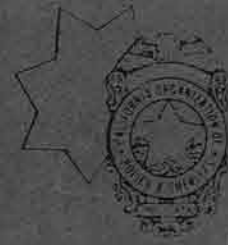
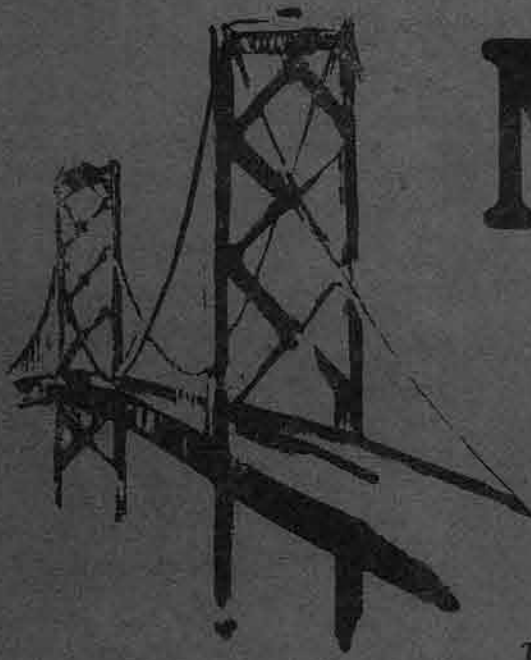


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 22

SAN FRANCISCO, OCTOBER, 1990

204

NUMBER 10

Dianne Feinstein For Governor

Dear Members:

I am proud of the San Francisco Police Department, and thankful for the endorsement of the San Francisco Police Officers Association.

As Mayor, I was committed to tough law enforcement, and I will be as Governor.

As Mayor, I backed the department and struggled to find the funds necessary to assure it could do its job effectively. And I encouraged San Franciscans to take pride in the men and women of the department, just as I now am encouraging them to join me in voting for Proposition D for interest arbitration.

As candidate for governor, I have met with your colleagues in law enforcement from one end of California to the other. With crime on the increase, it's ridiculous that Butte County has only one deputy on patrol at night or that in high-crime areas, an officer rides alone in a patrol car.

As Mayor, I fought to put more police on the street. Despite Proposition 13 and the pressures of some groups to cut the police budget, I increased it, adding more than 300 officers to the force. As a result, two officers were assigned to a patrol car, and major crime dropped some 27 percent.

The door to my office was always open to the POA, and I am grateful that it was one of the first law enforcement organizations in California to endorse my candidacy. Now rank-and-file organizations



throughout the state support me — the POA's of Oakland, San Jose, Long Beach, the Los Angeles Police Protective League, the Association of Los Angeles Deputy Sheriffs, the Professional Peace Officers of Los Angeles, the California Organization of Police and Sheriffs, the California Association of Highway Patrolmen and others.

Thanks for standing with me, and know that my door in Sacramento will be as open as the one in San Francisco to the men and women of law enforcement.

Sincerely,
Dianne Feinstein

Membership Involvement Is Key

POA's New Direction

by Michael Keys, President

I decided to run for the office of POA President on a slate with Al Trigueiro, Steve Johnson and Gary Delagnes because we felt the POA wasn't working for rank and file officers the way it should. We were critical of the fact that, while the POA's prior leadership claimed to have a great deal of political clout with the City's Domestic Party leadership, that clout translated into endorsements for POA officers to run for various public offices in the Bay Area, but didn't do much for the membership. San Francisco police officers fell so far behind in wages and benefits that the San Francisco Police Department's Personnel Department itself determined last year that we had fallen to 92nd in the State when our total compensation was compared to that of other California police departments.

Contrary to what's been reported publicly in the *San Francisco Examiner* by the "Insiders", we do not espouse divorcing ourselves from the political system, and have only attempted to see to it that POA endorsements are legitimate, reflect the desires of our membership, and that whatever reciprocation we can reasonably expect from those candidates we endorse goes directly to our membership.

Thus, we implemented a system whereby endorsements are made only after the Legislative Committee and Board of Directors consider each candidate and evaluate them based on criteria that make sense. We consider the candidate's electability and his or her positions on important law and order matters, on labor issues and the candidate's relationship with those individuals and groups that are closely allied with the Police Officers' Association. In addition, members of the Board of Directors poll their members to get your input prior to voting an endorsement.

While some may think these changes have little effect on the endorsements that we actually make, I don't believe that's the case, and a look at our current endorsed candidates makes my point. We supported Feinstein over Van de Kamp, as she was the overwhelming favorite with our members due in significant part to her position on capital punishment, the fact that

she's clearly electable (while Van de Kamp was not) and because of her good record on law and order issues. We have endorsed Quentin Kopp for the first time, and that was a long time in coming, as he clearly has a strong record in favor of police services and law and order. We've endorsed James Fang, a Republican, for the BART Board, an endorsement that got the attention of the Republican Central Committee, which later voted overwhelmingly (over 80%) to endorse Proposition D.

Having said that, it's important that I point out that we still consider our strongest allies on police/labor issues to be local Democrat officials, particularly Willie Brown, Wendy Nelder, Angela Alioto, John Burton and Harry Britt. However, given our experience with the City's number one Democrat, Art Agnos, it was important for us to make the point that no political party will be permitted to control the POA.

Proposition D

Hopefully, you know by now what Proposition D would mean to us. It will provide us with the ability to move from 92nd or so in total compensation amongst police officers throughout the State, towards the top where we should be. Full collective bargaining with interest arbitration is now in place for police officers and firefighters employed in half of the states across the nation. In addition, it's already the law in most cities in the Bay Area, including Oakland, Alameda, Hayward, Redwood (See KEY, Page 12)

Yes, We Support Prop. D

San Francisco Supervisors

Harry Britt,
Doris Ward,
Wendy Nelder,
Jim Gonzalez,
Tom Hsieh,
Bill Maher and
Angela Alioto
Honorable Dianne Feinstein
Assembly Speaker Willie Brown
Congresswoman Nancy Pelosi
State Senator Milton Marks
Assemblyman John Burton
Assemblywoman Jackie Speier
Carole Migden, Chair,

San Francisco Democratic Party
Roberta Achtenberg, Civil Rights
Attorney
Adrian Bermudez, President, Latino
American Democratic Alliance
Lulu Carter, Democratic Central
Committee
Steve Neuberger, Democratic Central
Committee

Robert Barnes, Alice B. Toklas
Lesbian/Gay Democratic Club
Greg Day, Democratic Central
Committee

Bob Geary, Democratic Central
Committee

Arlo Smith, Jr., BART Director
Chuck Ayala, Community College
Board

Mitch Omerberg, Affordable Housing
Alliance

Alexa Smith, Democratic Central
Committee

Al Nelder, Former Police Chief
Thomas Cahill, Former Police Chief
Donald Scott, Former Police Chief
Jo Daly, Former Police

Commissioner
John Molinari, Former President,
Board of Supervisors
Tom Scanlon, Former Treasurer
John Farrell, Former Controller

San Francisco Democratic Party
San Francisco Labor Council
San Francisco Latino Officers
Association

San Francisco Police Officers
Association

San Francisco Fire Fighters Local
798

San Francisco Airport Police Officers
Association

Alice B. Toklas Lesbian/Gay
Democratic Club

San Francisco Building and
Construction Trade Council

San Francisco Republican Central
Committee

Transport Workers Union Local 250A
Machinists Union Local 1305

SEIU Local 790 Public Employees
SEIU Local 250 Hospital Workers

SEIU Local 535 Social Workers
SEIU IFPTE Local 21

SEIU Local 414

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this the best possible newspaper

Articles should be sent to:

Tom Flippin, Editor

SFPOA Notebook

510 7th Street

San Francisco, CA 94103

Deadline for November issue:
Monday, October 29, 1990

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TUESDAY,
NOV. 6**

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STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION
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1A. Title of Publication THE NOTEBOOK		1B. PUBLICATION NO. 8 8 2 - 3 2 0		2. Date of Filing 09/26/90
3. Frequency of Issue MONTHLY		3A. No. of Issues Published Annually 12	3B. Annual Subscription Price \$10.00	
4. Complete Mailing Address of Known Office of Publication (Street, City, County, State and ZIP+4 Code) (Not printers) SFPOA 510-7th St. S.F. CA 94103				
5. Complete Mailing Address of the Headquarters of General Business Offices of the Publisher (Not printers) SAME				
6. Full Names and Complete Mailing Address of Publisher, Editor, and Managing Editor (This item MUST NOT be blank)				
Publisher (Name and Complete Mailing Address) SFPOA 510-7th St. S.F. CA 94103				
Editor (Name and Complete Mailing Address) THOMAS FLIPPIN (SAME AS PUBLISHER)				
Managing Editor (Name and Complete Mailing Address) (SAME AS EDITOR)				
Owner (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual must be given. If the publication is published by a nonprofit organization, its name and address must be stated.) (Item must be completed.)				
Full Name Complete Mailing Address				
SAN FRANCISCO POLICE OFFICERS ASSOCIATION 510-7th St. S.F. CA 94103				
8. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages or Other Securities (If there are none, so state)				
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9. For Completion by Nonprofit Organizations Authorized to Mail at Special Rates (DMM Section 423.12 only) The purpose, function, and nonprofit status of this organization and the exempt status for Federal income tax purposes (Check one)				
(1) <input checked="" type="checkbox"/> Has Not Changed During Preceding 12 Months (2) <input type="checkbox"/> Has Changed During Preceding 12 Months (If changed, publisher must submit explanation of change with this statement.)				
10. Extent and Nature of Circulation (See instructions on reverse side)		Average No. Copies Each Issue During Preceding 12 Months	Actual No. Copies of Single Issue Published Nearest to Filing Date	
A. Total No. Copies (Net Press Run)		4600	4600	
B. Paid and/or Requested Circulation		4600 N/A	4600 N/A	
1. Sales through dealers and carriers, street vendors and counter sales				
2. Mail Subscription (Paid and/or requested)		2900	2900	
C. Total Paid and/or Requested Circulation (Sum of B1 and B2)		2900	2900	
D. Free Distribution by Mail, Carrier or Other Means (Samples, Complimentary, and Other Free Copies)		1500	1500	
E. Total Distribution (Sum of C and D)		4400	4400	
F. Copies Not Distributed				
1. Office use, left over, unaccounted, spoiled after printing		200	200	
2. Return from News Agents		N/A	N/A	
G. TOTAL (Sum of E, F1 and 2—should equal net press run shown in A)		4600	4600	
11. I certify that the statements made by me above are correct and complete		Signature and Title of Editor, Publisher, Business Manager, or Owner <i>Thomas Flippin</i> EDITOR		

PS Form 3526, Feb. 1989 (See instructions on reverse)

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Otto Elvander at 2:00 P.M. Wednesday September 19, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustee K. O'Connor excused. All other Officers present.

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

NEW MEMBERS: Motion McKee/2nd Hardeman that MIKE ANDROVIN & JESSIE WASHINGTON be accepted as new members. APPROVED.

COMMUNICATIONS: Following donations received and acknowledged by Secretary: ALLEN JONES - for assistance by Officers Jim Kelley & Jeff Morlock in locating his wife; INTERNATIONAL POLICE ASSOCIATION - in memory of Isiah Nelson; Commissioner JOHN KECKER & Commissioner PIUS LEE - contribution of monthly salary.

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

Treas. Parenti reported the death of Mark Antil. Born in San Francisco in 1953. Mark became a member of the Department in 1985 at age 32, after working as a decorator. He was at Ingleside for a year, Central a year, Southern a year. From sta-

tion details, he was assigned to Bureau of Communications, then to Bureau of Identification from where he was on medical leave until his death in Santa Rosa at the age of 37.

SUSPENSIONS: Pres. Otto Elvander suspended 19 members for non payment of dues for a period exceeding six months.

UNFINISHED BUSINESS: Secretary reported he had been contacted by an attorney regarding Federal suit which City is appealing. If all 6 beneficiaries get together he stated that an appellate attorney could be engaged for \$1,000 apiece. Benefit to the Association would be \$15,000.

REPORT OF TRUSTEES: Mr. McIntosh, Pacific Security, reported that he had no recommendations to the Trustees. Still waiting for first grade stocks to hit the bottom, which may not be for sometime.

GOOD OF THE ORDER: Pres. Elvander set next regular meeting for 2:00 P.M., Wednesday October 17, 1990 in Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:30 p.m. in memory of departed Brother Mark Antil.

Fraternally,
Bob McKee, Secretary

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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

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

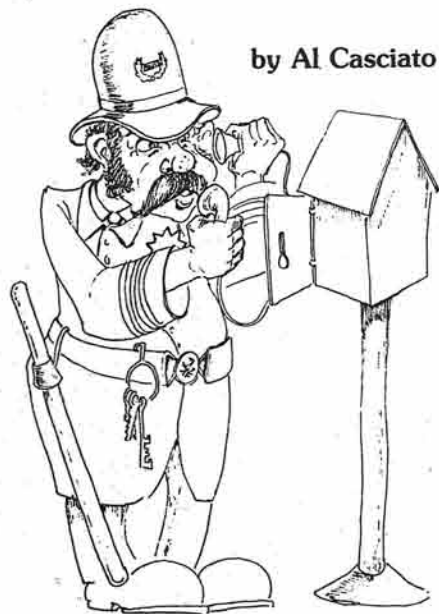
ADVERTISING

David Dermer: (415) 863-7550 Nancy Huffaker: (206) 892-4710
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POSTMASTER: Send address changes to SFPOA Notebook, 510 7th St., San Francisco 94103. 2nd Class Postage Paid at San Francisco, CA.

AROUND THE DEPARTMENT

by Al Casciato



Confusing: The new applicants for the "Police Department" must have a clean driving record for the last 3 years but misdemeanor narcotic arrests and convictions don't hinder hiring at all according to sources in the hall who are "disgusted."

Announced P.O.A. Presidential Candidate Ron Parenti has been spending a lot of time criticizing the current administration's handling of the campaign for the passage of Interest Arbitration. I wish he would use all that energy in helping to get Proposition D (Interest Arbitration) passed — something that will benefit all of us. There is plenty of time to campaign after Election Day.

The indoor pistol range at the Presidio of San Francisco is now open to Law Enforcement personnel on Monday and Wednesday nights 6-9 P.M. and by appointment. The range is located in Building 1369 which is on Lincoln Blvd. near the Golden Gate Bridge Vista Point lot.

An ESPN Special was filmed at Golden Gate Parks Big Rec field on Sept. 22nd. Starring were the professional softball team "King and his Court" and our own "Masters" Team. The special will air early next year giving enough time for the likes of Gary Lemos, Layne Amiot, Phil Dito, Jeff Barker, Ann Correia, Matt Hanley, Tom Bauton, Don Carlson, Bruce Lorin, Joe Vigil, to get baseball cards and autographed 8 x 10 glossies printed.

The B & B Golf Tournament AKA the "Hobo Open" held in Reno, Nevada Sept. 9-12 was again a huge success. The San Francisco contingent led by Joe Kennedy and Ken Davis performed admirably. Joe was injured on the first tee of the first hole on the first day — (who says golf isn't dangerous?) Anyway Joe directed social activities from the Casino Command Post. Quote from someone who wishes to remain anonymous.

"This department would run a hell of a lot better if those guys in the Hall would spend sometime caring about the job rather than cutting each other's throats." **Quote me on this:** "The Personnel Scheduling system has

not helped increase the efficiency of the patrol force. I believe that the proposed automated booking procedures will also not increase the efficiency of the patrol force." Why? Because the systems are not user friendly and there are insufficient support resources available to assist users...

Question asked often in Patrol. Why does it seem that communications is our enemy rather than our support service?

Maybe it's the attitude that permeates in the Hall — all those who work within the safety of the Hall seem to forget that those in the field need to be supported rather than frustrated in their efforts to serve the public...

Are the officers still loyal to the Department? This is the question being asked of Department Administrators and managers. Answers range from "No" — "Yes" — "It's a different dept." — "They're merely frustrated by the system" — The way your boss answers the question says a lot...Just ask...

Some retirees have asked why couldn't they be allowed to volunteer their time during the staffing crunch. Remember it takes about 2 years to get an officer on patrol after date of applications...

Vince Desmond and wife Dee celebrated their 50th wedding anniversary on October 11, 1990. Vince, a 38 year veteran of SFPD, retired in 1975.

Birth:

To Mike and Kathy Block, Co.I., a girl on 9-6-90. Lil Emily, their first born, weighed in at 7 lbs. 12 oz. with a length of 20½ inches.

Congrats and Best Wishes...

Election Day is around the corner and everyone is needed to work on the Prop D campaign. We have to blunt the assault the Mayor will launch just prior to election day. We're currently ahead in the polls and to win it will take lots more hard work...

ACTIVITY REPORT SAN FRANCISCO POLICE DEPT. RESPONSE TIME REPORT 04/01/90-06/30/90 (CITY WIDE)

Call Priority	Number Events	Travel Time/Avg
A	13,811	04:36
B	31,129	06:49
C	49,433	10:17
ONView	11,728	00:00
Self Initiated	6,142	00:00
Total	112,243	08:19

ACTIVITY REPORT SAN FRANCISCO POLICE DEPT. RESPONSE TIME REPORT 04/01/90-06/30/90 (MISSION STATION)

Call Priority	Number Events	Travel Time/Avg
A	2,506	04:04
B	4,953	05:55
C	8,907	10:00
ONView	2,127	00:00
Self Initiated	895	00:00
Total	19,388	07:51

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for Tickets:

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Ted Bell — Taraval X1612
Jerry Delia — Richmond X1385
Jim Taylor — Central X1532
Bob Belous — Muni X9290
Bill Kearney — Solo X1245
Mike Yalon — Taraval X1612
Sol Weiner - Credit Union
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San Francisco Veteran Police Officers Assn.

NEXT MEETING: Tuesday, October 9, 1990. Parking is ample both on the street and inside the lower court yard. The refreshment stand, run by Jack, Charlie and George, opens at 11:30 a.m. Kari Johnson and the rest of the Kitchen Crew prepare a great lunch, which is served at every meeting when business is completed. President Barbero commences business promptly at 12:30 p.m.

SICK CALL: Charlie Robinson is at home in Fairfield after a heart attack.

BILLS: Bills were read for August and approved.

CORRESPONDENCE: Letters from Mrs. Edgar Shea and Hospice House of Sonoma acknowledged a donation in his name. Also a nice acknowledgement from Mrs. Dorian (Isiah) Nelson, for our contribution to their children's trust fund.

