoreboard. Some team from El Cajon (El-Ca-Who?) tied us. A jaw-dropping stare at the "X" count showed they got us by one "X". Bronze medals for 1989 for S.F.P.D. team medalists: Otis, Pelissetti, Farrel and Fitzer — good work!

With enough Bronze and a sparse amount of Silver and Gold to make a statue, we headed for the World Police and



W.P.F.G. — Canada Bronze Medalists (l to r) Roger Farrell, Armond Pelissetti, Mike Zurcher, Bob Fitzer.

Fire Games in Vancouver, B.C. Canada. With Mike Zurcher replacing Duane Otis on the medal team, Bob Fitzer, Roger Farrell and Armond Pelissetti warmed-up by shooting the British Columbia Pistol Championships the day before the W.P.F.G. After adjusting from yards to meters, we posted respectable scores but didn't win any Mountie hats or tickets to Grouse Mountain. The next day we hit the line against all the "Big Guns" from the U.S. and Canada. Actually some Europeans, Australians and a Hong Kong team showed up. They are great guys, but they shoot alot of 8's and 7's. We shot a few of those ourselves and won guess what? — Bronze!

Well, we haven't been shut-out this year so look out Jackson, Mississippi, here we come for the National Championships. We might even practice a bit for this one, we don't want those good ol' boys bad-mouthing real cowboys — "Ain't nothin' west a San Franciscer". We'll let you know how we did in the November Notebook.

Olympic Power, Olympic Physique

by Dennis Bianchi

Many, if not most, athletic performances are improved by combining a weight-training program with the specific sporting event one is trying to improve. Weight training seems to help people run faster, jump higher, and hit balls harder. It provides stamina and, to top it off, just generally improves the appearance. If one work-out program benefits so many athletes in so many different ways, what is to be said for those who primarily just train with weights? If one were to judge by the results produced by members of the San Francisco Police Department at the California Police Olympics this June, plenty can be said, all positive.

Led by the Department weight lifting team's cornerstones, the Brothers Currie, our officers came back proud and pumped. Joe Currie, lifting as a 198 pound Master Division lifter, finished in a tie for the Gold Medal. In power lifting, ties are resolved by giving the victory to the lighter lifter. Joe weighed in 1/4 pound heavier and therefore took the Silver Medal. Next year Joe will weigh in with a shorter haircut and no socks. That should get him the Gold. Lifting on the same day and in the same weight division, Steve Hutzler muscled his way to a Bronze in the Open Division. Watching Steve's form and power I concluded he will only get stronger, and I look for him to bring back plenty of medals in the future.

In the 181 pound division, John Currie lifted in the Master's Division and won a Silver Medal. At 181 pounds John looks like he could win a bodybuilding contest with ease. A newcomer to the weight lifting events this year was John Newman, also at 181 pounds. Lifting in the Open Division John won a Bronze and was prevented an even higher placing when the event spotters accidentally jumped John's bench press to in excess of 350 pounds, much higher than he was supposed to be lifting. John made the lift but, the judges disallowed the lift because he arched his seat along with his back. When they discovered the error, John was given an opportunity to try a lift at the lesser weight but he was burned out by that time. Well, now he knows he can bench press more than he thought!

In conversation with our team after the event the question of steroids came up. Without testing it's impossible to say for certain, but many competitors and observers had more than a few doubts.

At the bodybuilding event, the question became even more heated. Our Department was represented by Dave Feingold, who finished seventh in the Tall Division, and Steve Landi, in the Medium Division, who finished tenth in a much larger field. Both of these officers worked hard, dieted stringently, and gave it their best. Both officers are familiar with the look produced by anabolic steroids. Both officers indicated, very strongly, they believed that not all the competitors were "clean." If this is true — and my impression at the power lifting event was similar to the body builders' impressions — what is to be done about this? Many amateur and professional athletes have admitted to using these illegal substances, much to the detriment of their health, their self-esteem, and the integrity of the sport they are participating in. But these people have a different goal. Our competition is made up of law enforcement officers. For this group to be abusing drugs is an even further travesty.