COMMITTEE REPORTS: Jim Cole reported we are in good shape regarding pay raises, as most of the surveyed cities have signed contracts for the next two to three years and thanks to Prop. "E", when the actives get their raises, so will we... Sol Weiner said the proposition for the actives (interest arbitration) on the November ballot is "D" as in "Dandy." So far, the SFPOA has some pretty good endorsements. Mike Hebel assures us that we, the retired officers, will not lose anything... If you look at your check stub, the "COLA" amounts will tell you the

amount of raises you received during the fiscal year... The Secretary reported that the group term life insurance* does not terminate at age 70 years, as some members asked about. It does end at age 70 for the spouse, but not the member. The face amount however, does decrease to \$3,500 at age 65, but if you also have the additional insurance of \$5,000 and/or the AD&D (Accidental Death and Dismemberment insurance of \$10,000), these do not decrease in benefits.

*Purchased through the SFPOA, prior to Oct. 1, 1983, and billed to you quarterly.

EMPLOYMENT: Sol still gets calls for jobs, so give him a call at 564-3800.

ANNUAL DUES AND PHONE NUMBERS: Now is the time to start paying your \$12 dues for 1991. As usual, it sure helps to have you include a stamped, self-addressed return envelope, and your blue card, if you can locate it, AND also print your phone number and area code on the check. We should have every member's phone number... If you need to contact the secretary, the number is (415) 731-4765.

DRAWING: 6 winners of \$5 each and 1 winner of a pair of tickets to see the S.F. Giants.

LATE NEWS: The actives will get a 4.05% raise on their checks of 9/25/90. Also a retro check back to 7/1/90 and payable on 10/30/90.

Attendance: 78
Membership: 854
Marty Barbero, President
Gale Wright, Secretary

Mailing Address: Box 22046
San Francisco, CA 94122

Meetings at ICA Hall
3255 Folsom St.
2 blocks So. of Army

Read My Lips: No New Taxes

by Carl Tennenbaum, Co. F

Anyone who has seen Dana Carvey's impression of President George Bush is familiar with the quote used above. What few people realize is that we have our own version of Dana/George right here in good old S.F. He goes by the name of Art Agnos and is passing himself off as the mayor of San Francisco. However, Agnos will be remembered for saying, "Read my lips: No police or fire benefits. Uh-uh. Not gonna do it." If you read Agnos' letter to the Bernal Heights Democratic Club regarding Proposition D, you will hear that shrill voice, as I did.

As a fiscally conservative politician in a financial struggling city, I can appreciate Agnos' opposition to an initiative that might cost the city money. What I don't understand is the mud slinging, dirt dishing rhetoric that Agnos feels is necessary to achieve his end.

Dr. Jekyll and Mayor Agnos

It is plain to see that Agnos is on a hate campaign against the fire and police departments and that he can not manage to oppose us or our issues without offending and insulting us. On page 62 of Agnos' campaign booklet our then candidate for mayor says that he "supports comparable work and collective bargaining with binding arbitration for police, fire and other employees who are not afforded the right to strike." Well, which is it going to be? Yes or no? Or yes before I'm elected and no after? This statement flies directly in the face of Agnos' letter to the Bernal Heights Democratic Club. In that letter Agnos says that "Prop. D will take away civilian control in the police and fire departments that we have worked long and hard to gain." What exactly does this mean? What kind of and how much 'control' is Agnos referring to? Are we once again being portrayed as bunch of renegades riding roughshod over the citizens of San Francisco? I think this is how Agnos would like to portray us in order to undermine our attempts at gaining benefits. Maybe Mayor Agnos is trying to land a job with the National Enquirer or Evening Star: "Crazed Cops Hold Small Town Hostage."

The officers of the police and fire departments are a direct reflection of the social and ethnic make up of the San Francisco Bay Area. We are all colors, races, religions and sexual backgrounds. All of the officers do their jobs professionally and treat the citizens with respect and compassion. Is it too much to expect the mayor of a large metropolitan city to do the same with regard to the employees of that city? I'm really surprised that Agnos hasn't brought up the Rathskeller or Lord Jim's incidents to bring some additional (although ancient history) discredit upon us. This would be directly in line with his negative campaigns toward the police and fire departments in past confrontations.

The most offensive and demeaning line in Agnos' letter is the statement that "the police and fire unions do not deserve this type of support." Very nice touch, Mr. Mayor! What do we deserve? Do we deserve to be spit on or punched or kicked? Do we deserve to console the mother whose 14 year old son was just killed? How about the numerous injuries and deaths to police and fire fighters that occur every year? Do we deserve that? Every day we put our lives on the line, that is part of the job that we try to live with.

In closing, Mayor Agnos asks, "Isn't it time we tell these folks that they will have to earn our support?" O.K. We get the

message. What do you want us to do to earn your support? Maybe we should try working alone due to personnel shortages or handling 20-30 runs a night non-stop. When you're fighting with a drug crazed person and calling for help, just remember that you have to earn the mayor's support.

A week after the AIDS convention and Gay Freedom Day Parade, Mayor Agnos held a meeting at the police auditorium where he addressed all of the officers who participated in that event. At that time Agnos referred to San Francisco as a "world class city" and to the police officers as "true professionals" who "set the standard which the rest of the country will look up to." Agnos gushed with pride and he described our professionalism and good conduct. Well, again I ask, what will it be? Did I miss something between then and now?

D Is For Deserving

Contrary to what Mayor Agnos would like the citizenry of San Francisco to believe, we do deserve their support, especially since we obviously don't have his. Proposition D would allow us to bargain and negotiate for benefits that are long overdue, especially in a time when we are severely understaffed. If we were to gain some educational incentives or paid medical or dental or any of a number of possible benefits it would only help morale and create more job satisfaction. These are labor issues that I don't think will cause us to run amok, drunk with power. Certainly our working conditions and pay are not the worst in the world and there are some separate issues that need to be dealt with, but we deserve more than the repeated slaps in the face and character assassinations that Mayor Art Agnos uses as a platform.

On the other hand, I could always run for deputy mayor and not have to worry about job qualification, educational background or responding to the public in the scope of my employment. And still receive a handsome salary, no questions asked!

Read my lips: We will win!

Learn To Dance!

A six-week series of Ballroom Dance begins Thursday evening at 7:30 P.M. October 18, at the Commodore Sloat School Auditorium, Ocean Ave. and Sloat Blvd., and continuing each Thursday evening through November 28.

Registration is by couples and the cost is \$40.00 per couple for the six-week, one hour per night class. The first lesson is complimentary.

For further information, contact the instructors, Ed and Alice Lahl, at 731-0746.



POLICE POST #456 NEWS

by Greg Corrales

As this year's Commander of Police Post 456, and on behalf of the other officers of the post, I would like to thank all the Legionnaires of our post for the great response in sending in their dues for 1989. Under Past-commander Richard Castro, all 504 members of Police Post 456 paid their dues. We are all confident that for the year 1990 our post will, once again, attain 100% dues renewal.

I thought that you might be interested in where your \$15.00 annual dues go. Our post keeps only \$4.35 of the \$15.00 to operate for the entire year. The rest of the money goes to National Headquarters, State Headquarters, and a small amount to the District. This year, once again, Comrade Mark Hurley is collaborating with the post to put on their annual fund-raiser at

the San Francisco Police Athletic Club, Hunter's Point Navy Yard. The party will be on Saturday, 27 October, 1200-1700 hours. The theme is "Halloween" but come any way you like, costume, western, formal, work clothes, or anything between. A great dance band will play, the food (Italian) will be great, the camaraderie will be great, and hosted cocktails all will be available for only \$20.00 per person. Come to the party, have a great time, and support your post on OCTOBER 27!

In Comradeship,
Alfred Aguilar,
Commander, Post 456

Based on Res. 397 and Res. 420, passed at the 70th National American Legion Convention in 1988, The American Legion supports the actions taken by President George Bush to protect the interests of the United States and its allies after Iraq's unprovoked invasion of Kuwait.

Res. 397 states the U.S. government should adopt a policy that includes a free and uninterrupted flow of petroleum from the Persian Gulf to Europe, Japan, and the United States. Res. 420 urges the restoration of the primacy of the President to his (See POST, Page 15)

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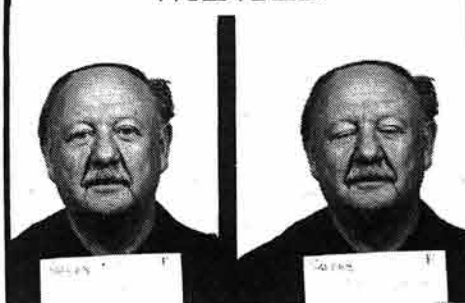


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FROM THE PRESIDENT

Collective Bargaining Update:

Good news and a P.O.A. thank you to the S.F. Republican Party who has endorsed our Prop. D. Ray Benson carried the ball for us on this one and spoke on our behalf at the Republican's endorsement night. Ray did his usual excellent job and secured the endorsement for us. Lt. Ed Pecinovsky was there also but in opposition and spoke against our measure. Hard to believe because Ed is a P.O.A. member but I guess if Claude calls, people have to jump.

More good news:

The Stonewall and Alice B. Toklas Clubs have endorsed Prop. D. The Harvey Milk Club voted to say neutral. Lea Militello, Sylvia Harper, and Roberta Achtenberg spoke at the Harvey Milk Club on our behalf. Commissioner Gwen Craig was there in opposition. Thank God she wasn't very creditable because we just missed by 2 votes of getting the 60% required for the endorsement. I've got a copy of the hit piece Commissioner Craig handed out and you can imagine how it distorts the main objective of our measure. It's hard to believe (except for the fact that the we know who appointed her), that someone who is so anti-police is sitting as a police commissioner. In all though, the POA appreciates the support from our measure in the Gay Community.

Endorsements:

Recently the POA Board made endorsements of various candidates and initiatives. It was particularly difficult for the office of supervisor. There were 5 seats open — 2 seats which incumbents were running for and 20 some odd other candidates for the rest. Also what made the decisions more difficult was some strong candidates filed to run at the last moment.

We tried to select using a criteria such as: is the candidate a friend of police, do they support our measure Prop. D, are they electable and who supports them. What disturbs me is that after endorsements were made, weeks later come two petitions with the required signatures to require an entire vote of the membership to withdraw POA endorsements of two candidates. What disturbs me about this is that the notifications of endorsements and candidates was put in the Notebook along with a bulletin well ahead of the endorsement meeting. As far as I know, there was little or no opposition to most of the recommendations by the Legislative Committee to the membership. The endorsements were made and then here come the petitions. If the endorsements were done behind the membership's back and shoved down your throat, I could see a group going the petition route, but this was not the case. A couple of unhappy individuals don't get what they want and they go out and shove a petition under your nose for you to sign. If there was opposition to the recom-

mended candidates, they should have spoken out prior. I think signing a petition because someone asks you to without all the facts, is irresponsible and also very costly to the Association because of the costs involved in the materials needed and postage for the ballots to be sent to the membership. I hope after you think these issues through you will decide to stay with the endorsed candidates.

Platooning:

I've been receiving written complaints regarding the platooning system. As I receive them, I have been passing them on to the Police Commission and Deputy Mayor of Public Safety. I want them kept up on the problems with the system and also the complaints recorded in case officers need to show liability at a future date. If you have complaints about the platooning system, how it works or doesn't, officer safety or whatever, write it out and send to me.

Picnic:

Hope all enjoyed the POA Picnic who were able to attend. Your good time was provided by the hard work of Dennis Schardt, Gary Delagnes, Al Trigueiro and Leroy Lindo who were really humping on the Friday before the picnic getting everything ready and organized.

Yes On Prop. D:

November 6th is not far away. If you can help out on the campaign, give Al a call or drop him a note at the POA.

The below quote was taken from Art Agnos' book "Getting Things Done: Visions and Goals for San Francisco", page 62.

San Francisco city government is a major employer. City employees should be proud of who they work for and San Franciscans should be proud of their city workers. There will be tough budget decisions to make in the future and resources must be used wisely. But we also must treat our employees fairly. Our labor relations decisions must incorporate fairness in hiring, testing and promotions, support for comparable worth and collective bargaining with binding arbitration for police, fire and other employees who are not afforded the right to strike.

I wish he'd support what he says we need.

Jordan Affirms Need For Prop D...Cancels 4/10

by Dennis Tomason,
Legislative Committee

The rank and file police officers of this department are justifiably angry over Chief Jordan's arbitrary decision to scuttle the popular 4/10 workweek. His decision was unveiled in an October 1, 1990 press release obviously intended to give him first shot at selling his plan to the public in advance. The announcement was made prior to any required meet and confer with the POA, indicating that any such meetings were merely a formality and that the decision was already made. The San Francisco Chronicle commented that "Jordan's press statement appeared to present the decision as final...". It is incredible that the chief so obviously ignores the policies governing the working conditions of his officers. What other explanation can there be for making this announcement before meet and confer?

At the heart of this matter is departmental staffing and the public's perception of the adequacy of their own protection. There is an increasing awareness among

National Honor For Buckley and Dudley



Left to right: San Francisco Police Chief Frank Jordan, Officer Jeremiah Buckley, Sergeant James Dudley, and James Neubert, advisory member of the board of directors of Police and Fireman's Insurance Association.

by Malcolm Glover

Two San Francisco police officers have been inducted into an Indiana fraternal organization's Hall of Fame.

Officer Jeremiah Buckley and Sergeant James Dudley thus became the first San Francisco officers to be honored by the Police and Fireman's Insurance Association.

Based in Indianapolis, the PFIA is a fraternal organization composed solely of and for police officers and firefighters from throughout the nation.

Buckley and Dudley, both 33 years of age and both with ten years in the department, were honored for their action on March 16, 1989 when they spotted a man who was wanted for a series of robberies, weapons possession, narcotic offenses and offenses dealing with explosive materials.

The two officers pursued the suspect into and out of a Polk Gulch bar where a violent struggle took place during which the suspect momentarily broke free and fired

one shot at the officers, using a .38 caliber derringer which he had concealed in a pocket.

In the ensuing struggle, Dudley fired one shot at the suspect, fatally wounding him.

Upon the recommendation of the Awards Committee, the Police Commission presented both officers with the department's highest award, the Gold Medal of Valor.

James Neubert, president of Greater Bay Insurance Agency and an advisory member of the board of directors of the PFIA, presented the officers with a plaque and letter inducting them into the Hall of Fame.

"They are the first but certainly not the last," Neubert said following the presentation in Police Frank Jordan's office recently.

He asked Jordan's help in setting up a screening and nominating committee for future inductees.

Buckley is currently assigned to Northern Station and Dudley is undergoing training in the General Work Detail.

(This column was supplied by Malcolm Glover of the S.F. Examiner ... Thanks "Scoop.")

the people of this city that police protection is not adequate. The San Francisco Examiner quotes Jordan as saying that the 5/8 plan will provide "more uniformed police presence on the street." This point baffles me. Forty hours a week over four days or five days is still forty hours a week. I don't see how this creates "more uniformed police." Taking two hours away from each day to make a fifth workday does not suddenly create new officers or more hours. It's akin to claiming that "two plus two equals four, but three plus one equals five."

Jordan is quoted again in the Chronicle saying that the 4/10 plan "has resulted in fewer officers on the street for public protection." Why doesn't the chief know what the rest of us figured out long ago.... This department actually has fewer officers. This fact has nothing whatever to do with the 4/10 and emerging statistics will soon prove that we are, in fact, over 350 officers short. (More on the numbers issue next month). Given a patrol bureau force of about 800 officers, a shortfall of 350 means that the street force is down nearly

one-third of its strength. Yes, Chief Jordan, a third! And that has resulted in "fewer officers on the street for public protection" — not the 4/10.

I am forced again to wonder (as I so often do) who all this sleight of hand is intended to serve. The public has a right to know how desperately thin the blue line has become. This is, in part, the true reason for the dramatic increases in crime over the last year. Why do City Hall and our own administration conspire to conceal these facts from the public? They have the right to know and we have the responsibility to tell them. How long do our leaders imagine that the officers in the street can continue to assume more and more of the burden? When will our department administration and elected officials accept the responsibility for providing the citizens of this city with the protection they deserve? When will they give us the manpower and equipment to provide the services this city requires? It certainly doesn't inspire any confidence in our leadership when the obvious is passed over for the expedient.

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Strike Up The Band

by Con Johnson, Co. D

To Band or not to Band? Here we are again, faced with a dilemma of deciding what is the best method to use in order to offset certain irregularities which have transpired in the latest Sergeant and Assistant Inspector examinations. This, in itself, has caused undue pressure to those who have recently been promoted to their temporarily respective positions (Q35 and/or Q50) and to those who may receive future promotions. My aim is not to examine the legalities of the "Banding" concept but to focus on how "Banding" was initiated. This focus requires a short journey into the San Francisco Police Department's history, which will allow us to comprehend the past, present and, hopefully, the future conditions of our department.

The Civil Rights Act of 1964 was passed by Congress to set forth "Guidelines" which "are intended to establish a uniform Federal position in the area of prohibiting discrimination in employment practices on grounds of race, color, religion, sex, or national origin." In 1977, under the Carter administration, a revision to the Civil Rights Act of 1964 was based on a Supreme Court decision [*Griggs v. Duke Power Co.*, 401 U.S. 424 (1977)], which subsequently allowed state and local governments the authority to prevent adverse impact toward minorities. The Guidelines define "adverse impact" as follows:

"A selection rate for any race, sex, or ethnic group which is less than four-fifths (4/5) (or eighty percent) of the rate for the group with the highest rate will be generally regarded by the Federal enforcement agencies as evidence of adverse impact, while a greater than four-fifths rate will generally not be regarded by Federal enforcement agencies as adverse impact."

In April 1973, the Officers for Justice (Plaintiffs) filed a lawsuit in Federal court against the Civil Service Commission of the City and County of San Francisco, which included the San Francisco Police Department (Defendants), alleging that the Defendants were engaged in a pattern or practice of discrimination in employment on the basis of race, sex, and national origin, in violation of Title VII of the Civil Rights Act of 1966.

In March 1979, a settlement was reached between the parties regarding the recruitment, selection, and promotional

practices of the San Francisco Police Department, whereupon the consent Decree Order was implemented.

It is currently the responsibility of the Consent Decree Unit to assure that all parties who were involved in the lawsuit adhere and comply to the terms and conditions stipulated in the final settlement, which is commonly known as the Consent Decree Order. The Consent Decree Order, which is now in existence due to past discriminatory, racist, and sexist practices which were perpetrated by our very own department, now allows the City to utilize and implement any method deemed necessary to minimize and/or alleviate adverse impact. The City has chosen to initiate and implement Banding in order to comply with the Consent Decree Order. The Banding concept is necessarily not the correct method but, nevertheless, it is the best and only method we can utilize at this time in order to comply with the Federal Law as stipulated in the Consent Decree Order. We should understand that this is not a right or wrong issue but a principle of the law which we must abide. For example, you have certain individuals who believe that it is wrong for women to become law enforcement officers primarily because they feel that law enforcement is a man's job. On the other hand, you have a large proportion of individuals who feel that it is right, morally and ethically, for women to participate equally with men in the career of law enforcement. Furthermore, we should also set aside any personal prejudices, biases, and self-perservations which have a tendency to clog our thoughts so that we cannot maintain an open mind. We must shy away from the parasitic mentality which has hindered us thus far from positive progress.

The point I'm trying to make is that it is not really relevant what category you fall under in determining what is right or wrong because this synopsis encompasses the very true essence of one's own interpretations, perception, and opinion. However, the bottom line is that it is unlawful for any employer, private or public, to discriminate against women. Therefore, it's not a matter of what's right or wrong, it's a matter of what the law states.

In closing, allow me the opportunity to reflect on our department's present Banding situation. The City of San Francisco in conjunction with the Department of Justice have given us (POA) an ultimatum which is a similar form of plea bargaining. Either we accept Banding as a quick and lawful solution to minimize adverse impact and gain in the process 50 additional Sergeant positions or we can refuse and place our fate and destiny in the hands of the Federal Court system.

We must accept and embrace positive change with open arms, as opposed to fighting it with closed fists.

Editor's Note: The opinions stated in this article are those of the author and do not necessarily reflect those of SFPOA or the San Francisco Police Department.

Banding: We Need To Change More Than The Tune

by Sgt. Mark Swendsen, Co. I
Attorney at Law

The recent banding proposals, rightly rejected by the Association, point out deficiencies in the testing process which should be addressed before any more tests are given. We have a serious problem with the examination process. Unfortunately, such proposals as banding will have as much chance of curing the real problem as aspirin has of curing a brain tumor.

There are two major deficiencies in the tests. First, the process has been terribly unfair — especially in the oral portion; and second, the results have had adverse impact. I know that some will say that we should not be concerned with the latter, but I would point out that we are likely to have a great deal of grief if we cannot give a test without adverse impact.

As to the unfairness of the process, the large adjustments which have had to be made to oral scores underline grave deficiencies. First, oral scores improve over the course of a week's testing. Whether this is because some candidates who take the examination later on are cheating by obtaining information on the questions to be asked, or whether the testing standards are lowered with time, or both, a serious problem is presented. The Department's response has been to adjust the final scores. The scores of later candidates are sometimes artificially lowered and the scores of early candidates raised to make up for this — which is terribly unfair to later candidates who would have scored well on any day, and who are penalized as if they had been cheating. The problem of improvement in scores over the course of a week's testing is difficult to resolve. Other agencies solve the problem by giving out the questions to be asked beforehand, so everyone has the same advantage and there can be no cheating — or by simply eliminating the oral tests.

Further, different panels of judges are used to score oral candidates, and the scores of each panel's candidates are raised or lowered to achieve an average, to make up for "hard" or "easy" panel differences. The problem with this is that it assumes that the differences in scores are solely because of differences in judges' scoring, and not in differences in the strength of candidates. There is no objective standard set forth to determine which is the cause of the deficiency. You could, for instance, have an easy panel, and thus score high, or you could be a strong candidate. As a possible solution, a control group of people could be sent through each panel, non-candidates who have memorized stock answers to the questions, and the differences in the way these people are scored by different panels could serve as the basis for adjusting scores. Instead, the assumption is made *a priori* that the candidates' groupings are all equal, and the judges need correcting. This is unfair to strong candidates in strong candidates groups, who are artificially penalized, and unfairly generous to weak candidates in weak can-

didate groups, who are artificially helped. The second problem is that minorities are not scoring well enough in these tests to avoid adverse impact.

It is to our advantage to work in a Department which fairly reflects the makeup of the community. If we cannot give a nondiscriminatory test, we will spend our careers in a nightmare of litigation, bad feelings, and delayed promotions.

No matter who you are, I can make a test that you cannot pass. It's easy; I can just ask questions you can't answer as well as someone else can. You have areas of knowledge which other people don't have, and they have knowledge you don't have. A fair exam asks questions in the common area of job knowledge.

Nobody I know thinks that minorities are less street-wise cops than anyone else, and a lot of people think that the opposite is true — so if minorities can make good cops in real life, why is it that the testing process gives them poor marks?

The reason is that the testing process is not only testing the ability to be a good patrol officer, sergeant, or whatever — it is also testing something else, something in the area of knowledge that white males have to a greater extent than minorities. The ostensible subject of the test is police work, but other factors are being tested. Many whites fear the oral exams because they really feel they are a test of skin color, to their disadvantage; but adverse impact has arisen even in the oral exams. When as a lawyer I send a document to court, I make sure it is on the finest bond paper, and when I appear in person, I wear a tailored suit — not because it makes my legal arguments any more correct, but because a judge might unconsciously think it does. Studies show that when teachers correct examinations, those with bad handwriting are graded almost a full grade lower than those with good handwriting or those which are typed. The examination may be titled "Torts" or "American History" — but other things are being tested in the Department examinations which has given us results with such adverse impact, and has plunged us into such continuing trouble, anger, and lawsuits.

The result of bad testing is that people who are not as good at the actual job are promoted over those who are very good cops.

The fact is that the tests are bad. We do not need to discuss what they are actually measuring, but when, time after time, they put so many marginally competent officers high on the list, and so many good street cops at the bottom of the list, we may safely say that the tests do not actually measure the ability to be a good cop. And this is a very serious problem, because when there is a riot, or a barricaded suspect, or any one of a thousand life-threatening situations, a poor testing process means that the street-smart are patrol officers, and the marginally competent are in charge. That can be very dangerous.

The response of the City has been to demand an unfair appointment system from a bad list. But if testing is to have any meaning, if you score higher, you should get the job first. Banding is unfair. It is not the solution. Giving a fair test is.

In future examinations, we should demand that the testing process be fair, that it actually measure the ability to be a good officer, sergeant, or whatever, and that oral exams be eliminated. I am convinced that if a good and fair examination is given, there will be no adverse impact, and no need for any retrospective "adjustment" of scores.

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Getting Things Done

by Al Trigueiro

The immediate short term goal of our Association during the months of October/November is the successful passage of our collective bargaining with binding arbitration ballot measure, Prop D.

Thus far, it hasn't been easy, but it has been largely successful. A recent Chronicle poll (Sept. 21/22) indicated that if the vote were taken today, 65% of the voters would favor our proposition with only 17% opposed. The remaining 18% would be considered undecided. Our own poll conducted at about the same time indicated similar results, along with additional important information. The more that people are informed about the legitimate purpose and content of this measure, the more inclined they are to vote in favor of its passage. This not only holds true for San Francisco's voters, but for ourselves.

Recently, for whatever reason, the campaign finds itself battling a great deal of misinformation and apathy, along with the normal dirty tricks campaign waged by City Hall's Room 200.

The game plan to defeat our proposition, being waged directly from City Hall's Room 200, is perfectly clear: divide and conquer. Enormous amounts of innuendos and half-truths are being fed to the public and to you. Should defeat of our proposition occur it will be the result of a smear campaign that is ongoing and will escalate as the election draws near. The fact remains that despite the recent favorable polls, November 6th, Election Day, is very distant and the opposition's smear campaign will begin in earnest during the final days of October. We can and should win this campaign but it depends entirely upon you and your efforts. All of us need to help, but more on that a bit later.

Let's set this issue straight once and for all. Collective Bargaining with binding interest arbitration is already used successful-

ly in more than 10,000 cities throughout the United States. Fifteen (15) out of twenty (20) of the nation's largest cities can be included in this list and not one of these cities has gone bankrupt using this system.

As if you haven't realized, we're losing officers at the highest rate ever to other jurisdictions with better benefits and negotiating rights. Could this be a contributing factor to the dramatic 26% increase in violent crimes in our City this year? I believe there is a significant correlation! Finally, collective bargaining with binding arbitration is the only fair way to determine wages, benefits and working conditions.

If you believe that the present working conditions and general benefits leave much to be desired and if you are tired of complaining to your partner (should you be lucky enough to have one) about the inadequacies of your present position, channel your dissatisfaction into some positive action by volunteering for the Prop D campaign.

Recently, Lt. Ed Pecinovsky, Sgt. Sam Craig and Commissioner Gwen Craig, at the direction of the Mayor's office, have spoken out against our measure at a number of the Democratic clubs and neighborhood associations. This is part of the Mayor's plan to spread disharmony and misinformation and to divide and conquer by the manipulation of these individuals who have had substantial personal gain during this Mayor's tenure.

This is **not** the time to squabble amongst ourselves but to concentrate our efforts into the passage of Prop D, the Association's most significant piece of legislation since the narrow defeat of our 1979 collective bargaining measure.

We can only lose if we don't put forth the effort during this critical period. Let's get things done by helping with the Prop D campaign. Call the POA now for **your assignment!**

Fashion Police Update

by Carl Tennenbaum, Co. F

At a hastily called press conference held in the rotunda of Neiman Marcus at noon today, the police chief announced the formation of a new departmental task force to deal with the increase in poorly attired police officers.

The unit, called Police Officers' Leisure Options, or POLO, is a brainchild of our assistant chief in response to the dramatic rise in the number of male officers appearing in public not wearing a suit, sportcoat, and tie. The problem became acute at the Hall of Justice where officers were appearing for court poorly attired, a direct violation of department General Order N-3, Section V, Sub. A.

POLO will be headed by Lt. C. B. Armani, formerly of the department's Legal Division. Armani, a 20-year veteran paper shuffling officer with a reputation for dressing conservatively, has been appointed to the rank of Commander of Clothing by the Chief. Armani has experience monitoring fashion both at the court liaison sign in desk and at two recent funerals where he tenaciously monitored the mourners' dressage.

The unit, also known as The Wing Tips, will consist of 40 officers ranking from Commander to sergeant/inspector and will be headquartered at the recently renovated Stonestown Galleria. It is anticipated that these hand picked officers will work as much as five days a week and up to six hours a day, not including lunch,

weekends, or holidays. POLO will work in conjunction with the Legal Division, Management Control, and the Office of Citizens' Complaints in order to assure swift action against those officers who fail to comply with the department's standards, especially appearing in public without a tie.

The chief said that in San Francisco in 1990 it is essential for officers to be neat and conservative in appearance as this is what makes one a professional. He added that the constrictive, choking sensation of wearing a tie is similar to that of administrative policy and that it helps build character. "Our new motto" said the chief, "is 'Out of the closets and around their necks!'"

When asked about the development of 40 ranking officers and the associated expense in light of staffing and personnel shortages a high ranking officer replied, "This is police work, too." He also said that officer safety, better equipment, increased benefits and improved working conditions can only be addressed after officers learn how to dress, including tying a Windsor knot.

In a related story, Mayor Agnos today announced the appointment of George Zimmer as Deputy Mayor of Clothing, Style and Modern Fashion. Zimmer, of the Men's Warehouse, will take over the \$150,000.00 a year position on November 1, just in time for the holidays. When asked if he'd be able to enforce the department dress code, Zimmer responded, "I guarantee it!"

An Open Letter To Chief Jordan

by Gary Delagnes

In the past, I have submitted articles to the Notebook a number of times — usually against the advice of people I respect a great deal. It's not that they think I am wrong but they are sincerely concerned about my future, and doubt the wisdom of speaking out. A couple of years ago, I decided it was a waste of time to merely complain to each other at district stations about the problems confronting this troubled and demoralized department. I strongly feel that all sides of an issue should be presented and considered, and, when it appears evident that our own Chief is actively working against the best interests of his officers because it is politically expedient to do so, our membership has every right to be informed.

In about 1983, I became aware of how we were being failed by a system we felt we could trust. A number of my closest friends who had studied diligently for over a year to attain the rank of Sergeant were foiled by that "Albatross" known as the consent decree. I worked in the Tactical Division for a couple of years, and watched as good men's careers were destroyed by political decisions. During the past two years, I have seen three respected Captains in this Department punished, only because it seemed the "politically right" thing to do. Your own brother departed for "political" reasons. Four respected members of the Inspectors Bureau were put through hell during an incompetent OCC investigation, and yet you said nothing in their defense. When I spoke out regarding the use of HIV positive blood as a weapon, I was criticized by you in the Department and in the media.

On July 23 of this year, you appeared at a Board of Supervisors meeting and,

subsequent to that time, wrote a ballot argument against our pending "Interest Arbitration" measure — a measure which would benefit every member of your department. It did not seem possible that our Chief would oppose an issue that can only enhance the quality and performance of his own force. It was hoped that you could be approached in an effort to correct the erroneous information you were apparently receiving. Our attorney, Vince Courtney, along with president Mike Keys, met with you and addressed your concerns one by one. They pointed out the fact that they were not interested in challenging your authority or the consent decree, but only in increasing the welfare and benefits of our members. The measure was altered twice to accommodate the concerns of the Mayor's office, but all of these efforts have evidently been futile. You and Fire Chief Postel have bowed to City Hall once again, and submitted one of the only ballot arguments against the initiative, dealing a potentially fatal blow to our hopes in the November election.

Chief, I, and many others in the department, have been out fighting for the passage of this measure, giving up many nights at home with our families. Each member of the department was assessed \$100 to try to win this fight, and we never thought the enemy would appear within our own ranks. If this measure is defeated, the blame will lie at your doorstep. This initiative is not about authority, or consent decrees, or tax exempt status — it is about making life better for your people, and allowing them to enjoy some of the benefits so basic to other departments.

Chief Jordan, why have you failed to support your Force at this crucial point in the history of the S.F.P.D.?

Chief Jordan's Surprise

by Paul Chignell, POA Vice-President

Chief Frank M. Jordan of the San Francisco Police Department announced in an unusual press release on October 1, 1990 that he was doing away with the ten (10) hour day for the working men and women of the patrol force.

His actions have created consternation within the ranks of the Police Officers' Association, particularly in view of the manner in announcing the decision that he has apparently already reached.

The ten (10) hour day was negotiated with representatives of the Police Officers' Association and phased in over a long period of time for all the nine (9) district police stations.

There are many unanswered questions after reviewing the Chief's statement to the press. Why did he issue a press release regarding a labor-management decision without sharing the information with the President of the POA? Why is the implementation date November 10, 1990, the Friday after the electorate votes on our Proposition D, the collective bargaining with binding arbitration measure we have placed on the ballot?

It is incumbent upon Chief Frank Jordan to deal in good faith with the representatives of the POA. That doctrine holds that major changes in working conditions should be discussed in **good faith** with the employee organization, exchanging proposals and **listening** to our views, rather than taking unilateral action as he has done in his press release.

The success or failure of the ten (10) hour day may be based upon a number of considerations, not just the Chief's statement that the level of crime has increased

and the current staffing variables of the current ten (10) hour day. There are many ways that the ten (10) hour day staffing can be accomplished without the current platooning system. There are management actions that can be taken to quell allegations of sick leave abuse that leave room to continue with the ten (10) hour day.

Notifying the world through a press release without rolling up your sleeves and working with the rank and file on these issues is a gesture of bad faith by the Chief of Police and causes turmoil within the Police Department.

The Police Officers' Association must be aggressive in demanding proper, good faith meet and confer on this issue to save the ten (10) hour day. Labor relations must be taken out of the press release setting and returned to the bargaining table with an open mind from the Chief of Police as a starting point in negotiations.

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What Is Fair?

by Ken Sugrue, Co. A

In recent issues of the POA Notebook, there has been a great deal of rhetoric about the outcome of the last sergeants examination. A word continues to come up and was referred to by Gary Delagnes in his article, "Banding Hits A Sour Note." The word "fairness" is what seems to be the word everyone involved in this promotional process tries to stand behind.

Just what is fair? Funk and Wagnall's Dictionary defines "fair": "...in a spirit of justice and reason; fairly; justly; honestly; as, 'Deal fair with me.'"

When the parties to the Consent Decree came together to devise a promotional exam, they made every attempt to make it fair. The Consent Decree took away our personal achievements outside the department and those attained as police officers. Other issues not taken into account were seniority and good behavior, to name two. We even had our names taken from us and were given the generic "Chris Candidate." This was all done in the issue of fairness. In other words, we all began the exam from the same starting line. As with any exam, your hope is that the cream will rise to the top.

After the "fair" test was administered, and the results came out, a certain group of people began to shout that the test was

unfair, since there was adverse impact. Well, the test stood its ground for fairness, so the group went after the list itself. Now we face "banding" to rectify the issue of adverse impact. What seems adverse to me, is taking a promotional opportunity away from someone who has rightfully earned it.

The Consent Decree seems so focused on making their numbers right, that they forget the numbers represent human beings. We are dealing with people's careers. Are they too insensitive to realize this? I'm curious to know if any of the individuals who devised the concept of banding have ever had to live by it. To me, the way the City proposes banding just doesn't seem fair. Just because the City is currently banding with the Fire Department doesn't mean they were all "justly" treated in their promotions. Has Dr. Zedick (the expert?) ever been personally affected by banding, or known what it's like to think you have a chance for promotion one day, then not the next? Have they had their careers hanging in the balance with the undue stress it causes?

We would all like to see the City appoint 150 sergeants from this test. If it means sacrificing someone's opportunity for promotion in the interest of the Consent Decree goals, then I'm not for it.

Yes, President Keys and Executive Board members of the POA, it is an issue of fairness. I applaud you for standing up for "all the officers" of this department by rejecting banding of the sergeants list. We have to know that we all have an "equal opportunity" for promotion. In my opinion banding as proposed by the Consent Decree and the City is not in the spirit of justice or reason. So Consent Decree and City Attorney's office, please deal fair with all of us.

Political Maneuvering

by Michael Keys, President

I guess this article should have been called Political Maneuvering Round 2. Last month in my column, I mentioned that certain people had accused the POA leadership of deceiving the membership about money spent on our campaign for Proposition D in November. Your Treasurer, Al Trigueiro, presented the cost figures for the campaign so far to the Board, and explained all expenditures, including why the campaign had to go over budget. Unfortunately, that wasn't good enough for some who are searching for issues to run for office on, even if it means undercutting our campaign.