Steve Landi feels a great enthusiasm for the sport and practices it naturally. He was entered in the San Diego Mr. Natural Contest, sometimes referred to as "The Supernatural", during the middle of August. Steve pointed out that this contest has strict testing to eliminate those competitors who blindly abuse their body for a medal or trophy. Steve had a suggestion I thought was worth passing along as a suggestion for our own future contests: Test by means of polygraph. Another suggestion was to test only the medal winners. I can't make up my mind as to what is the best solution to combating this controversy. I only know that watching our power lifters perform is proof enough that you don't need the "juice" to succeed at this sport. You just need dedication, desire, and a good frame to work from.

A huge congratulations to our powerlifters and bodybuilders. As a personal observer, you were outstanding. On behalf of the other members of the Department you so ably represented, thank you for a fine showing.

Albert Kessler & Company

SINCE 1918

1355 Market Street
San Francisco, CA 94103
(415) 621-4000
Telex: 797781 AKES SF UD

GUTS.

CANTERBURY OF NEW ZEALAND

"The World's Toughest Activewear"

Glory. Now, you can enjoy the world's toughest activewear in all its colorful glory. Canterbury of New Zealand makes activewear tough enough to withstand your most punishing sporting demands, yet comfortable enough for you to want to wear always.

Our reputation as the makers of the world's toughest activewear has been unchallenged for more than 80 years. With a tradition of fine quality and durability, and a heritage of rugby and sailing, Canterbury of New Zealand is the name you can wear proudly anywhere.

Authentic heavyweight Rugby jersey.

Canterbury of New Zealand
At Maiden Lane
89 Maiden Lane
San Francisco, CA 94108
415/781-3311

Canterbury of New Zealand
At Ghirardelli Square
900 North Point
San Francisco, CA 94109
415/474-5551 (800) 544-9648



SPORTS



Swimmers' Honors

by Don Matisek

The four members of the swimming team who went to the Police and Fire games in Vancouver B.C. came home with a total of 19 medals. After a nice quick flight and a rather long, tedious wait at the airport, the members and their wives went to their respective hotels. While the team practiced the wives went shopping and sightseeing. The meet was held in a 50 meter pool, a first for one of the members, and took a little getting used to. The relay team of Ken Foss, Howard Kyle, Don Matisek and Frank Petuya successfully defended their title in the 200 medley relay and also won the 200 meter free relay. Individual medals were as follows: Ken Foss took fourth place in the 50 fly and the 50 breaststroke; Howard Kyle won third place medals in the 50 backstroke and the 50 breaststroke, and fourth place medals in the 50 freestyle, 100 backstroke, and the 100 breaststroke; Don Matisek took fifth place medals in the 50 backstroke and 100 freestyle; Frank Petuya took home second in the 100 fly, and a third in the 50 fly. After the meet was over the members and their families had time to tour this beautiful city and the surrounding area. The final swimming event for the team this year will be the World Corporate Games in Concord.

The team is always looking for new swimmers, men and women, to participate in all age divisions. Next year we plan to participate in the State Olympics in Sacramento and the International Police Olympics in Edmonton, Canada. Also we have been asked to participate in the Northwest Police/Fire games in Boise, Idaho and the World Corporate Games which will be held in Honolulu, Hawaii next year. If you are interested or want information contact Don Matisek Co. K (#1621) or Frank Petuya Co. B (#). The members of the team would like to thank the POA for the financial aid that helped make their trip to Vancouver possible.

MIDTOWN LOAN OFFICE

PAWNBROKER
LOANS • BUY • SELL
DIAMONDS • JEWELRY • GOLD
CAMERAS • GUNS
Ralph Kazanjian, President, Filmid, Inc.
39 - 6th Street, San Francisco, CA 94103, (415) 362-5585

The Best of Moments, The Darkest of Days

by Dennis Bianchi

Within the world of athletics, during the month of August, our society has been presented with emotional incidents of great proportions. We frequently reach for the sports section of our favorite newspaper to give ourselves a reprieve from our daily worries, our mounting pressures, our tiring routines. Amateur and professional athletics are perceived by us interested spectators as play, as fun, as an outlet. I choose to ignore the gamblers or those team owners who see sports only as a business. I can't understand them. Who really wants to understand George Steinbrenner? If we are the type of spectator who engages in some form or other of an athletic event for fitness, we may have a somewhat different interest than the armchair variety of sports fan, but August highlighted the fact that athletics is a highly charged microcosm of life for any observer.

I find cancer frightening. Dave Dravecky accepted it as a part of his life, a challenge to overcome. His courage, his modesty and his determination gave to all who follow-

ed his story, a sense of respect, of admiration and with his return, a sense of joy. When his arm came undone a short week later, we almost took his pain personally. The life he had led to that point gave many of us the belief he would come back, again. His inner-strength is so impressive that I blush when I recall my complaining over much smaller ailments.

The unexplained suicide of Rick Berry is as troubling as Dravecky's struggle is inspiring. Suicide. The ultimate self-criticism. How often have I chastised myself for imperfection? Once was too many. To be the best you can be, to reach that goal, doesn't have to lead to disappointment or chastisement. The goal is the trip. My personal involvement in competitive running has provided me with such a trip. Unfortunately, I have lost sight of that truism on far too many occasions, and I joined the group in the dark valley. It seems so obvious that the mere participation, the honest attempt, is so much brighter, so much more fulfilling and, I believe, the whole point. When

I watch a finely tuned, deeply dedicated and gifted athlete like our own Lou Perez, I'm impressed. I feel good, for him...and me. When I see a member of our Department arrive for their first race or competition, the same feeling is there. They have trained, struggled and stepped forward. They are engaging in what will hopefully become a consistent and fulfilling part of their life. Dravecky's life exemplifies courage, determination and, in his particular case, a strong faith. There is a poster hanging in a friend's office that reflects my belief that what we learn through athletic performance can be seen in every other part of our life. It is a photo of a runner traversing a verdant, country road. In the corner is written, "The race is not always to the swift but to those who keep on running." As one who is no longer swift, I like that very much. We must endure our trials, learn from them and then move on. The training road has no end. It is non-judgemental. It is just there awaiting our arrival.

WESTLAKE INSURANCE AGENCY

WALTER F. BRODIE

ALL FORMS OF INSURANCE

PHONE: 755-7113

375 S. MAYFAIR AVE. • DALY CITY 94015

BURT
BARBARA
STUART

821 MARKET ST. # 546
SAN FRANCISCO, CA 94103
(415) 957-9822
110 E. 9th St.
Ste A-1031 & A-1033
LOS ANGELES, CA 90079
Tel: (213) 612-0284
FAX: (213) 955-2220

PHILLIPS
HUSBANDS 'N MORE

BAY CUSTOM LAB

BLACK & WHITE
PHOTOGRAPHICS

Mon-Fri 10:00-7:00

Sat 10:30-1:30

751-6468

746 Arguello Blvd.
San Francisco, CA 94118



TOUCHSTONE

FINANCIAL SERVICES, INC.

1965 Market Street
San Francisco • California 94103
415/626-9971 • FAX 415/626-9835

Jon Y. Gaddi
Loan Officer

32 Sheridan St.
San Francisco, CA 94103

(415) 552-5383

Service Painting
and Wall Covering

Lic. #479564

NICK MEJIA

Rockin' Robins

DOWNTOWN
DANCE TO THE MUSIC OF THE 50'S & 60'S

Lunch 11:00 A.M. - 3:00 P.M.
Private Party Facilities
Open Monday - Friday

133 Beale St.
San Francisco, CA
543-1961
Gloria Eckstein



ACTION PRINTING SERVICE, INC.

948 HOWARD STREET

SAN FRANCISCO, CA. 94103

TELEPHONE
362-8767



The San Francisco Police Department
and
The San Francisco Fire Department

in association with
The Police Officers Association & The Firemen's Local 798
present their

7th Annual Soccer Match

to benefit
San Francisco Special Olympics

SF POLICE DEPT. -vs.- SF FIRE DEPT.
SATURDAY, SEPTEMBER 30, 1989
12 NOON
BALBOA SOCCER STADIUM
OFF SAN JOSE AVENUE

Admission Donation \$2.00 per Person
(Includes Raffle)

HANDICAPPED, SENIORS & CHILDREN UNDER 12 FREE



SPORTS



The 1989 Hook & Ladder Team — top row, l to r: Roth, Finigan, Miller, Bronfield, Bianchi, Canales, Mulkeen, Buscovich. Bottom row, l to r: Murphy, Perez, Garry.