A few members at the meeting started political maneuvering again, and began by taking on Al, trying to bring discredit on the current POA leadership, and attacking our attorneys' as well.

I would like to clear up something before I continue. I take responsibility for this campaign as far as the POA's involvement goes. Any questions, criticisms, or whatever should be directed at me, not anyone else. I appointed the current Committee's who are dealing with this campaign, and I also had a part, along with the Firefighters and Airport Police, in selecting the GCA Group to run part of the campaign.

Some questions raised, which have been answered, but evidently forgotten, are: Was this campaign going to be expensive? Yes, very. We knew we would have the Mayor's opposition and so anticipated he would not run a clean campaign. That's why the membership was asked to assess themselves. Has the campaign gone beyond cost expectations? Yes. As much as we dislike it, costs have run higher than expected because of problems which arose and had to be addressed. I don't think there is anyone on the Board who is happy that we've had to spend more than expected, but we're on the ballot and have survived a major attack by the Mayor, which we forced him to come forward with at Board hearings on our measure, rather than have him spring on us during the last week of the campaign when it would be too late to get our rebuttal to the voters. We are on the ballot so let's go forward, united from here at least until the election in November.

Some reasons for higher costs. Our POA-endorsed Mayor pulled out all the stops, trying to sabotage our measure. When the Mayor's puppets began giving out misinformation and distorting the facts on how our collective bargaining works and what effects it will have on the Police and Fire Departments, people began to ask questions. The last 2-3 weeks prior to getting this on the ballot required many meetings with various people and supervisors to show and convince them that the City position on all of their objections was wrong. We were successful, but this involved a lot of time and required us to bring in our attorneys and campaign staff. Their task was a monumental one, believe me, and they handled it with expertise that resulted with it working in your favor in many ways. I know this for a fact because

I was there the entire time, and those people did a hell of a job. Obviously, this effort took money from the campaign budget, but was it worth it? Yes. In my opinion, without a doubt.

Another criticism raised was that we went through the Board of Supervisors because the initiative petition was poorly written by our attorneys. That rumor is total B.S. The petition itself could stand on its own, no question. Flushing out the opposition and satisfying their concerns and making those amendments to the petition made the initiative even stronger. Plus, the amendments to the initiative had nothing to do with the main objective for the collective bargaining initiative, which is improving wages and benefits, trying to bring us up to par with other agencies.

Which direction would you have taken? I chose to take the stronger measure, with the amendments which were unnecessary, but which became desirable once we saw the type of opposition we would be up against. For example, the Mayor's people claimed Proposition D would permit the City's crowd control policies to be set aside and determined by arbitrators. That's not true. Crowd control policies are a management prerogative and are neither negotiable nor subject to arbitration where arbitration exists. However, those claims were convincing to many people who aren't as aware of the Mayor's willingness to be fast and loose with the truth in political battles such as this. So, we proposed an amendment stating expressly that crowd control policies wouldn't be subject to Proposition D. Good move — no more political opposition on this point.

The measure placed on the ballot by the Board thus has a better chance of winning. It was much wiser to find out what opposition there was then, rather than in late October when the Mayor will be putting out his misinformation hit pieces. You may question the strategy, but I feel it is my obligation to the membership to put on the ballot the best measure which has the best chance of being successful, and that is what I feel we accomplished.

You, the membership, should wake up and pull your heads out of the sand and be aware that there are not only POA members but former employees of this Association and the Mayor's office that are working against our Proposition D. They want this measure to fail. Why, you ask? Because there are certain members and their entourage who want back in to take control of the POA. The plan, I expect, is to defeat Proposition D and blame the POA for the defeat. (At least we put collective bargaining and intertest arbitration on the ballot. It's the best thing I've seen in the decade.) You, the membership, are to be suckered into the rhetoric, and into backing the old guard. Agnos shortly afterwards throws the POA a bone (I say bone because he treats the cops like dogs) which, of course, comes with strings attached. After his great gesture, our endorsement for him in 1991 would seem feasible, or at least he could expect to deflate our opposition to him.

It's too bad that some members have put so much time into trying to discredit the POA rather than working to make it better. It's too bad that much energy could not be put into helping win Proposition D in November, which would benefit all, rather than political maneuvering which will benefit only a few.

I also think those people should get their priorities straight. If you want to run for office, do it in December after nominations. Right now, the most important thing to this Association is getting Proposition D passed in November.



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by Bill Hemby,
COPS Legislative
Advocate



Pete Wilson's Record — It's Not Pretty

During this election period there will be claims by both gubernatorial candidates that they are best suited to be our next governor. Law and Order will be an important issue. Dianne Feinstein, because of her past record of support of law and order and police benefit issues, has proven she is the only candidate deserving of our support. That is why the California Organization of Police and Sheriffs, California Union of Safety Employees, the California Association of Highway Patrolmen, San Francisco Police Officers Association, San Jose Police Officers Ass'n., Oakland P.O.A., the Los Angeles County Professional Peace Officers Ass'n., and other state and local associations have endorsed Dianne Feinstein for governor.

Pete Wilson's record, on the other hand is not a pretty sight. The following information has been compiled so you may judge for yourself.

Assemblyman Pete Wilson on Law and Order

Pete Wilson, as state assemblyman, co-authored a bill which would have allowed for the early release from the Youth Authority of juveniles involved in serious felony crimes, including murder. The bill, had it passed, would have permitted the release of juvenile felons two years earlier than provided for under existing law. (AB 787, 1970)

Pete Wilson authored a bill that would have prevented a criminal's post-trial confession from being used as evidence in a subsequent retrial. In 1967, the California Supreme Court held that in cases in which a defendant confesses to committing a crime after his or she trial for the offense, wherein the trial resulted in conviction subsequently reversed or a hung jury, the confession could later be used against the defendant in a retrial. The Wilson bill, written in 1969, would have prevented use of the confession as evidence in a retrial. (AB 1280, 1969)

Mayor Pete Wilson on Benefits

Many years have passed since Pete Wilson was Mayor of San Diego, but it is hard to forget the financial destruction he caused within the ranks of that police department. It was no secret San Diego police officers were the lowest paid in California, with the least benefits.

According to the then Assistant Police Chief Don Robertson, "We're losing officers because of low pay. And when we send bulletins (on open positions) to other law enforcement agencies, they laugh at us." (San Diego Tribune, August 24, 1979)

Pete Wilson worked at keeping law enforcement officers under-paid and under his thumb. During contract negotiations with the San Diego County Sheriffs, a 32% pay package was agreed to by both labor and management, to bring the Sheriffs up to par with the rest of the state. Pete Wilson went to the County Board of Supervisors and threatened them with such dire consequences if they approved that pay package, it was cut in half. This precipitated the San Diego Sheriffs strike.

When representatives of the International Union of Police Associations, (I.U.P.A.), went to San Diego to discuss affiliation, at the request of the San Diego Police Officer's Association, Pete Wilson publicly warned them, if they set foot in San Diego, he would have them arrested. Needless to say they went, and were not arrested.

During the Wilson years, San Diego spent the least amount, per capita, on its police department than any of the ten largest cities in California.

Between 1971 and 1982, San Diego police officers watched their real wages decline nearly 25%.

Pete Wilson signed a ballot argument urging voters to pass Proposition A in June of 1982. After the measure passed, the retirement age for San Diego police officers

was increased and their retirement benefits were cutback. The average police officer's pension after 25 years of service was reduced from \$1140 per month to \$850. (San Diego Union, May 27, 1982)

As Mayor of San Diego, Pete Wilson traveled to San Jose, to campaign against a binding arbitration measure that the San Jose Police Officer's Association had placed on the ballot. In spite of Wilson's efforts, the measure was adopted by the voters.

As Mayor, Pete Wilson went to Sacramento to work against a bill to bring the San Diego police up to par in their workers compensation disability coverage. The bill was dropped.

It was so bad, and he was disliked so much by his own police officers, at one time he was publicly hung in effigy.

Mayor Pete Wilson on Law and Order

While Pete Wilson was Mayor of San Diego, the crime rate increased in every major category. The murder rate increased by 50%. The Aggravated Assault rate increased by 110%. Rapes increased by 133%. Robberies increased by 119% and Burglaries increased by 44%. Auto Theft increased by 63%.

The violent crime rate increased by 114% which made San Diego the city with the fastest violent crime rate of the 15 largest cities in the United States.

San Diego was also the city with the fastest growing crime rate of the 10 largest cities in California. (FBI Uniform Crime Report)

While Pete Wilson was mayor, there were fewer police officers on the streets of San Diego, than in any other major city in the United States, with the exception of one.

Compared with the ten most populous cities in the United States, San Diego ranked ninth in the police officer to citizen ratio. The only American city with a lower ratio was San Antonio, Texas. (FBI Uniform Crime Report)

Senator Pete Wilson's Law and Order Record

Wilson voted against an amendment to increase spending by \$700 million to build prisons to house habitual, career criminals. (98th Congress, 1st Session, vote 68)

Wilson voted against an amendment to create one cabinet-level appointee in charge of directing federal anti-drug efforts. (98th Congress, 1st session, vote 317)

Wilson voted against an amendment requiring federal criminal trials to commence within 60 days, instead of 90 days as prescribed under existing law, for suspects detained prior to trial. (98th Congress, 2nd session, vote 8)

Wilson voted against an amendment, strongly supported by law enforcement groups, that would have prohibited the manufacture of "cop killer bullets". (98th Congress, 2nd session, vote 272). He subsequently voted in favor of a compromise bill. (99th Congress, 2nd session, vote 27)

Wilson voted against a 14 day "cooling off" period between the time a person buys a handgun and takes delivery. (99th Congress, 2nd session, vote 141)

Wilson voted in favor of a bill that weakened controls on the interstate sale of handguns, making it harder for police to trace guns used in crimes. (99th Congress, 1st session, vote 139)

Wilson stood by while south Florida received federal assistance to fight drugs. He delayed in seeking federal funds to fight the drug war in Southern California. It was not until September 3, 1989, that he called upon President Bush to designate Los Angeles a "High Intensity Drug Trafficking Area", enabling it to qualify for federal drug funds.

Don't be misled by so-called law and order rhetoric, judge each candidate by their record. If you do, Dianne Feinstein will get your vote as our next governor.

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First Isiah Nelson Award Presented



The San Francisco Giants and Major League Baseball recently honored the late Commander Isiah Nelson. Pre-game events included a video-taped message from the Commissioner of Major League Baseball, presentation of the annual award in Commander Nelson's memory by Chief

of Police Frank Jordan to Lt. Tony Novello. The Department's Mounted Unit presented the colors for the National Anthem. And finally, Commander Nelson's son threw out the first pitch to begin the evening's ball game.

Fact:

Agnos Campaign Ignores Facts

by Dennis Tomason,
Legislative Committee

On September 12th, 1990 Mayor Art Agnos wrote a letter to the Bernal Heights Democratic Club urging them to oppose Proposition D. The Mayor makes several unsubstantiated and vague charges which will be addressed shortly in detail. The letter, an obviously desperate attempt to obfuscate the issues of fairness and practicality, is signed by a politician who, for all his career, has said he supported labor issues in general and this type of measure in specific. What are we to conclude from this diatribe of vicious innuendo and distortion? On what other issue has Agnos misled the citizens of San Francisco?

Agnos states: "Prop D will take away any civilian control in the police and fire departments."

Fact: Prop D specifically states: Binding Arbitration "Shall not apply to...San Francisco Police Department Crowd Control policies ...any procedures or practices ...of the Office of Citizen Complaints, or matters relating to disciplinary procedures..."

Agnos states: "Prop D will cost city services."

Fact: Prop D specifically states: "The Impartial Arbitration Board shall also consider the financial conditions of the City and County of San Francisco and its ability to meet the costs of the decision of the arbitration board."

Fact: San Francisco Controller John Farrell says: "Prop D will establish a method of fairly adjusting levels of compensation without busting the budget...Prop D will free San Francisco budgets from outside control... and bring San Francisco a fiscally responsible system."

Fact: SFPD attrition rate is a startling 33% higher than average because of our inability to compete with other departments for quality recruits.

Fact: Patrol and Crime Prevention Units are grossly understaffed.

Fact: Violent attacks on police are escalating dramatically along with overall crime statistics up over 26% in one year.

Agnos recognizes early in his letter that Proposition D is "a labor issue" but persists in pushing it as a racial matter citing conflicts over the Consent Decree.

Fact: Prop D specifically states that the Consent Decree and "compliance with federal, state, or local anti-discrimination laws, ordinances or regulations ... shall not be subject to arbitration."

Agnos finishes his letter with this, "Isn't it time we tell these folks that they will have to earn our support?"

Fact: A day doesn't pass as I walk my beat trying to maintain some semblance of quality of life for the citizens of this city that someone doesn't approach to tell me how much they appreciate our efforts. They tell me that I and my fellow officers have earned their support.

I suggest that the Mayor is out of touch with the people of this city. What else must we conclude from all this? The Mayor's statements are in obvious conflict with the facts quoted here. His statements are either intentionally or unintentionally erroneous. If unintentional, then he is trying to influence the voters without having read the Proposition he argues against. If intentional, then he is deliberately trying to mislead... or to use a more direct term, lying. In either case, he is failing to uphold the standards expected of him as mayor of our city.

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When You Wish Upon A Star... Makes No Difference Who You Are...

by Sgt Rene LaPrevotte

Wish Upon a Star is a non-profit, law enforcement program designed to grant the wishes of children afflicted with high risk and terminal illnesses.

Each year this program brings happiness to hundreds of children who have suffered the pain and devastation of catastrophic illness. Wishes come in all shapes and sizes, some as simple as 9 year old Alicia's wish for a pair of pink tennis shoes, to Michael's wish to visit castles in England. In seven years of helping these children realize their dreams, no wish has been deemed too large or too small.

Because these children and their families have been through so much and the graveness of their prognosis is such a sensitive matter, the Wish Upon A Star Foundation does not permit media coverage of the plight of the children they help. It is with special permission of the foundation that I relate the following stories:

GAVIN

Nine year old Gavin, an avid wrestling fan, traveled to Los Angeles with his family for a special meeting with the one and only "Hulk Hogan". Prior to his meeting, a pack of Hulk Hogan souvenirs had been delivered to Gavin's home, with a personal letter from the "Hulk" himself... "Gavin, looking forward to meeting you in L.A. Your friend, the Hulk."

Members of the Southern Division of the CHP escorted the boy and his family to see the "Hulkster" and the meeting was an unqualified success."

SETH

Since he was old enough to hold a baseball, Seth showed natural ability. By the time he was 16 years old, Seth was in his third year as a baseball All-star at the catcher's position, and had already been scouted by the "pros". Seth's dream was to play Pro Baseball and his goal was to be as good as his hero, Hall of Famer Johnny Bench.

Seth and his parents flew to LA on the "Wish Upon A Star" Foundation where he not only met the baseball great, but stayed at the same hotel as Bench. That hotel, The Hilton Towers, upon learning of Seth's "celebrity status" up-graded Seth to the "Presidential Suite," at no cost. Seth had breakfast with Johnny Bench the following day and spoke openly about his brain cancer and was able to share the great sadness he felt at no longer being able to play the sport he so loved and excelled in. It surprised Seth when he found Bench related to Seth's loss: since Bench retired from the sport, he too missed what had been such an important part of his life.

Seth was a boy who could take in inspiration. He described Bench as a very wise man and took comfort in Johnny's advice and the life experiences he had shared. Upon returning home, when Seth's condition permitted, he took up coaching at Johnny Bench's suggestion, and even began to write a book about his life and his illness...a gift of inspiration to others who face serious illness. Like Seth's attempt at writing that book, his life was cut short before he could complete the book. His mother hopes to finish it for him.

NICOLE

Before her leukemia had been diagnosed, Nicole knew she wanted to be a police officer when she grew up. At age 7, and beginning her third year of chemotherapy, that was still her goal. Indeed her illness may have enhanced her conviction, for she saw police officers as protectors, people who could bring control to an unkind

world. Like all kids with life-threatening illness, she knew about an unkind world and the luxury of protection. At any rate members of the Santa Clara PD heard about Nicole's wish and were moved by her courage.

The Chief of Police and City Council put Nicole on the agenda and out of respect for the spunky little girl, appointed her a police officer of the City of Santa Clara and observing all rules of protocol, assigned her badge #36. Nicole became the first honorary police officer in the history of Santa Clara. A special ceremony in Nicole's honor took place at the SCPD complete with a huge cake bearing the badge #36. Nicole took her place with her mom standing near-by as she was sworn in by Chief Vasquez. Nicole took her oath, and was presented with her badge as her eyes were locked on the Chief. Her small hand came sharply to a salute with a gleam of satisfaction on her face.

When Nicole's condition permitted, she would "ride along" with members of the SCPD swing shift. For Nicole it was the thrill of a lifetime, a very short lifetime unfortunately. One of the officers whom Nicole rode with said: "It was the greatest thing, an honor to have her with us. She was so happy and had such a good time and you know, she really liked us ... not many people do."

A heartfelt thanks to all who made Nicole's dream come true, and to Officer Nicole, badge #36, "May the Force Be With You".

AMY

Sometime things change quickly and we have to be able to change with them. Amy's wish was a trip to visit her grandparents in Iowa. Her trip was planned for a "Window in time" when her condition would permit the nine year old to travel without causing undue strain on her weakened condition. The unpredictability of brain cancer however proved all too true, and Wish Upon A Star was advised that little Amy had taken a turn for the worse. While her trip had to be cancelled, immediate steps were taken to bring Amy's grandparents to her bedside. Wish Upon A Star had the lowans at her bedside at 10:30 the next morning. Amy was gone ten days later.

A LETTER FROM AMY's MOTHER

Dear Wish Upon A Star:
I really don't know how to begin this letter or where it will take me when it is done, but there are so many things I want to tell you. I want you to know what a special little girl our Amy was, and I want you to know what a special thing you did for Amy and for us in granting Amy's wish.

Amy was nine years old last June 24 when she was diagnosed as having glioblastoma multiforme, a very aggressive and invasive form of brain cancer. She was a child who found joy in life and was filled with music. Her flute was her constant companion, and her dream at the beginning of the summer vacation was to go to a family reunion in Iowa and spend two weeks with her grandma and grandpa.