Hot Times at the Hook and Ladder Run

It was the middle of August and that could only signal one thing to the SFPD's running athletes ... it was time to take on the Fire Department at the 11th Annual Hook and Ladder Run. This yearly battle pits the blue and gold of the SFPD versus the fiery red and white of the SFFD. The race takes place in the lush green confines of Golden Gate Park.

The SFFD hosts and produces this race under the direction of fireman Jim Gallagher. The strong, well-oiled SFFD running machine has dominated the team competition during the past years, and they were to remain undefeated this year. The SFPD team has improved over time, and the race is no longer a simple cake walk for the fire department. Several fast times by the Beatmen made the team competition an even money bet.

The course is basically an up and down rollercoaster figure eight with a punishing one mile uphill finish. It can humble the most determined runner and reduce his quadricep muscles to the equivalent of Jello pudding. But, hey, if the fire department can do it, we can do it, right? Yeah, and if they jump off the Golden Gate Bridge ... well, never mind.

Twelve SFPD runners were present to test their "legs of stone" a la Roberto Duran. Instead of "No Mas" the present

mood was "6.2 miles mas, por favor." Steve Mulkeen, Rolando Canales, John Miller, Lou Perez (Co.D); Stan Buscovich (Mounted); Lou Bronfeld (Co.E); Dennis Bianchi (Legal); Sgt. Dennis Gustafson (Community Relations); Inspector Ron Roth (GTF); Lt. Walt Garry (Communications); Joe Finnigan (Taraval) and Matt Murphy (Civilian Stable Hand) were on hand to support the team. Some of team's faster runners were nursing injuries, Mai Tai's in Hawaii, or second businesses. John "Mambo" Mambretti (Co.E) was also present to add his vocal support and use his photography to take the high quality race action photos that accompany this article.

When the race was finally over, a few memorable performances stood out from the 250 field pack. Steve Mulkeen clocked a 36:30 personal best time, a one minute improvement from his time the year before. Mulkeen's time was one of the fastest ever recorded by a runner flying SFPD colors. Dennis Gustafson surprised everyone by showing up, two weeks after he won a silver medal in racewalking at the Vancouver World Police and Fire Games. Sporting some bright neon "here I come, there I go" running shorts and shoes, Gustafson turned in a fast 38:32 time. This time was commendable, because Gustafson had not been running much, and had been concentrating on his racewalking form for the Vancouver Games. Stan Buscovich, who normally traverses this terrain on horseback, ran in his own backyard to record a speedy 38:59 time. Lou Perez held off a determined Tony Stefani, the SFFD's top runner, to win the fire/police open division for the fourth year in a row. The SFFD remained undefeated and edged out the SFPD as the top team.

1989 Hook and Ladder Results

Lou Perez 34:17
Steve Mulkeen 36:30 (Personal Best)
Dennis Gustafson 38:32 (First SFPD Master)
Stan Buscovich 38:50
Dennis Bianchi 40:40
Matt Murphy 42:42
Lou Bronfield 43:21
Joe Finnigan 44:46
Walt Garry 45:56
John Miller 46:19
Ron Roth 47:38
Rolando Canales 47:44 (Personal Best)



Stan Buscovich amidst familiar surroundings.



Steve Mulkeen on his way to a personal best.

COAST TO COAST CLEVELAND WRECKING COMPANY

2670 Third St., San Francisco, CA 94107
Phone: (415) 824-1411, Lic: 21064-C21



863-9248
WE DELIVER!

1815 MARKET STREET #5
CORNER OF PEARL ST.
(ONE BLOCK FROM GUERRERO)



San Francisco Unified School District
2905 21st Street
San Francisco, CA 94110
(415) 648-1177

SWANK inc.

PACIFIC BUILDING
821 MARKET ST. #514-1
SAN FRANCISCO, CA 94103
OFFICE 415-421-6760

Charles Henri Hine, III
Hine Incorporated
357 Tehama Street
San Francisco, CA 94103
(415) 777-2214

KAISER SAND & GRAVEL COMPANY

A Member of THE BEAZER GROUP

BILL GARLAND
SALES REPRESENTATIVE

300-16TH ST., SAN FRANCISCO, CA 94107
OFFICE (415) 974-6641

LANDMARKS

STEPHEN G. PENHOET
PRINCIPAL

architecture + interiors + restoration
690 Market Street
Suite 605
San Francisco, CA 94104-5107
U.S.A. 415.956.4558

Like a good neighbor,
State Farm is there.