That dream didn't come true, because on the very day that we were loaded in the car to drive to Iowa, a last-minute check with Amy's neurologist and a scan showed a tumor the size of a tennis ball near her brainstem. Amy had surgery that afternoon and spent the next three weeks in the hospital. The rest of the summer was spent in daily radiation treatments and weekly chemotherapies. Throughout the summer, Amy remained cheerful, and though she

was unable to play her flute because her cancer and surgery had paralyzed her left hand, her music leaked out in the songs she loved to sing.

In the fall, Amy went back to school and celebrated her birthday in September by having her ears pierced. Amy was a good student, maintaining A's and B's on her report card in spite of the time she had to spend in therapy and the problems with hearing that her therapies caused. She looked forward to being in school each day that she could go and enjoyed being with her friends.

Amy's condition stabilized during the fall, and we began to talk about Amy's Wish. She wanted to recreate a family vacation of a couple of years ago when we spent a week in New York visiting my extended family, and a week in Iowa visiting Dan's extended family. Even with Aaron and Gretchen pressuring her to go to Disney World instead, Amy stuck to her desire to spend time with the people she loved.

In late winter, scans showed that new tumors were appearing on Amy's spine and that the cancer was seeding throughout her brain. She was no longer able to wait until the summer for her wish, so she said she would just like to go to Iowa for a couple of weeks at grandma and grandpa's house.

You wonderful people arranged everything, and we were set to go when Amy's condition deteriorated very rapidly. It was so good of you all to change all the plans you had made in order to bring a little piece of Iowa to Amy in the form of the grandma and grandpa she so badly wanted to visit.

When grandma and grandpa arrived on Friday, March 24, Amy was able to sit up in a chair and converse with those around her. She was so glad to see grandma and grandpa! The following week was Easter vacation for Aaron and Gretchen, and Dan was able to take the week off work, so we did fun things around the house together.

During that time, Amy slid quickly from this life to the next. Even when she was semi-comatose, she would somehow know when her grandpa was in the room and would look around for him. On Easter Sunday, we had a family egg hunt in the living room. The only way Amy could participate was to let us hide eggs among the folds of her blankets on the couch, but she enjoyed even that. Amy died on the morning of April 3, surrounded by those who loved her, and in her own home.

We miss her very much, but the gift you gave Amy and us in helping grandma and grandpa to be here is one that is too valuable to measure. Thank you so much!

Many friends and relatives sent gifts of money in Amy's memory and asked us to use them in a way that would mean the most to us. We want to divide the money between Wish Upon A Star and the Hospice that made it possible for us to keep Amy at home. Our hope and prayer is that these gifts will enable other families to share special times with their special kids the way you made it possible for us to spend special time with our special Amy.

On behalf of Amy, her daddy Dan, her brother Aaron, her sister Gretchen, and her grandma and grandpa Marian and Wally, I send you special thanks and love. May God richly bless you all.

These are just four of the kids that Wish Upon A Star has touched this past year. The only benefactors of this program are police officers who donate five or ten dollars to keep the program alive. Regardless of how the department has shafted you or me, whether or not the promotional will be "Banded", whether or not you're going to get any 10-B overtime or got screwed out if it. Whether you're POA, OFJ or XYZ the bottom line is that there are thousands of children who will never see adulthood. Hundreds of those kids have parents who are financially strapped who can't afford their baby's last worldly desire. If you think you can help, send a check, NOW while it's on your mind.

**WISH UPON A STAR
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Bless "The Bless"

by Steve Balma,
Narcotics

In the days following John Blessing's serious accident and subsequent death, I met with the District Attorney's office several times to discuss the charges that could be placed on the drug dealer that John was chasing (when and if he was ever caught). To my complete surprise and utter frustration, I was told that the "Felony Murder Rule" did not apply to the drug dealer in John's case. I was also told that because John was on foot, Section 2800.3 of the Vehicle Code, also did not apply. I almost became sick when I was told that the only charge we could place on the fleeing felon that John gave his life chasing, was 148 P.C. (A misdemeanor). Driven by the memory of one of the best cops I had ever known lying in the middle of Army Street and the thought of the dope dealer he was chasing doing fifteen days S.W.A.P., I called State Senator Quentin Kopp's office for some advice. As a result of this phone call and many hours of unselfish and dedicated hard work by some of John's friends, "The John Blessing Bill" was on its way to becoming a reality.

The creation of Senate Bill #2172 was a team effort. It began with the articulately written "Draft" of the bill by Candy Hiesler of the District Attorney's office. The "Draft" was then passed to District Attorney Arlo Smith for his knowledgeable review and fine tuning. It was finally submitted to Senator Kopp's office where the Senator and his staff, "took the Bill and ran." Along the way, P.O.A. members Mike Keys, Steve Johnson, and Al Trigueiro gave their loyal support as I spoke before the Senate Judiciary Committee, and Officer Carl Tennenbaum gave some heartbreaking testimony before the House Judiciary Committee. Another key player involved in the Bill's creation was Kathy Linden. Although she didn't know it, Kathy was an inspiration to us all. Seeing her smile, despite the obvious pain she was suffering, was the reinforcement we needed when we thought about giving up.

On September 24th, 1990, the Honorable Governor George Deukmejian signed Senate bill #2172 ("The John Blessing Bill") into law. It is now a felony (punishable by 2, 3, or 4 years in State Prison) if a police officer is seriously hurt or killed while chasing a known criminal on foot (148.10 P.C.).

Bless you, John Blessing. Even though you're gone, you're still giving.

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Section 148.10 is added to the Penal Code, to read:

148.10 (a) Every person who willfully resists a peace officer in the discharge or attempt to discharge any duty of his or her office or employment and the willful resistance of the person proximately causes death or serious bodily injury to a peace officer, shall be punished by imprisonment in the state prison for two, three, or four years, or a fine of not less than one thousand dollars (\$1,000) or more than ten thousand dollars (10,000), or both the fine and imprisonment, or by imprisonment in the county jail for not more than one year, or by a fine of not more than one thousand dollars (\$1,000), or by both the fine and imprisonment.

(b) For purposes of subdivision (a), the following facts shall be found by the trier of fact:

(1) That the peace officer's action was reasonable based on the facts or circumstances confronting the officer at the time.

(2) That the detention and arrest was lawful and there existed probable cause or reasonable cause to detain.

(3) That the person who willfully resisted, any peace officer knew or reasonably should have known that the other person was a peace officer engaged in the performance of his or her duties.

(c) This section shall not apply to conduct which occurs during labor picketing, demonstrations, or disturbing the peace.

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Caption, Caption... Who's Got A Caption?

OK! All you wits and half-wits out there, we're looking for a caption for this dramatic action photo from out of SFPD's past. Next month we'll reprint the photo with the winning caption and credit the brilliant respondent responsible. Waddaya mean you want a prize, too?

And The Winner Is...



Newly appointed Captain's clerk displays his ignorance of the meaning of the phrase, "station floral fund".

Submitted by Jerry Neitz, Co. D.

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SFPOA ENDORSEMENTS

Board of Supervisors

Roberta Achtenberg
Dan Addario
Bill Maher
Carole Migden
Kevin Shelley
Doris Ward

Board of Education

Dr. Daniel Kelly
Jill Wynns

BART Board

James Fang

Community College Board

Bob Burton
William Marquis
Jim Mayo
John Riordan
Alan Wong

Governor

Dianne Feinstein

Attorney General

Arlo Smith

U.S. Congress

Nancy Pelosi

State Senator

Quentin Kopp

Assessor

Wendy Nelder

Municipal Court Judge

Julie Tang

Propositions

Prop. A: New Jail Facility—Yes

Prop. C: Port Revenue—Yes

Prop. D: Police/Fire Bargaining—Yes

Prop. E: Nuclear Free Zone—No

Prop. F: Airport Police Retirement—Yes

Prop. G: Confidential Secretary—Yes

Prop. H: Waterfront Land Use—No

Prop. I: Mission Bay—Yes

Prop. K: Domestic Partners—Yes

State Prop. 134: Liquor Tax—No

KEY

(Continued From Page 1)

City, Palo Alto, San Jose and Vallejo. It works.

If we go into negotiations and reach an impasse regarding matters that are negotiable (wages, fringe benefits and all working conditions are negotiable under Proposition D, as it eliminates all Charter restrictions), those matters will be submitted to an arbitration panel which would have the authority to make a final and binding determination.

A primary reason that this is appropriate for police officers in San Francisco in 1990 is that the Mayor will no longer be able to arbitrarily deny police officers the wages and working conditions that they are entitled to.

Board of Supervisors

The POA has been relatively well-received by the Board of Supervisors. We have a great ally in Wendy Nelder, who supports police officers and public employees on virtually every reasonable public safety and labor issue. We received solid support this past year from Nelder, Doris Ward, Angela Alioto, Tom Hsieh, Bill Maher, Harry Britt and Jim Gonzales. They all were willing to take on the Mayor for us by voting to place Proposition D on the ballot, and recognized that the objections that had been raised by the Mayor's staff and Louise Renne were frivolous. They therefore have earned our support.

Officers for Justice

The Officers for Justice should support Proposition D. During the last year and a half, we have established, I believe, an improved relationship with the Officers for Justice, which is very important. While we know we're going to have disagreements over how promotive positions are filled within the Department, both the OFJ and the POA recognize we have common concerns that we need to cooperate on if we are to properly represent our respective members. It's not in the interest of the OFJ, the POA, nor of the City, for us to let our

differences over promotive opportunities spill over and detract from the mutual respect that our organizations have for both of our memberships. Those disputes will eventually be decided in the courts.

In our negotiations for our existing Memorandum of Understanding, the OFJ participated together with the POA at the negotiating table, and we intend to have them involved with us when we negotiate our next contract. I understand why officers of different racial and ethnic groups will proceed to court to litigate their rights not to be denied a promotive position because they are black, Asian, female...or even because they are white. I know of no way to prevent disputes of this nature from developing or continuing in the near future. However, there is absolutely no reason why the OFJ and the POA ought not to maintain our good working relationship even while those disputes are being litigated.

Labor

It doesn't make sense to remain out of the labor community in San Francisco, and while we broaden our political horizons, we need to do so from a perspective which recognizes our primary responsibility is to see to it police officers get decent wages and working conditions. Only the labor movement can be counted on to consistently stand for the proposition that all employees should be fairly compensated and treated. To be successful, however, labor needs to rely on unity, and that's

why we should join by affiliation with a union. Al Casciato has been appointed Chairperson of a Committee that's charged with the responsibility to recommend whether the POA should affiliate with labor, and if so, with whom. I will recommend to the Board that the members be permitted to vote on the question before my terms is completed. The San Francisco Labor Council and all of its affiliates have been extremely helpful to the POA for several years. An affiliation will strengthen both the POA and labor, and is long overdue. Labor has endorsed Proposition D, and we will not pass it without them. Al's report and recommendations will, I expect, be ready for the next issue of the Notebook, as he has just advised me he will be ready to make his Committee recommendation at our October Board of Directors Meeting.

Help Get Out the Vote

Membership involvement is a two-way street. We've provided you with the right to have input, but voting or being polled, into our political decisions. In return, to be effective, we need your involvement in delivering our message to the people of San Francisco. We've set up a campaign headquarters for helping get out the vote at the POA office, and have two volunteers who will coordinate our get-out-the-vote effort. Please contact Barbara Elzer or Paul Wallace at 861-5060, and offer some time to distribute literature or make telephone calls to assist our campaign.

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RETIREMENT COMPARISON

In looking at ways to improve the officers in the Tier II Retirement System, the POA PERS Committee chaired by Jim Seim has been looking into the PERS SYSTEM as compared to our current Tier II. Below is a comparison chart, prepared by Jim Seim, for the membership's information. Further study is continuing and Jim will provide the information as it becomes available.

	TIER I OLD	TIER II NEW	Public Safety Plan; aka: "CHP" Plan PERS
Minimum Age for Retirement	50	50	50 years
Minimum Service required for retirement	25	25	5 years
Formula for minimum benefit	55% of salary of the rank	50% of final three years average salary	2.0% — year of vested service
Increments for additional service	4% per added year to maximum of 75% of salary of the rank	3% per added year to maximum of 70%	2.7% — Year of vested service (at age 55)
Annual cost-of-living increase after retirement	One-half of the annual dollar increase given to the rank	2% of the first year's retirement benefit — not compounded	2.5% increase compounded (varies with contract)
Continuation of spouse or dependent upon death of retired member:			
Retired for service	75% of benefit before death	50% of benefit before death	50% (option for 100%) (Depending on contract)
Retired for disability	100% of benefit before death	75% of benefit before death	50% (option for 100%) (Depending on contract)
Industrial Disability Retirement Allowance	50% to 90% of salary of rank in which serving at time of injury	50% of salary of most recent three years average salary	Under 50 = 50%; Age 50 = Entitlement
Non-Industrial Disability Retirement Allowance	Requires 10 years of service to qualify. Allowance is 1-1/2% of final salary times years of service with minimum of 33-1/3%	Same, except 1-1/2% times average of final three years	Less than 10 years (9%) 10 - 18-1/2 years (33-1/3%) Over 18-1/2 years (1.8 x years service) (Example: 1.8 x 20 yrs. = 36.0%)
Benefit for Death in line of Duty	100% of salary to normal retirement age, then recalculated to 100% of allowance that would have been paid on normal service	Same	Basic Death Benefit Under Age 50 With no eligible spouse or children: \$5,000 plus monthly salary x 6. Also, the return of contributions and interest earned. If there is an eligible spouse and/or children: Add health & dental benefit (\$700 to \$800/mos.), and up to 75% of salary at time of death. Over Age 50: \$5,000, plus health & dental, plus Option II benefits (Example of Option II: Member age 55, spouse age 50 = 94.7% of salary)
Employee Contribution Rate	7% of salary	7.5% of salary	9%
Right to Retire/Moral Turpitude Clause	Right to retire unimpeded 8.559-12	Right to retire limited if member convicted of crime of moral turpitude (8.586-12)	Same as Tier I
Earnings Limitation	None	Dollar for dollar reduction for earnings in excess of wage earnable by rank retired from 8.586-13(c) - For disability retirees only, and for employment income only. Not for income other than employment (i.e. investments) No limitation for members retired for service.	Only for members under age 50 on ordinary disability retirement

Information compiled & prepared by Jim Seim



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Board of Directors and General Membership Meetings

September 11, 1990

Call to Order

Pledge of Allegiance

Roll Call: Present: Rosko, A; Machi, A; Maloney, B; Coggan, C; Glen Sylvester, D; Barsetti, D; Paulsen, E; Goldberg, E; Brian Olcomendy, F; Ramlan, G; Java, H; Conway, I; Doherty, K; Shine, K; Friedlander, Hdqts.; Fagan, Invest.; Drago, SOB Task Force; Donovan, TAC; Flippin, Muni; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Chignell, V-Pres.; Keys, Pres.

Excused: Alves, Hdqts.; Sullivan, Invest.

President's Report

President Keys reported that this year's pay raise (approximately 4%) should be reflected on the pay warrant of September 25, 1990, with the retro check issued on October 30, 1990.

The "POA Complaint Form" has been completed. This form will allow members the ability to document any irregularities or inappropriate behavior of OCC personnel whether at demonstrations or during OCC interviews.

Vice President's Report

The Vice President's report was deferred.

Secretary's Report

The Secretary's report for the month of August 1990 was approved unanimously. (M/Shine, 2nd Java)

Secretary Johnson requested permission from President Keys and the Board of Directors to allow for Bruce Fairbairn, Potrero Station, the opportunity to review the earlier draft of a modified P-1 (Transfer Order) for the purpose of breaking the "log jam" of transfers that we currently face and for Bruce to bring a revised draft back to the Board of Directors for discussion.

Sherman Ackerson, Central Station, is following up on the proposed Hospital-Prisoner Policy the POA is negotiating which will, once implemented, relieve our members from needless and unnecessary delays at SFGH.

Secretary Johnson reported that the department administration is reviewing the manner in which Class C runs are dispatched and handled and there may soon be a proposed change designed to re-allocate resources in a more efficient manner.

The POA has approached the Department Administration requesting permission to simply FAX stolen auto and recovered auto reports rather than having to wait on the phone for lengthy delays.

Treasurer's Report

The discussion over the expenses involv-

ed in Proposition D, Collective Bargaining, were discussed by Treasurer Trigueiro and a motion to accept the Treasurer's report for the month of August 1990 was made. M/Barsetti; 2nd/Rosko. The votes were: Yes — A, Rosko; A, Machi; C, Coggan; D, Sylvester; D, Barsetti; E, Goldeberg; F, Olcomendy; G, Ramlan; H, Java; I, Conway; K, Shine; Hdqts., Drago; MTPD, Flippin; Johnson, Sec.; Trigueiro, Treas.; Keys, Pres. No — E, Paulsen; K, Doherty; Inves., Fagan; Ret., Cole. (Vice President Chignell had been called away to a prior engagement.) Motion passed, 18 yes, 4 no.

Committee Reports

Police Service Committee — Recognition of both Police Officer of the Month and Civilian of the Month was deferred until the next meeting October 23, 1990.

Endorsements of Candidates/Issues for November Ballot — The followings endorsements were made of individuals running for the Board of Supervisors:

Bill Maher — Unanimous
Doris Ward — Unanimous
Kevin Shelley — Unanimous
Dan Addario — 14 yes votes, 8 no votes, 1 absentee

Roberta Achtenberg — 19 yes votes, 4 no votes

Carole Migden — Unanimous

M, Machi; 2nd, Flippin to close the endorsements for the Board of Supervisors.

The next issue for endorsements was the motion made to accept all the recommendations of the Legislative Committee on the ballot measures to include:

Prop A, New Jail Facility, yes vote
Prop B, New YGC, no position
Prop C, Port Revenue, yes vote
Prop D, Police and Fire Bargaining, yes vote
Prop E, Nuclear Free Zone, no vote
Prop F, Airport Police Retirement, yes vote
Prop G, Confidential Secretary, yes vote
Prop H, Waterfront Land Use, no vote
Prop I, Mission Bay, yes vote
Prop J, Affordable Housing Fund, no position
Prop K, Domestic Partners, yes vote

All of these issues were adopted by the Board of Directors unanimously for endorsement.

State Proposition 134 — M, Machi; 2nd, Barsetti to oppose Prop 134. Motion to oppose passed unanimously.

The POA Board of Directors then endorsed the following individuals for the Board of Education. Jill Wynns — Unanimous, Dr. Dan Kelly — Unanimous.

Community College Board: The POA Board unanimously endorsed the full SFPOA Legislative Committee recommendations to include: John Riordan, William Marquis, Alan Wong, Bob Burton, and Jim Mayo.