ELLIE ROWLAND
Agent

149 New Montgomery Street
Suite 500
San Francisco, CA 94105
Off.: (415) 546-1877



STATE FARM INSURANCE COMPANIES
HOME OFFICES: BLOOMINGTON, ILLINOIS

Sinbad's

PIER TWO ON THE EMBARCADERO
SAN FRANCISCO, CA 94105 • (415) 781-2555

Lunch & Dinner
On The Bay



SPORTS



S.F.P.D. Handball — Dynamite!

by Dennis Bianchi

Handball has always been a very popular sport within this Department. We have always been well-represented at state-wide competitions by very able competitors, whose rank has ranged from Patrol Officer to Chief. This year we have, once again, been represented in an outstanding fashion by outstanding athletes! Starting with Ed Dullea, (which is a very good place to start) and his doubles partner, Chuck Lofgren, plenty of medals arrived back at the Department when the California Police Olympics and the World Police-Fire Games in Vancouver were over. Dullea and Lofgren garnered a Bronze Medal in Oxnard, which proved only a warm-up for their impressive capturing of the Gold Medal in Vancouver. Talk about a good

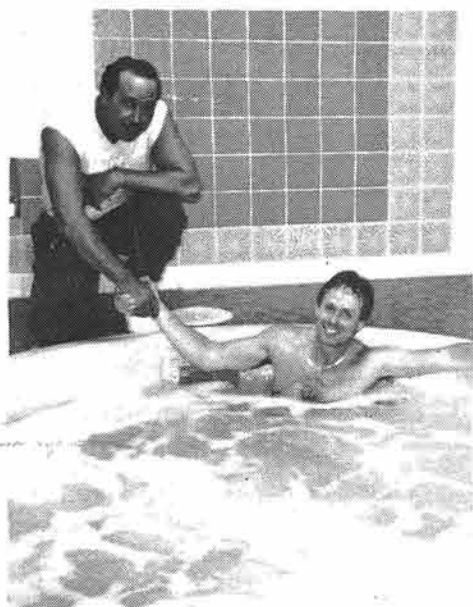
Ireland for the championship.

Al McCann and Dave Berti also traveled to Vancouver and came home with plenty to show for their efforts. Al and Dave won a Bronze Medal in Senior's Doubles and Al won the Silver Medal in singles competition.

Not to be outdone by the marginally younger players, Ed Kenny and recently retired Dan Devlin teamed up for Master's Doubles play and took a Bronze in Oxnard and another Bronze in Vancouver. Ed also won a Silver Medal in Oxnard in the



Ed Kenny and Dan Devlin, Master handball players.



Double Gold Medalist Ed Dullea thanks his partner Chuck Lofgren, post matches.

feeling! They beat the San Francisco Fire Department in the finals of the World Games for their Gold! Dullea then showed the stuff champs are made of when he battled through four rounds of Master's Single play to win the Gold in that division. Ed beat constable Ed Flynn of Dublin,



Al McCann and Dave Berti — winners' smiles.

Master's Singles.

Handball is not a game for the weak of heart, as testified to be the power and strength, not to mention the quickness, of these athletes. I have ventured out on the court very infrequently, and only long enough to acquire a great admiration for

the sport and its participants. I was there long enough to learn to leave, I might add, and leave the banging of walls to the athletes who really know how, like our above listed winners. Congratulations and thank you for representing our Department in such outstanding fashion.

California Police Olympics Martial Arts

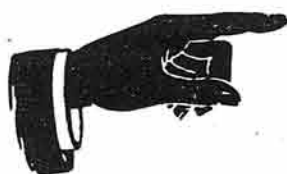
by Dennis Bianchi

The S.F.P.D. was most ably represented in Oxnard in martial arts this year by two outstanding athletes, Paul Lozada in Karate, and Dave Martinovich in Judo. One could easily mistake Paul Lozada's smallish stature for lack of power, but that would obviously be a large mistake. Paul took two Gold Medals in Karate in Oxnard, one in free form and another in weapons. This fine display was Paul's step to the World Police-Fire Games in Canada in August where he picked up a Bronze in weapons. Paul was prevented from competition in free form when the schedules were changed, and Paul's plane ticket couldn't be changed. Nonetheless, a hearty congratulations to Paul and a sincere thank you for representing this Department in such fine fashion.