BART Board: James Fang was the SFPOA Board of Directors' choice, unanimously.

Quentin Kopp for State Senator. Senator Kopp was unanimously endorsed by the SFPOA for re-election.

Julie Tang for Muni Court Judge. Unanimous.

Nancy Pelosi for re-election to Congress. Unanimous.

Wendy Nelder for Assessor. Unanimous.

Governor's Race. Dianne Feinstein was endorsed by the SFPOA for her bid for the governorship of California. Yes votes: A, Machi; A, Rosko; C, Coggan; D, Sylvester; D, Barsetti; G, Ramlan; H, Java; I, Conway; K, Doherty; K, Shine; Hdqts., Friedlander; Invest, Fagan; TAC, Donovan; Hdqts., Drago; MTPD, Flippin;

Johnson, Sec.; Trigueiro, Treas.; Keys, Pres. No votes: E, Paulsen; E, Goldberg; F, Olcomendy; Ret., Cole; V-Pres, Chignell.

Attorney General: Mr. Arlo Smith was unanimously endorsed for Attorney General.

Speaker Willie Brown and John Burton for their re-election. Motion was made and both unanimously adopted for the Board of Directors to endorse their re-elections.

At 1740 Hours President Keys adjourned the regular Board of Directors' meeting and called the General Membership Meeting to order.

Federal Litigation Committee Report

(Chair, Willett): Chairman Willett briefed the Board, once again, on all of the issues involved in "Banding" as far as the sergeant/inspector promotional examinations were concerned. Chairman Willett stated that the arguments involving the "Banding" issue will be presented before the Federal Court on November 6 and November 7, 1990. After a discussion between Board members and all in attendance, a motion was made by Paulsen, Co. E; 2nd, Ramlan, Co. G to reject "Banding". The motion was unanimously adopted by the Board of Directors. A second motion was entertained, M, Goldberg; 2nd, Rosko, that the Board of Directors approve a minimum \$5,000 cap to prepare for further litigation should it be necessary to appeal any "banding" ruling by the Federal Court judge overseeing this issue. This motion passed unanimously.

New Business

Pres. Keys then adjourned the General Membership Meeting and reconvened the regular Board of Directors meeting. Mr. Greg Hobson, Registrar of Voters; office, explained the parameters of the "Voter Confidentiality Registration" available to all POA members who reside in San Francisco. Forms are available at the POA office and every effort will be made to facilitate anyone wishing to file in this regard.

Purchase of deceased officer's star:

Motion Barsetti; 2nd, Paulsen that the POA purchase the police star of deceased officer Mark Antill for presentation to his mother at a later date. Motion passed unanimously.

"Alcohol Use by Members": (Motion Maloney; 2nd, Barsetti) The Board of Directors approved the review and re-draft of General Order D-4, "Alcohol Use by Members", for the specific purpose of addressing the real problems associated with this disease that affects both the police department and its members with a strong intention to stress diversion measures rather than taking discipline action against individuals who need assistance. This review will be coordinated with the Stress Unit of the San Francisco Police Department. Motion passed unanimously.

Financial Requests

The financial request involving a donation to the Mayor Dianne Feinstein for Governor Campaign was deferred.

SFPOA Labor Council Dinner: (M, Keys; 2nd, Paulsen) Request the purchase of 10 tickets at a total cost of \$750.00 for the San Francisco Labor Council dinner held at the Grand Hyatt Hotel on Wednesday, October 3, 1990. Motion passed unanimously.

The financial request for a donation to the event honoring Mrs. Joyce Ream, Commission on Aging, was deferred.

The financial request for a donation consideration for Roberta Achtenberg, candidate for the Board of Supervisors, was also deferred.

After much discussion and by the full Board of Directors, a further motion was made by Barsetti, 2nd, Donovan for the POA Board of Directors to approve \$50,000.00 to further the campaign for Interest Arbitration/Prop D, for the November 1990 ballot. This approval will in no way involve any additional assessment of members.

Meeting adjourned at 1900 hours.

Steve Johnson
Secretary

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Some Answers To Questions About Noise And Hearing Loss

by Deborah Desmond McClary,
M.S., CCC-A
Director of Hearing Conservation for the
City and County of S.F.

1. What effect does noise have on my hearing?
- If you are exposed to moderate noise for a long period of time or to an extremely loud noise for a short period of time, you may suffer a loss of hearing. Hearing loss caused by noise is PERMANENT. It begins in the very high frequencies (or pitches) and gradually spreads to the lower frequencies. This type of hearing impairment may go unnoticed until it is quite severe. It is worth your while to bother about hearing conservation so that you can:
 - continue to communicate with family and friends
 - feel less tired and irritable at the end of the day
 - appreciate the sounds of music, children, birds...
2. What is a high frequency hearing loss?
- Human ears are able to detect sounds across a wide range of frequencies or pitches—approximately 20-20,000 Hz. During a hearing test, you are asked to respond to those frequencies most useful to communication (500-8000 Hz). Most speech sounds are in the range of 500-3000 Hz, but many consonant sounds (s, f, sh, ch, etc.) are in the higher range of 4000-8000 Hz. The higher the number of Hertz (Hz) or cycles per second the higher the perceived pitch of the sound. If you have an impairment at a certain frequency or frequency range it means that the sounds in that range must be louder for you to hear them than for someone with normal hearing at that frequency. People with high frequency hearing loss report that sounds seem

- muffled or that they confuse words that are similar (ie. fig and fish).
- There are many other causes for high frequency hearing loss besides noise exposure. Some of these are aging, certain drugs, high fevers, head injury, tumors and heredity. But noise is the #1 cause of sensorineural (nerve) hearing loss.
3. How can I tell if a noise level is dangerous?
- Noise measurements using a sound level meter or dosimeter are the most accurate ways of determining the intensity of the sound around you. But there are some rough rules of thumb you can use as warning signs:
 - if you must raise your voice to a shout at a distance of 2-3 feet away
 - if speech sounds muffled or dull after you leave a noisy area
 - if you have pain or ringing in the ears (tinnitus) after noise exposure.But noise may be injurious even if none of these warning signs are present. If a Hearing Conservation Program is being implemented in your department, it means that noise measuring and/or professional experience has determined that you may be exposed to excessive levels of noise at work.
4. How can I prevent further damage to my hearing?
- Whenever possible, avoid exposure to noise. Stay away from loud concerts and clubs. Turn down the volume of your stereo, especially if you use headphones. When you must be around noise, wear hearing protection — whether on or off the job. Choose a hearing protector that you are comfortable with. The best hearing protector is one that is worn when it is needed. Even if you already have a hearing loss, you should wear hearing protection to pre-

vent further damage. In fact, once you have some hearing loss future noise exposures may have more effect on you than on someone with normal hearing. This is why your hearing will be tested annually as part of the Hearing Conservation Program, to let you know if a problem is developing in time to do something about it. This allows you to monitor your own hearing health.

5. But I am having trouble communicating with family and friends now!

Most people with high frequency hearing loss report difficulty hearing people in groups or with background noise. The following tips may help communication and reduce frustration in your daily life:

- Be honest with people about your hearing problem. Most people will be more patient with you and willing to repeat what they said if they realize that you were not being rude or ignoring them, but that you simply did not hear what they were saying. It also might help to ask them to rephrase what they said rather than just repeating the same sentence more loudly.
- Explain to people that it is best if they try not to speak to you from the other room or while the TV or radio is on. Ask them to get your attention before they launch into conversation and turn down the TV or go into a quieter room if necessary.
- In a restaurant or noisy club, ask for a table in a quiet corner to reduce noise interference. Try to sit directly across from the person you will be talking to rather than next to them.
- If a friend or business associate is speaking too fast or with food or a cigarette in their mouth, you could tactfully explain to them what changes they could make to allow you to understand them better.
- If several people are trying to speak at the same time, let them know that you can understand only one person at a time. Many people with normal hearing have the same problem.
- When in a meeting or around a large table, choose a place to sit that allows you to see as many faces as possible, such as the head of the table rather than on the side.

If you have any other questions or need further information, please call Deborah McClary, at 821-3189.

POST

(Continued From Page 4)

rightful constitutional powers as chief architect of foreign policy.

"As veterans, we know what happens when violence goes unchallenged," said National Commander Robert S. Turner. "We cannot permit the greed of one world leader to upset the delicate balance in the Middle East. We sincerely hope a peaceful resolution to this crisis can be attained, but we continue to support the use of U.S. military to ensure the stability and peace in the region," Turner said.

A White House plan to deny liability of toxic exposure cases caused the cancellation of the Center for Disease Control (CDC) Agent Orange study in 1987, a house subcommittee has alleged in a report. The report, the results of a 14-month investigation by the House Human Resources and Intergovernmental Relations Subcommittee, claims that attorneys of the previous administration devised a strategy to thwart efforts to obtain compensation for Vietnam veterans with medical conditions linked exposure to Agent Orange. Some observers believe that compensation for those veterans would have cost the government billions of dollars.

"This latest revelation certainly lends great credence to what The American Legion has said since the Agent Orange Controversy first surfaced in 1978," said then-National Commander Miles S. Epling, after learning about the report. "The government has an obligation to care for Vietnam veterans and their families who have suffered because of exposure to Agent Orange." The report, which was formally adopted by the House Government Operations Committee, also supports allegations contained in the lawsuit filed by the Legion against several federal agencies.

On October 23, 1950 Al Jolson dined at Tarantino's restaurant, and then went to the St. Francis Hotel, where he played cards until 10:30 P.M. when he was struck with a fatal heart attack. For nearly fifty years Jolson had been the nation's pre-eminent entertainment pioneer. He was the first to do one-man shows, the first to take Broadway musicals on national tour, he starred in the first talking picture, *The Jazz*

Singer, he recorded the first million-selling record, "Sonny Boy," and was the first entertainer to have two films (both hugely successful) based on his life. The most important first for Jolson, however, for all of us veterans who served our country overseas, is seldom publicized. Al Jolson was the first to entertain American combat troops.

Thirty years ago one of my favorite politicians (certainly my favorite Democrat) was in the news. On October 12, 1960, Harry S. Truman, who had been campaigning in support of Democratic Senator John F. Kennedy's Presidential bid, denied telling members of a San Antonio audience that if they voted for Richard Nixon they "ought to go to hell" as reported by the Associated Press. But when informed of Republican demands that he apologize for attacking Nixon, Truman replied, "Tell 'em to go to hell."

Another politician from the past was quoted in the news twenty years ago. On October 16, 1970, Canadian Prime Minister Pierre Trudeau invoked emergency wartime measures to handle recent kidnappings of British diplomat James B. Cross and Quebec Labor Minister Pierre Laporte by militants seeking Quebec's independence. They "must be stopped," said Trudeau. "It's only weak-kneed, bleeding-heart liberals who are afraid to take these measures," which include the suspending of civil liberties of anyone supporting a terrorist organization.

Two very important dates to remember in November! On Tuesday, 13 November, at 2000 hours Post 456 will meet at the POA Building, 510 Seventh Street. Try to attend the meeting and support your Post. For all you Jarheads, the Marine Corps' 215th birthday will be celebrated at O'Shea's Bounty, Pier 96 (Cargo & Jennings), on Saturday, November 10th (when else?). Last year a group of former Marines got together and celebrated the Marine Corps birthday, and a great time was had by all. Don't miss this year's birthday party. All Marines are welcome. Jack O'Shea will provide snacks, there will be door prizes, and one or two sea stories will be told and/or embellished.

"A contingency fee is an arrangement in which if you lose, your lawyer gets nothing and if you win you get nothing."

George M. Palmer

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Courtesy of a Friend

ASLET International Training Seminar

The Palm Beach County Sheriff's Office, in cooperation with the American Society of Law Enforcement Trainers (ASLET), a non-profit educational organization, will host the "Fourth ASLET International Training Seminar" on January 8-12, 1991 in West Palm Beach, Florida. 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, including training directors, firearms instructors, physical training instructors, training officers, defensive tactics 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 throughout 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 \$235.00 and \$285.00 for non-members. For further information contact: ASLET, 9611-400th Avenue, P.O. Box 1003, Twin Lakes, WI 53181-1003, phone (414) 279-5700, or FAX (414) 279-5758.

Let The Seller Beware

by Elizabeth Rohrs,
Broker/Property Manager

If you have been considering the sale of your home, the good news is that there are still buyers out there looking. The tight "buyer's market," however, means that you must know how to best take advantage of the market, and avoid the pitfalls. There are dangers and difficulties inherent in the home-selling process and the more you understand that process, the better prepared you will be to avoid the problems.

In this article, I'll try to give you as a seller some inside tips that your broker probably won't tell you.

The Sales Agent

The selection of a real estate agent is probably the most important decision you will make. I suggest that you interview four or five, asking each for their estimates of the value of your home and their history of success with property similar to yours. You should ask for names of prior clients to be contacted for recommendations. (Remember, though, they will only give you the names of clients with whom they have had a successful relationship.) As a further check, you should call your local realty board to ask if there are or have been grievances filed against your prospective agent, and the results of any action or arbitration taken.

You should also ask the agent how many hours a month they usually spend in real estate (many are part-timers), and how long they have been licensed. I don't believe it unfair, either, to ask how many listings they have taken during the past six months, for example, and how many have been sold.

Pricing Your Property

Beware of the agent who tells you s/he can get more for your property than other realtors. There are agents who "buy" a listing in this manner, then come back to you in a month or two suggesting a reduction in price (to the price the others felt it would sell for in the first place). In the meantime, however, you have lost the first bloom of exposure.

You should ask all agents interviewed to provide you with a "competitive market analysis" which will show other homes similar to yours listed within the past six months to one year. The analysis should include the list prices, the sale price (if sold), features (pool, remodeled kitchen), etc., and the time it took to sell that home. By comparing your home with those listed, this analysis will tell you, within a very close range, what your home should sell for in your area.

The Listing

The listing you will probably be asked to sign is the "exclusive right to sell" type. This

gives the agent the right to sell your home for a predetermined period of time, even if you find a buyer yourself! Essentially, you agree that if you accept any offer to buy during this period of time, from any source, you will owe that agent a commission.

If you feel that you might find a buyer yourself, you should opt instead for an "exclusive agent" listing. This form of agreement exempts you from any commission obligation if you find your own buyer.

Also, I suggest that you give your broker no more than a three-month listing. This shorter listing will keep the agent's attention focused on your property. The old "feet to the fire" approach can be very effective, especially if you want or need a quick sale. If your agent feels that your home will not sell within 90 days, the price may be too high. A good active market should produce reasonable offers within that period. If your broker is doing a good job, you can always extend the listing for another 90 days or more, if necessary. But, if s/he isn't producing, the shorter listing gives you the opportunity to try another (and hopefully better) broker.

Commission Agreements

While 6% to 7% is the most common sales commission, the amount is fully negotiable between you and your agent. Normally an agent that lists the property gets 50% of the commission, while the agent that actually sells the property gets the other half. Thus, you might be able to get an agreement that the commission would be reduced in the event your agent alone (instead of another) brings in the buyer.

Alternatively, since your agent normally has to split his/her commission with the broker who heads the real estate firm, you could list with such a broker directly (instead of an agent) when dealing with a smaller organization. A broker, not having to share the commission with anyone but the selling agent, might agree to take, say a 2% commission, leaving the more normal 3% to the selling agent.

Don't, however, attempt to cut the selling agent's commission or your house will be the last one shown. For example, a listing in the multiple listing book showing less than a 3% commission to the selling agent will not attract the attention of other agents. They simply will show other homes to their buyers before showing yours. That, of course, is only human nature.

Another type of commission agreement is a "net" listing. You tell the agent that it is imperative that you get a certain sum of money free and clear at the close of escrow and that anything over that amount is theirs. If your agent feels that the listing is well priced, s/he may agree to such an arrangement. The agent is gambling that more than a normal commission would be earned on the sale of your property, if a high offer is received. You must agree, however, not to accept an offer below a certain set price, thereby eliminating the agent's commission entirely. Normally, I don't recommend this approach for the average seller. If you underestimate the value of your home, you lose — but the broker can win big!

Open House

Your agent will normally recommend an open house to expose your property to the market. While a "broker's" open house is almost a necessity to allow local real estate agents to become familiar with your home, the usual weekend open house for the casual passer-by is not. The agent won't tell you that the odds of finding a buyer for your home through this showing are remote. What the agent is really doing is

to use your home to attract leads to potential buyers for other properties they may have. So, unless you don't mind opening up your home to the curious (including, probably, your neighbors), you can pass this up with little loss to your chances of a sale.

Lockboxes

It is also not absolutely necessary to have a lockbox on your home for the convenience of the agents. Showings by "appointment only" help protect you from possible loss of possessions (lockbox keys do sometimes fall into the wrong hands). Also, while most agents will call before showing a house, this courtesy is sometimes overlooked. (I once stepped out of the shower to find an agent and two potential buyers walking down my hallway!) Nor are you required to have a sign on your lawn. You may not wish the world to know your plans.

Cancelling the Agreement

If, after listing the property, you decide, for whatever reason, not to sell, you should be alerted to your rights and the responsibilities to your agent.

A signed agreement between you and your real estate agent is a binding, bilateral contract. You have agreed to sell your property at a certain price, under certain conditions (terms). Your agent has promised to use "diligence" in finding a buyer willing to purchase at that price, under those conditions.

Until you have accepted an offer to purchase, you have a right to withdraw your property from the market. You cannot be forced to sell your home. If, however, while the house is on the market, your agent brings you a "full price" offer (an offer to buy on the agreed-to terms and conditions), you are obligated to pay that agent a full commission, whether or not you have accepted the offer. The agent has fulfilled his/her end of the bargain.

Also, if you accept any offer, on whatever terms, and then withdraw your home, you can be forced to sell. The buyer can petition a court under the doctrine of "specific performance" to compel you to complete the contract.

Remember, when you sign a listing on your home, you have contracted away certain rights. Therefore, use caution, pick your agent with care, and review carefully any listing or sales document before signing. Preferably you should have it reviewed by an attorney before signing.

Dual Agency

Under the laws of most states, a real estate agent is the representative of the person with whom there is a listing contract. That's you, the seller. This includes not only your agent, but all agents who show your home to their clients. Their first and last legal responsibility is to the seller (unless, of course, their potential buyer has put them under contract).

Theoretically, this should mean that any disclosures you make to your agent (or are passed on to other agents) would be privileged information. For instance, if your agent knows that you will accept an offer of \$20,000 less than your asking price, they have a fiduciary obligation to you not to reveal this information to a prospective buyer.