Another martial art is Judo. Dave Martinovich has been demonstrating how Judo

should be performed, winning medal after medal at numerous competitions over the years. This year is not an exception. Dave won a Bronze Medal in Oxnard and then flew to Canada and again took a Bronze Medal. Nice going, Dave!

I know for a fact that more than just these two officers are active in the martial arts within our Department. Next year's Summer Games are being held in Sacramento so the cost of traveling will be greatly reduced, along with the cost of a room, so I hope that our Department will be better represented. In conversation with Dave earlier this year, he indicated he is always looking for new competitors. That's how you improve, with more and better competition, so I hope those of you reading this that participate will join Dave and Paul and be ready for Sacramento next year. I hope to be seeing you there. So do Paul and Dave.



**Support
our
Advertisers**

10 Arkansas Street
San Francisco, California
94107
FAX 415.626.3975
INGALLS & ASSOCIATES
Thomas Ingalls



dak SAN FRANCISCO
444 DeHaro St.
San Francisco
Ca. 94103
415-558-9144

WILLIAM EGAN

ARCHITECT A.I.A.

**Courtesy
of a
Friend**



Max's Restaurants
"Everything You've Always Wanted to Eat"
Max's Opera Cafe: San Francisco,
Walnut Creek, Burlingame, Palo Alto
Max's Diner: San Francisco, San Ramon
Silver Max: San Jose
Sweet Max's: San Francisco
Max's Manhattan Prime: San Francisco
Cafe Tomatoes: San Francisco

**Max's Manhattan Prime and
Cafe Tomatoes**
Opening July 31, 1989 at 3rd Street and Folsom

Max's Corner at 3rd and Folsom:
Max's Diner 546-MAXS
Max's Manhattan Prime 546-7282
Cafe Tomatoes 546-7868

**Changed your
address lately?**

NAME

OLD ADDRESS

CITY, STATE, ZIP

NEW ADDRESS

CITY, STATE, ZIP

SEND TO:
THE NOTEBOOK
510 7th Street
San Francisco, CA 94103

Hogg & Mythen

• architecture •

Jack Hogg, A.I.A.

111 second street • suite 303
san francisco • ca • 94105
415 • 392 • 3422

EARL WHITE PLATEN CO.
100% Precision Ground

Walter Lee Banks
Regional Service Mgr.

90 Moss St. • San Francisco, CA 94103

(415) 552-5525 • FAX (415) 552-5594

Manufacturing
Service • Supplies

**Technical
Instrument
Company**

348 Sixth St.
San Francisco
CA 94103-4788
415.431.8231

ON THE STREET/Tom Flippin



Editorial Comment

by Tom Flippin

Hiyo, Silver! Take 'Em Away

So, here we go again. Another attempt to divide this City into even smaller parts ... divisiveness for no reason, except to enhance the image and power of one group. Proposition K (on the November ballot) would divide law enforcement responsibilities in San Francisco between the Police Department and the Sheriff's Office.

I haven't seen the ballot arguments in favor of Prop. K, but I doubt that any of them will spell out the real reason this proposition is on the ballot. That reason (purely and simply) is: It is very difficult to recruit and to retain qualified people for the SFSO when they know they only can look forward to being inside the City jails, inside San Bruno or inside a courtroom. Deputy sheriffs in this county (city) have no ... repeat, **no** ... outside law enforcement duties. All vegetables and no meat. I understand Sheriff Hennessey's dilemma, but I don't care for the solution.

This proposition would not improve public safety ... it would lessen public safety. Geographical divisions of responsibility can only create confusion in the public. "Who should I call? ... Why didn't anyone respond? ... Whose fault is it?"

Prop. K would not add to the number of law enforcement personnel on the street. Existing members of various limited-status officers would be "grandfathered" into the SFSO ... no change in numbers. But, one very real possibility would be the disappearance of the Mounted Unit and the Honda Unit from the SFPD. Parks and other City grounds would **not** be open to SFPD patrols.