Theory, however, does not always follow reality. This information is quite frequently disseminated to others. So think twice before disclosing this type of information to anyone, even your agent! Be safe, not sorry. Simply assume anything you tell your agent may reach the buyer.

In conclusion, remember that the listing contract and any other agreement given you by the realtor is negotiable. Just because you are handed a pre-printed form doesn't mean that it cannot be altered to fit your needs and desires.

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Thirty-four San Francisco Police Officers Receive Recovered Vehicle Theft Awards

For recovering 406 stolen vehicles and arresting 134 auto theft suspects, 34 San Francisco Police officers received the coveted 10851 Award from the California State Automobile Association (AAA) and the California Highway Patrol on Thursday, August 23, 1990.

The 10851 Award is named after that section of the California Vehicle Code dealing with auto theft. It is given to uniformed law enforcement officers for either recovering 12 vehicles and arresting three suspects, or making six arrests and six recoveries, in a 12-month period. A Master 10851 Award is given to those individuals who qualify for the regular award five times.

Two officers received their second Master 10851 Awards, four received their first Master Awards and the other 28 officers received the regular 10851 Award. Scheduled to present the Awards were CSAA San Francisco Manager Frank Bemis and CHP Golden Gate Vehicle Theft Coordinator, Lieutenant Harry Wilson. Police Chief Frank Jordan was scheduled to attend.

The award ceremonies were held at 11 a.m. at the Police Commission Hearing Room, Hall of Justice, 850 Bryant Street.

Current Statistics On Vehicle Theft 10851 Award

295,789 vehicle thefts (10.7% increase over 1988)
266,730 stolen vehicles recovered (12% increase over 1988)
90.2 percent recovery rate (1.2% increase over 1988)
Individual 10851 Award Recipients
Golden Gate Division, California Highway Patrol
August 23, 1990

San Francisco Police Department

Officer	Award	Recoveries	Arrests
1. Eugene Yoshii	2nd Master	16	4
2. James Dudley	2nd Master	12	3
3. Stephen Zimmerman	9th	12	3
4. Albert Lum	6th	22	3
5. Mike Bolt	6th	12	3
6. Paul Lozada	6th	10 (theft ring)	5
7. Edward Cheung	6th	13	3
8. Robert Clevidence	6th	12	5
9. Ralph Kugler	Master	17	3
10. Theodore Tarver	Master	12	3
11. David Oberhoffer	Master	12	3
12. Joseph Boyle	Master	12	3
13. Stephen Bossard	4th	6	6
14. Matthew Krinsky	4th	6	6
15. Robin Matthews	4th	12	3
15. Sgt. David Roccaforte	4th	12	5
16. Donna Butler	4th	12	3
18. Alan Phillips	3rd	12	3
19. Martin Lalon	3rd	6	6
20. Lindsey Suslow	3rd	22	3
21. John Newman	2nd	9	6
22. Christopher Knight	2nd	12	4
23. Richard Pate	2nd	12	3
24. Sgt. Dirk Beijen	2nd	6	6
25. Timothy Flaherty	2nd	12	5
26. Stephen Paulsen	2nd	6	6
27. Jill Connolly	2nd	16	3
28. Nicholas Shihadeh	1st	14	4
29. Louis Espinda	1st	7	6
30. Robert Brodnik	1st	6	6
31. Jack Kowal	1st	13	3
32. Lucien Vance	1st	12	3
33. Thomas Lovrin	1st	12	3
34. Jeffrey Grave	1st	12	3

On An Average Day...

...49 Americans are murdered

...1 by strangulation

...3 with hands, fists or feet

...3 with blunt objects

...10 by cutting/stabbing

...2 with a rifle

...3 with a shotgun

...21 with a handgun

On the same average day...

...3014 shotguns are sold

...3562 rifles are sold

...3836 handguns are sold.

These statistics are taken from *On An Average Day...* by Tom Heymann, published by Ballantine Books, copyright 1989. Used with permission of the author.

As Mr. Heymann says in the introduction to his book, "The United States is a country of 245,898,000 persons (and increasing at a rate of 5,992 per day). Here is a glimpse of who we are...on an average day."

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Courtesy of a Friend

Vote

Editor
SFPOA Notebook
510 Seventh Street
San Francisco, CA 94103

Dear Editor:

Recently the Board of Directors of our Association endorsed Dan Addario for the Board of Supervisors. Dan's background and experience in law enforcement encouraged a majority of our



Board members to support a candidate that is "one of us".

As a former Philadelphia police officer and Special Agent in charge of the DEA in San Francisco, Dan is a law enforcement candidate of the first order. His platform includes solid support for full staffing of our department and strong backing for Proposition "D". He's interested in revitalizing the Police Cadet and PAL programs to steer youths toward positive law enforcement contact, to provide an atmosphere to help combat gang violence.

Dan's sensible approach to many of the city's problems, coupled with his experience in law enforcement would add a viable voice to the board of Supervisors.

When you see Dan Addario's brochure at your station or detail, take a good look at it. I believe this is a candidate that, when elected, will be a strong supporter of police officers. Isn't it about time?

Please encourage your family members and friends in the city to vote for Dan Addario for Supervisor.

Joel Harms
Northern Station

Atta boy!

Frank Jordan
Chief of Police
San Francisco Police Dept.
850 Bryant St.
San Francisco, CA 94103

Dear Chief Jordan:

It is with great pleasure that I write to you to commend the efforts of your personnel in an area of investigations and prosecutions where we recently have had great success; abating the

supply and demand of teen prostitutes in San Francisco. During the past three years, our departments have enjoyed unparalleled cooperation in dealing with this class of vice crime — cooperation which has led to the arrest and conviction of two dozen defendants.

These cases were successfully made in no small part due to the tireless efforts of your Sergeant/Inspector John "Kelly" Carroll of the Vice Detail. His was the investigative impetus to get behind the tragic situation of teen prostitution, the pimps and madams who supplied the trade, and to the repeat customers who fueled the demand. He spent untold hours of his own time providing shelter, treatment, and reassurance for these vulnerable children of the streets as they became prosecution witnesses. He exerted infinite patience in extracting their painful stories, always in a lawful and fair manner towards the eventual defendants so as to avoid any later defense challenge (and we overcame what few challenges were made). Inspector Carroll also was the constant liaison between the victims and virtually everyone else; our prosecutors, social service agencies, healthcare providers, even the children's own parents in those few instances where reconciliations were attempted. In all these efforts, his unceasing energy, creative policework, and constant good humor truly was the glue that held these cases together over the years until the ultimate victories were obtained.

And victories were truly obtained in these nearly two dozen prosecutions; over 8 pimps or madams convicted, with all receiving substantial confinement time (most in prison); over 14 "tricks" or "johns" convicted (among those, persons of some notoriety in the community), with approximately \$550,000 in contributions ordered to the Friends of Victim-Witness to benefit teen prostitutes and homeless youth. Of perhaps the greatest testament to the thoroughness of Inspector Carroll's efforts was the fact that only one of those many prosecutions went to jury trial, and only two to preliminary hearing — with the vast majority pleading guilty before any evidentiary hearing; the defendants plead because the cases were strongly made, but their early pleas allowed our fragile victims to begin to get on with their lives without the pain and public humiliation of exposing private, albeit criminal, aspects of their past.

In commending Inspector Carroll to you, I cannot neglect to note the fine support he received from other police personnel: Officers Susan Hernandez and Pauline Hnatow, who spent hours on the street and in the interview room developing rapport with the victims, and Lieutenant Michael Kemmitt, who supported and augmented the investigative team's effort whenever needed to keep the cases active. My prosecutors on these cases, Assistant District Attorneys John Carbone, Jr., Jerry Coleman, Hugh Donohoe, and Teri

Jackson, could not have had the success they had without the consistent team effort of your Vice personnel. Please convey my sincere thanks to these dedicated officers for their excellent work.

Very truly yours,
Arlo Smith
District Attorney

Boo!

Paul Chignell
Mayor's Office, City
San Francisco, CA

Paul,

I am addressing this letter to you because, quite frankly, I have had it with the Byzantine political structure and intrigues this Mayor has made commonplace in the City. I have just read, with some dismay, the letter he wrote to the Bernal Heights Democratic Club. Is his memory so short that he has forgotten his public displays of labor support and now abandons us for political revenge? The fact is that more and more qualified officers are leaving this cesspool of factionalism to go to other P.D.'s (local, statewide and out of state), where they will be treated as valuable professionals and not as unwanted step-children, as we are treated. They are being paid anywhere from \$400.00 to \$900.00 a month more, and they have better benefits. They even have a lighter work load! All they have to do is be professional, which is not hard when their city recognizes them as valuable assets necessary to preserve the fabric of society.

But it seems this Administration is concerned more with form than substance. It has created racism and factionalism, and now it will attempt to conquer by public ridicule and social ostracism. These tactics worked very well in Nazi Germany; apparently the lessons of history were not lost on the Mayor, nor on his particular form of political action.

Now, I am not saying that we have an automatic right to have the best benefits in the State. But certainly we should not be the laughing-stock of law enforcement, either. I personally know many officers from other P.D.'s who will not come here because of the political machinations and deliberate assaults upon our ability to raise our families by the Mayor in this arena. All any of us want is fairness and equity. I, for one, would like to not have to work two extra jobs to make ends meet. But at the same time, I would have no compunction about giving up my Sergeant's stripes to go to work in another P.D. and be happy. My own personal well being is worth a thousandfold the Machiavellian desires of the Mayor. Why can't he be honest with the voters and us: he hates Police and always has. I hope he takes time to think over his moves.

By the way, when he says that we have to earn the support of the voters, does he mean that all the police funerals I have attended over the past 16 years were just window dressing and not DUES PAID IN FULL?

Thank you,
Jim Speros #436
Co. I

Letters

Atta boy!

Tom Flippin, Editor
SFPOA Notebook

Dear Editor,

I am a San Francisco Unified School District Special Education Teacher. I have participated for 4 years in the SFPD Youth Wilderness Adventure Program coordinated by Officer Walter Scott. I believe that we all benefit from a police/community program at the elementary level. It is important to begin our intervention programs with the elementary student before they become "troubled teens."

Thanks to this program our students have demonstrated a change in attitude toward our Police Department. I have seen students show fear and refuse to give their name to the officer on first introductions. After completing the program these same students say 'hello' when they see the officers in their neighborhoods. Some say they want to be an officer when they grow up. It also provides the Police Officer with an opportunity to get to know some of the families in their district.

We need to continue these positive interactions between the police and our youth students. I like to see us using preventative measures when they'll do the most good.

I want to commend Officer Vince Catanzaro who has worked with my students through this program for three years. We need more dedicated officers



like him, committed to working with the community.

The Youth Wilderness Adventure Program is an effective program at the elementary level. It needs and deserves support to continue being productive in the coming school years.

Sincerely,
Ms. Scherrer
Alvarado School

Thanks

Charmers Party Headquarters
1155 Harrison St.
San Francisco, CA 94103

Dear Friends:

Just a line or two to thank you for making our Jack Young Memorial Picnic a success and a happy occasion for the many youngsters in attendance. The balloons were a hit and next year we'll have to use the helium! The day was very warm and thus water-balloons were the order of the day!

Your organization will be mentioned as a contributor to this year's picnic in our monthly newspaper, which you will receive.

Once again, thank you for your kindness and generosity.

Sincerely,

San Francisco Police
Officers' Association
Al Trigueiro
Treasurer

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Letters

Blessing Bill

The Honorable George Deukmejian
Governor of the State of California
State Capital
Sacramento, California 95814

Re: S.B. 2172

Dear Governor Deukmejian:

On November 11, 1989 Officer John Blessing was critically injured and subsequently died when he was hit by a truck while chasing a fleeing drug dealer during a narcotics investigation. John was a loving husband to his wife, Denise, and a proud father of his two children, Matt and Jolene. Although the accident that killed John was an unfortunate occurrence (which many of us are still struggling to get over), the circumstances which led to John's demise should be considered nothing less than murder.

John, his partner, Carl Tennenbaum, and I saw an unidentified black male involved in a narcotics transaction. Upon exiting our vehicle, and identifying ourselves as "Police," the suspect began to run from us. Just as we had done on hundreds of other occasions, we gave chase in an attempt to catch the suspect and place him under arrest.

The thought of getting hurt while fighting the "War on Drugs" was probably in the backs of our minds, although none of us ever openly admitted it. The risks we faced every day working plainclothes narcotics enforcement in the public housing projects of San Francisco became stories we laughed about, rather than worried about, until John got killed.

The anger that began to build up in me following John's death was not directed at the unfortunate driver of the truck that hit John; instead, it was at the drug dealer who knew we were the "Police," knew we were attempting to arrest him, yet chose to run from us to avoid his capture.

My anger was fueled when I discovered (through our District Attorney's office) that, even had we been able to catch the drug dealer we were chasing, the only charge that we could have placed on him for causing John's death was 148 of the Penal Code: fleeing a police officer, a misdemeanor.

I began to ask myself, "Can this be true? Make the supreme sacrifice (getting killed in the line of duty) and the drug dealer who causes your death gets a year in the county jail, maybe!" Obviously, this is absurd and grossly inadequate. Under present law there is virtually no deterrent for a criminal to run from the police, thus subjecting us to greater hazards than those that already exist in our profession. John's death is just one example where an officer was killed or seriously injured while pursuing a criminal on foot. Officer Kathy Linden is another.

On January 14, 1990 Officer Kathy Linden of the San Francisco Police Department, while working plainclothes narcotics enforcement in one of the high crime/gang areas of San Francisco, was in foot pursuit of a fleeing narcotics suspect. During the chase, Kathy took a serious fall which caused her right ankle to shatter. After several operations in which two metal plates and eight screws were inserted into her ankle in an attempt to salvage it, Kathy is still off work and may never return to be a police officer again.

The suspect that Kathy was pursuing was eventually caught by other officers, found in possession of a sizable amount of crack cocaine, and eventually convicted for the drug charge. The charge of 148 PC (a misdemeanor) was originally placed on him when he was arrested, but it was dismissed due to its trivial penalty.

In the touching speech that you gave at the dedication of the police officers' memorial just a short time ago, you paid tribute to the officers who have been killed while serving their respective

communities and the state. John's wife and children were there, as were the many other loved ones who have been left behind by our fallen brothers and sisters. The "thin blue line" that protects the good citizens of this state from the dealers, gangsters, rapists and robbers would greatly appreciate your signature on Senate Bill #2172 (the John Blessing Bill), so that criminals may think twice before running from the police. This, in turn, may save another officer the physical pain that Kathy has endured and one family the emotional pain that John's has suffered.

Thank you for your consideration and support.

Sincerely,
Inspector Steve Balma #604
San Francisco Police Department

Sad Day

The Honorable Art Agnos, Mayor
SF City Hall

Sir,

Today was a sad day, as I attended the funeral of a fallen officer of the law. His name was Deputy Paul Robert Bush.

Although I did not know him, it was an honor to be there and represent our city's finest, the San Francisco Police Department. I cannot speak for all police officers and other emergency workers, but there are a lot of thoughts that go through my mind during the eulogy and the quiet moments at the mass.

The long lines of police cars (from all over the state) with emergency lights flashing escorting our fallen one to the cemetery. Then there are the police officers: some mounted on their horses, some with their police dogs, some with their partners and some with friends. The stunning sound of the honor guard with a five gun salute. The call of taps on the Bugle and the lovely sound of the bagpipes as a final salute.

During the sad time, there is also a sense of pride that only a police officer knows. We have come to say goodbye to a hero that we really never knew. This officer gave up his life in the line of duty. He gave his life so that the weak and innocent could not be struck down by the evildoer.

As we drove in the procession, public traffic had to be stopped and many of the people in their cars were angry and upset. Their lives had been interrupted because of our fallen one's funeral. On the other hand, there were also the fine citizens who cared enough to stand in their driveways, and you could see the sorrow in their eyes as we passed. One elderly gentleman, stood by the flagpole in his yard with the flag at half staff. A mother stood on the corner with two young children, one in her arms and the other at her side, as she held two small flags. One was a state flag and the other was our nation's flag.

We stand at an even place as police officers, we have good times, fun times and a lot of hard times, but we're there twenty four hours a day with dedication.

Respectfully submitted,
Patrick Cadigan

Thanks

Mike Keys, President
SFPOA

Dear Mike:

I was elated to receive your good endorsement in my effort to return to the Community College Board. Thank you very much.

Sincerely,
John Riordan
PLEASE NOTE: There is a misspelling of my name on page 12 where the endorsements appear. It is spelled "Rear-don" whereas the correct spelling is "Riordan." Thank you for correcting this for me.

Editor's Note: The Notebook regrets the misspelling of Mr. Riordan's name.

Point

Mayor Art Agnos
City Hall
San Francisco, Ca

Dear Mayor Agnos:

I am very angry that the Chief of Police refuses to recognize the First Amendment Rights of police officers and, that you have taken no action to hold him accountable for this serious breach of duty.

The chief reprimanded an officer for writing a letter to the editor of a local newspaper. He transferred another officer for statements in an interview. He criticized in a threatening tone the president of the POA for statements to the media.

The Supreme Court of the United States has consistently held for many years that public employees have a constitutionally protected right to speak out on matters of public concern without reprisal.

Chief Jordan is either unaware of this fact — in which case it is your duty to inform him — or considers himself above the law — in which case it is your duty to correct this error. Your failure to act is a tacit approval of these grievous violations of the fundamental rights of the officers involved.

The First Amendment is not theory, it is an essential — maybe the most essential — ingredient of our way of life.

I implore you to take strong action to make clear to everyone that the rights of all people including police officers are sacred and will be protected in San Francisco.

Respectfully,
William J. Kelly

Counterpoint

Dear Mr. Kelly:

As my record clearly demonstrates, I am a firm believer in human rights, First Amendment rights included. Police Chief Frank Jordan shares my views.

Police officers, like all other citizens, have a right to express their opinions and political views. But no citizen has the right to shout, "Fire," in a crowded theater. A policeman who states that guns might be used against AIDS conference demonstrators certainly should not be assigned to police such a demonstration. By transferring the officer in question, Chief Jordan showed good judgement, not disrespect for free speech.