Police response, according to Prop. K, would be "at need." Well, well! Who decides what "at need" is? The citizen calling for help ... the Deputy Sheriff in charge of that area ... the police officer whose beat encompasses this special, separate jurisdiction? What a can of worms.

Oh, and another thing: who watches these new guardians? They do not come under the purview of OCC. That's right, back to in-house investigations of officers accused of misdeeds. KQED might **really** have something to investigate. Instead of their charges of unchecked police brutality, they might leave us alone and go after the SO. Hmmm ... there's a silver lining in every ... but, no, it just isn't worth it.

Vote No on Prop. K!

MOU

(Continued From Page 1)

tions via annual campaigns for Charter Amendments, and are developing such a proposal. We have a meeting scheduled with Mayor Agnos to discuss this important matter. He has himself long been a proponent of interest arbitration, which could be part of the POA's Charter Amendment proposal for June '90.

For now, however, we are pleased with recent progress in negotiations, and look forward to obtaining those benefits that are attainable under the current system.

ARBITRATE

(Continued From Page 1)

shows that with sophisticated procedures, strict time lines, and with something that each party can lose if they complete the process, interest arbitration encourages settlements even between the most bitter of adversaries. The negotiating process is not chilled.

Management representatives have suggested, however, that negotiated settlements in the face of arbitration are nothing more than disguised capitulations, and that such agreements negotiated in the context of the certainty of going to arbitration will invariably cause higher settlements. While it has taken some time to disprove that contention, the empirical evidence is now to the contrary.

A Look At The Actual Results

The data show that in the 10-year period between 1974 and 1984 there is no evidence that firefighters and police officers covered by arbitration statutes have gained on their counterparts in cities that do not have arbitration procedures. A 15-city comparative survey conducted by the author in the greater Bay Area shows that negotiated or arbitrated agreements have provided mixed results over the period.

Data was provided by city representatives and checked with employee representatives. The cities selected are commonly, although not always, used by union and/or city negotiators during negotiations and in evidentiary presentations during factfinding and arbitration. Of the 15 Bay Area cities surveyed, San Francisco, Oakland and San Jose are often objected to by employers as their comparability. Nevertheless, these three cities are frequently the subject of city and employee surveys during negotiations.

While the population of a city or the size of a police or fire department is frequently in contention in an argument over comparability, the fact that salaries and benefits are determined by Meyers-Milias-Brown Act negotiations, arbitration, or, in the case of San Francisco, by City Charter formula, is not. In the survey reported here, the comparisons have been made by arithmetic mean. While a weighted average (by size of department) could also be used, the author has not seen this approach used in California in the last 10 years.

Comparisons of pay. Looking first at cities which have arbitration: The comparative study plainly shows that police officers in San Jose have slightly improved their top step salaries compared to the 15-city average while Palo Alto, Vallejo and Oakland have fallen. Firefighters in Vallejo and San Jose have improved their comparative positions, while Oakland's firefighters have fallen slightly. The decrease in relative salary positions of firefighters in Alameda, Hayward, and Palo Alto has been more severe.

While police officers and firefighters who have the protection of the arbitration process have shown mixed results on a 10-year salary comparison, police officers and firefighters who do not have arbitration have changed their position either dramatically or very little. For example, Santa Clara's firefighters have gone from 10 percent below to 15.4 percent above the 15 city average, and South San Francisco firefighters have fallen from -2.4 to

-13.3 percent below the average. San Francisco's firefighters, who were at one time the best paid Bay Area firefighters, have fallen from +13.1 to +9.1 percent above the average of surveyed cities.

San Francisco's police officers have also fallen from +10.3 to +5.9 on the comparative scale, while their police counterparts in Santa Clara have shown a dramatic increase (-2.5 to +16.6), an increase comparable only to the City of Santa Clara's firefighters. Interestingly, South San Francisco's police officers showed an improvement when compared to the city's firefighters. Berkeley's police officers showed an increase from +5.2 to +17.9 and San Mateo's police officers fell from -3.8 to -14.6.

The most significant comparative changes in salary in cities without arbitration can in some instances be explained. Santa Clara, in the heart of Silicon Valley, has experienced phenomenal growth in business activity and in local revenue. San Francisco's police officers and firefighters were the recipients of Board of Supervisor

Why arbitration? Because the process provides stability... and... an opportunity to correct non-cost as well as cost-related inequities.

and voter backlash in the loss of numerous wage and benefits following a mid-1970's strike. Wages for both police and fire employees in San Francisco was tied to a formula which sets pay at the average maximum wage for police officers in the five cities with a population of 350,000 or more. Prior to 1976, cities of 100,000 or more were surveyed and San Francisco police and fire pay was based on the highest salary paid to police and fire employees.

The impact of retirement costs. It is true, of course, that salary comparisons don't tell the whole story. San Francisco's retirement plan has been seriously underfunded and the city now pays 91 percent of salary in retirement costs for existing police officers and 104 percent of salary for its firefighters. These costs far exceed the 25 to 30 percent retirement costs of most other cities which provide the CHP "2 percent at 50" retirement plan under the Public Employees Retirement System. It is fair to assume that these extraordinary retirement costs have had some impact on the reduced wage and benefit levels for San Francisco's police officers and firefighters.

The impact of retirement costs, as significant as they are, are not always reflected in wage structures. Mountain View, which does not have the CHP "2 percent at 50" PERS formula for either its police officers or firefighters, saves approximately 10 percent under its current retirement formula.

Comparing other cost items. Health plans, education incentive or POST plans, longevity pay, and the employee premium-paid PERS plans are the remaining cost issues on which fair wage and benefit comparisons between cities that have arbitration and those that do not can be made. Not all of the health plan information for the 15 cities covering 10 years is still available. However, cities with arbitration have health plan costs which compare fairly closely with most other cities in the study.

With the education incentive, POST, longevity, and the employee premium-paid PERS costs all included at their maximum possible levels, the 15 Bay Area cities comparative survey takes on a different look on a 1984-only analysis. Santa Clara police officers and firefighters are no longer as dominant as they are on a "salary only" analysis. Berkeley firefighters (who do not have arbitration) and Vallejo police officers and firefighters (who do) improve comparatively. So do Alameda police officers, who do not have arbitration. Hayward, Oakland, and San Jose firefighters all fall in comparison.

A close analysis of comparative benefits shows that the PERS employee premium-paid plan (ranging from 7 to 9 percent) is the factor that places firefighters above or below the average in the surveyed cities. Such an analysis also shows that negotiated agreements that include the PERS employee premium-paid benefit occur just as often in cities that have arbitration as in those that do not.

What about non-direct employee benefit costs of arbitration, such as manpower levels? Despite employer hysteria on this issue, the evidence fails to support arbitration opponents on negotiated manpower agreements.

Vallejo firefighters have had a manpower level commitment in their collective bargaining agreements (arbitrated) since 1975, but there was no change in the Vallejo fire department manpower level after 1975 until the city agreed to increased levels during the 1984 negotiations.

Oakland, which has been the most frequent target of the critics of manpower level requirements has decreased its fire department manpower from 606 to 507 in the 10 years since 1974. During that same time frame, manpower levels in Oakland's police department have increased from 990 to 992. A comparison of changes in police and fire department manpower levels in all 15 cities shows similar mixed results, regardless of whether or not manpower levels have been approved by an arbitrator's award.

Conclusion

So, why arbitration? Because the process provides stability. It provides a forum where disputes can be aired and fully heard, and it provides an opportunity to correct non-cost as well as cost-related inequities. Arbitration also provides an opportunity to be innovative where the arbitration process have been refined. And, finally, arbitration eliminates paternalism, whether well-intended or not.

While arbitrators' awards are not subject to review by locally elected representatives, the arbitration process is itself subject to review by the electorate.

The knowledge that the process is subject to public review plainly influences the participants in the manner and frequency in which they use the process. The checks and balances of our political system thus remain intact.

As difficult as it is to accept for those who are committed to a city manager or strong mayoral form of government, there are established abuses to both systems that can only be overcome by another institutionalized system that checks those abuses. The empirical evidence shows that a wage and benefit arbitration framework provides an adequate, fair, and effective check against those abuses.