When the president of the Police Officers Association or any other officer makes press statements that are purported to represent police policy, they have an obligation to adhere to the facts. If John Smith expresses his non-factual opinion as a private person, that opinion is judged on its merits by the general public. Once he invokes his standing as a law enforcement official in an effort to give his private musings more weight, he assumes a corresponding obligation to adhere to the truth. It is part of the chief's duty to keep the public informed of police policy. If that policy is misrepresented, those responsible for the misrepresentation should be called to account.

The society gives extraordinary powers to its sworn police officers — powers not granted to other public employees. In return, the law enforcement officer assumes the responsibility of living up to a high standard of conduct. For example, if some clerk gossips about a criminal suspect being "guilty

as sin," that is very different from having a police investigator express such an opinion publicly.

Matters of public concern are freely debated in San Francisco, and there is no evidence that suggests otherwise. I can think of no issue and no situation where the POA has hesitated to express its views because of the chief's tone of voice.

The due process rights enjoyed by police officers in San Francisco exceed those of virtually every jurisdiction in the world. No pattern of "grievous violations of the fundamental rights" of police officers is occurring in this City.

I do appreciate your taking the trouble to share your views on this matter with me, and hope this explanation clarifies how I interpret Chief Jordan's actions. Thank you for writing.

Sincerely,
Art Agnos

Prop. D

Honorable Mayor Art Agnos
City Hall
San Francisco, CA

Dear Mayor Agnos:

I'm going to take you on about Proposition D and the Police and Fire Departments.

Civilian control does not belong in these Departments. You're not a firefighter or a patrolman, only a social worker Mayor in this tough and dangerous slob city.

These officers and firefighters are going through hell by putting their lives on the line every minute of every day they are on the streets. You sit in a plush office with so many deputy mayors.

These departments got staffed when the standards were lowered to accommodate the less qualified and police power was removed.

You, Mr. Mayor, have a lot of nerve to talk about health care and other benefits for these departments on account of the budget. Get rid of the excess baggage in City Hall. It's good these departments want an arbitrator to settle things so they can reap the benefits that other police and fire departments have. More power to them. I hope the citizens have more sense than you as Mayor to vote "Yes" on Prop. D.

Sincerely,
Mary T. Kelly

Support

Michael Keys, President
SFPOA

Dear Mr. Keys:

Thank you for your letter of August 9, 1990 regarding the San Francisco Charter Amendment that provides for collective bargaining and interest arbitration for police officers, airport police and firefighters.

Please know that I support the proposed Charter Amendment. Law enforcement officers and firefighters provide an invaluable service to our community and have a right to fair wages and benefits.

I would be delighted to meet with you and your fellow officers to discuss issues of mutual importance. I look forward to our meeting at my district office on September 6, 1990 at 9:30 a.m.

All the best,
Jackie Speier
State Assemblywoman



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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



PAL Football

by A Young PAL Football Player

August 1st, I was standing in the middle of Kimble Park with about 200 kids about the same age as myself. We were all looking around at the large group of kids and thinking the same thing. "Which of these kids get to play on the PAL team with me? Will I make the team? I was introduced to some men that were to be my coaches. I didn't know any one of them or any of the other kids. Maybe I should just go home and tell mom and dad that I don't know if I want to play football. I don't know if I want to play with any of these kids I don't know.

The Coach is calling all of us together and we are told what will be expected of members of the PAL football teams. Boy, that coach sounds really tough. How does the coach expect us to know all the things that he said we will have to. I guess they will teach us, but it still sounds tough. He said that we will all have to pull together and participate as "team" players, and not to play or act as individual players. He said that the practices will be tough in the beginning, and worse later, but the hard work will make us better persons and football players.

The first night of drills and practice was the hardest workout I have ever had. Every bone in my body hurt, and I still had to walk home. Mom thought that there was something wrong with me when I got home and went straight to bed. It was only 7:00 PM.

August 2nd, some of the kids that were here yesterday did not come back. I wonder why? But there was another group of new kids to replace them. The coach went over the things he talked about yesterday to us with the "new" kids, while the other coaches made the "old" kids do

drills and exercise. It seems like a long time but the rest of the kids finally joined us in the "fun" (that's what the coaches call the drills). The coaches started to explain the difference in the positions and responsibilities of the positions. I don't know if I'll ever remember this stuff. I was in bed early that night also. I also missed my favorite TV show.

August 3rd through early September, the practices seemed to get easier, but I'm not going to tell the coaches, they would think of something else for me or the team to do. The coaches mentioned that a lot of kids quit the team each night, and he felt that as each night goes by, one or two others will quit, but that those who stick it out will probably make the team, even though he might have to "cut" some kids. I started to think about being "cut" after putting in all these days of practice. I really hope I make the "team". I've made a lot of new friends while coming to practice and I would miss them if I didn't make the "team."

September 3rd, the "TEAM" was picked, only 35 boys made the team. The coach tells us about the schedule and where we were going to play other teams. I wondered where San Marin and Ukiah were, and how we were going to get there. The coach then told us that the "team" would be traveling in the PAL van to all of our games. The Coach told us that on the next day we will be fitted with our equipment and uniforms. (Wow, I made it, I'm a PAL Seahawk player).

September 4th, all of the team was on time, and we started to get our equipment, and were told how it was to fit. The coach introduced the PAL Director who told us that we will have a lot of fun playing PAL football against the other teams from around the area. He told us that while we were members of the PAL team, we will be expected to conduct ourselves as gentlemen and display good sportsmanship (whether we win or lose a game), and that we were representing the people of San Francisco, and should be proud of that.

The season started off badly, we lost the first two games before we won one. But from then on it has been a little better and we won the next two games and it looks like we'll be in the play-offs. Coach Duncan talked to us about the values of winning and losing a football game. He also reminded us that "IT WAS ONLY A GAME," and that we should always remember that. He told us that winning and losing were a part of life, that every day people win and lose, and that in our lives it will happen to us also.

Coach Duncan spoke to us and reminded us of the first day this team came together back in August, when none of us knew each other. That we did not know the difference between a pass play and an option pass. That we were all individuals playing to be part of this "team". He reminded us that we were in fact "A TEAM," and we had proven that many times in the past few weeks during our games. That we gained the respect of many of the league's coaches, due to how far we came in such a short time. Coach Duncan reminded us of the new friends that we have made in our teammates, friendships that will carry on for many years to come.

As we retreated to the van for the long ride home, I started to think about the things that Coach Duncan told us. I realized that there were many things that came out of this football season besides the things that the coaches explained. I realized that I was a member of a team, and "I liked that feeling." I can't wait for next August 1st and what new friends I'll make and things I'll learn with the PAL Seahawks Football Team.

Self-Esteem Programs Can't Socialize Gangs

by Emperor Norton

It is no surprise to find that self-esteem programs are not as successful as hoped. It is hard to find kind words for it among the gang task force officers dealing with the burgeoning street gangs. Some PCOP feel there must be a correlation between low self-esteem and social problems.

Can one really expect Vietnamese, Chinese and black gang members to be "saved" by training in self-esteem in how to avoid outright aggression, by accepting responsibilities? Can one artificially instill in troubled and violent youth values that in earlier days were always organically instilled through years of daily, natural give-and-take with parents, church and community?

The question is, are we putting our

money where our minds should be?

It is true that the gangs are obsessed with ego and respect. Their most important possession is their reputation. A minor insult directed at a gang member by a rival gang member must be avenged, for it threatens not only his self-esteem but his identity.

But unless all of history misleads us, men fight and kill not necessarily out of lack of self-esteem at all. Many kill out of arrogance, out of sadism and out of impulses. And what does well-meaning training in self-esteem say to these violent and mysterious human emotions?

History shows us that lack of self-esteem can also cause men to paint great paintings, build great buildings and write great books. Unsuredness and inner struggling over one's worth, when not self-destructive, can be the necessary fuel of creation and of culture. What is wrong with the self-esteem movement's search for a vaccine against social ills is the fact that it is, like so many of the recipes, ridiculously simplistic.

The solution is not taking gang members out to dinner, but treating them as they should be treated. If they commit a crime, they should be punished. Give them probations that are meaningful, like the Shell Oil Diversion Project. If they're given jobs, be sure they are supervised.

PAL In Property

by PAL Cadet Nathan Asbury

This summer I was able to work a very unusual job. It required determination, trust and sometimes patience. I was working at the Hall of Justice's Property Control Room for the San Francisco Police Department and the San Francisco PAL.

I worked Mondays and Wednesdays from 8 AM - 4 PM and Fridays from 8 AM - 12 noon. I worked eight weeks (July 23rd - September 14th) earning \$4.25 per hour.

My job there was to help out the civilian and sworn workers as much as I could. One day I would be shifting property to the back room, making room for new property being booked. The next day I could be working at the front counter getting property to be sent to court.

What I learned from the Hall of Justice is that commitment and trust is needed to work well in such an important place. What I also learned is you must set your standards to get the most important thing done. In reality I was gaining self-confidence while at the same time working for the City and County of San Francisco.

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POLICE ACTIVITIES LEAGUE



Ron Exley
Dir. Program Development

When a pal needs a PAL

Proposition 133

Sponsored by Lieutenant Governor Leo McCarthy, the so-called "Safe Streets Initiative" will benefit the San Francisco PAL: It will raise sales tax one-half cent to establish a \$7.4 billion fund to combat drugs. One-half of the money would go to law enforcement and the rest would go for drug treatment, education and PAL programs throughout the state.

It also eliminates the "early release" prison credits for repeat violent offenders and drug criminals, required them to serve their full sentences after a second conviction.

A vote for Proposition 133, is a vote for PAL.

Giants Rookie League
by Officer Richard Andrews

On an early Saturday morning the ground crew prepared the field for a crucial game. The opposing team had just finished their infield warmup and the umpires took up their positions. For the Giants, the season was on the line. The winner of this one game playoff would advance to the league championship. As the umpire yelled "play ball" the first Giant's batter grabbed his bat and headed for the plate. The Giants center fielder looked down the third base line for the possibility of a lead off bunt if the defense was not ready. As the batter looked over the defensive alignment, he noticed something familiar about the team in the outfield. The other team was also wearing Giants uniforms. Yes it's the Giants vs. the Giants in a playoff game to see who would advance to the league championship against ... you guessed it, the Giants.

In another effort to keep kids off the corner and on the ballfield, the San Francisco Giants sponsored a "Rookie League" for kids. Thanks to the generosity of the major league San Francisco Giants, 180 kids on 12 teams from throughout the city became "Rookie League" S.F. Giants this year. The league, designed for kids 8-10 and 11-12 years old, just finished its first season. Outfitted in Giants uniforms and caps, kids from all over the city competed this summer for the title of "San Francisco Giants Rookie League Champs." The season came to a close on Saturday, September 8th when the Cayuga Giants defeated the Oceanview Giants to take the 11-12 year old division. Earlier in the week the Sunnydale Giants won the 8-10 league. On Tuesday, September 25th the real Giants honored the winning teams with

free tickets to the game and a home plate ceremony with representatives from both teams on the field. PAL also presented the Giants with a certificate from the Chief in appreciation of their efforts to keep kids off the streets. Since I umpired all the games played in both divisions, I noticed a strange phenomenon.

Although these kids came from different parts of the city, often representing feuding communities, there were no fights on the ballfield. I would like to think that this was due to my great ability as an umpire, but I doubt it. The battles of rival communities were not fought this time with guns or knives or with drive-in shootings on the street, but were fought fairly on the playing field with baseballs, gloves and bats, and no one got hurt. Out of all the time and money spent by politicians to keep kids out of street gangs, maybe a simple game of baseball is our path to end violence and lead us to our field of dreams.

The Russians Are Coming!!!

In November a team of amateur boxers representing law enforcement agencies from within the Soviet Union will be matched with a team of boxers representing law enforcement agencies throughout the state.

The bouts will take place at the San Francisco Civic Auditorium on November 10th. Joe Mollo is in the process of attempting to put together a team of experienced boxers for a once-in-a-lifetime show. Arrangements are being made to have these bouts shown on cable television.

The Soviet Union Boxers are highly experienced having numerous bouts to their credit. The Soviets are bringing a team of ten boxers. The team will be composed as follows: four heavy weights, all weighing approximately 200 lbs.; one 178 lbs.; one 165 lbs.; two 156 lbs.; two 148 lbs.

Mr. Joe Val Verde, of the Los Angeles Sheriff's Department is the head coach. Additional coaches will be selected.

Lake Merced Golf And Country Club - A Golfer's Dream

On September 17th, the PAL 11th annual Golf Tournament was a Golfer's Paradise and another financial success for the PAL. 143 golfers teed off on the beautiful greens of the Lake Merced Golf and Country Club Course.

Finally when Little Lucca's Deli and Kay Baxter (Ingleside) realized that Lake Merc-

ed Golf & Country Club was not Harding, we were ready to go. Another beautiful September day shined on us with beautiful weather and little hope for Ray Cohn who was only 3 feet 8 inches from a new Lexus. Captain Tim Hettrick (Richmond) trotted, excuse me, rolled in with a 75 for low gross.

In all, the golfers and the staff all looked fashionable in their 49er color PAL 1990 Golf Tournament jackets, which were donated by Tom Barnes, TCB Builders.

A delightful dinner of Prime Rib and the service of Lake Merced's fine staff, plus the jollies of Fred LaCoss made for a special evening. But at the time of the raffle, Phil McGee (Southern), tournament director, walked away with a set of golf clubs and a dress (a good outfit for Halloween). Rich Barsotti, tournament director, did not win

a dress, but then I don't think he really wanted it.

From the moment we arrived at Lake Merced to the last one leaving, we were treated like Kings and Queens. A special thanks to the Marshall, Mr. Walsh and to Loudres York, one of the waitresses whose husband coaches Judo for PAL. Everyone there did a fine job. Thanks especially to two tournament directors, Phil McGee and Rich Barsotti, who did a tremendous job and to this year's executive committee: Rich Andrews, Tom Barnes, Marvin Cardoza, Ken Davis, Jim Deignan, Kenn Edwards, Jack Immendorf, Ray Kilroy, Richard Klapp, Jon E. McMahon, Bob Mengarelli, Jay Parashis, Michael Pritchard, Emory Speck, Chris Sullivan, Terry Sullivan, Loyce Tucker and Vera Rogulsky (executive secretary).

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King And His Court vs. SFPD Softball Team

by Richard Andrews

When the red, white and blue van drove onto the grass at Big Rec, the cameras started to roll and a group of curious onlookers began to gather. The van's arrival meant that the world famous "King and His Court" 4-man softball team had arrived. The King brought his small band of merry men to San Francisco to take on the feared S.F.P.D. softball team in a game to raise money for the PAL. Although the teams were not matched equally in strength, the S.F.P.D. team felt no advantage in their numbers as the "King and His Court" were basically a professional softball team. Not only did they have to play the most successful softball team in history, they had to play it in front of T.V. cameras from E.S.P.N., as the game will be televised nationally sometime in early 1991.

The game began as soon as the T.V. crew was ready and the King had made his opening remarks to the small but enthusiastic crowd. With this game being taped for T.V. everything had to be right, and when it wasn't it had to be done again. It was like watching instant replay without the need for a television. The team from S.F. held their own for the first 2 innings. To watch the pitching on both sides was worth the price of admission alone. With all the cuts and retakes it was hard to remember what inning we were in, but around the 3rd, the catcher from the King's team came to bat. This guy made Jose Canseco look like Pee Wee Herman and sent a screamer out of the park. The King

took the lead.

When the S.F. team came up to bat next, the Chief led off the inning. The fact that Ron (the bald eagle) Exley and myself were the only umpires, and both of us combined did not hold enough rank to run a group of girlscouts, neither of us wanted to be the one to have to make that "out" call on the Chief. Thanks to the umpire god, the chief ripped a clean single to left field and we were both off the hook. As the next batter came up, the Chief was told to take a lead off first so the King could throw a trick pitch and pick the Chief off of first. As the King went into his windup the Chief took his lead off first, and knowing that I would have to make the out call at first, I began wondering what great new assignment I would have when the game was over. As planned the King threw his trick pitch and as the Chief dived back in to first, I raised my hand and made the call. Luckily for me the Chief came up dirty and smiling and headed for the dugout. But that was not the end. The camera crew didn't get it right the first time and so we had to do it all over again, and again. By the time it was all over the Chief had been picked off first so many times, his numbers matched that of Ricky Henderson's stolen base records.

All in all the game went along well and the crowd had seen a good show. As for the final score of the game, I lost track between retakes back in the fourth inning. However, at the end of the game, the Chief put a ticket on the King's van for parking on the grass, so I figure S.F. won the game 1-0.

50,000 Rubber Duckies To Race for SF Charity

"Ducks Ahoy" will be the rallying cry on October 20 when an estimated 50,000 rubber ducks hit the water in San Francisco's first Great Rubber Ducky Race. The race, held at Aquatic Park, will pit rubber ducky against rubber ducky in a race to the finish line and the chance to win \$50,000 in prizes.

In addition to adding another chapter to the Bay Area's history of championship sports, the event will raise much-needed funds for the San Francisco Boys & Girls Club. Calls to 900-321-DUCK will allow backers to adopt ducks and have the \$5 charge billed directly to their telephone bill. Now celebrating its 99th year, the Club currently serves over 3,500 inner-city youth through its four city locations and hosts 2,000 annually at its Camp Mendocino.

The Great Rubber Duck Race will begin at high noon when 50,000 yellow rubber duckies are released from a large net at the end of the Aquatic Park pier. To the cheers of their benefactors, the ducks will float through specially-built raceways in rapids created by shooting water from a San Francisco fire department boat. Fifty thousand dollars in prizes will be awarded to the first

100 finishers.

Each duck in the race is adopted through a \$5 contribution from individuals and companies. All ducks have numbers which are then matched with computerized sponsors lists to identify the first 100 winners.

The Great San Francisco Duck Race will be part of an all-day event including food, music and entertainment. Sponsorships will be available at participating retail stores, major Bay Area companies and commuter stations.

Leading Bay Area corporations, retailers, organizations and civic groups have joined in sponsoring activities, promotions and donations. Among others, upcoming promotions include a KGO-sponsored Rubber Ducky Day.

The concept of the Rubber Ducky Race was developed by Great American Duck Races of Phoenix. Since their first benefit race in 1988 for a Scottsdale drug-abuse prevention program, the numbered yellow duckies have been used to raise funds for over 100 charities across the country. The events have been featured in *Life*, *Time*, *Wall Street Journal*, and a recent interview on CBS This Morning.

Adopt A Duck! Call
900-321-DUCK

On Saturday, October 29th, 1990, 50,000 (with your help!) numbered yellow duckies will hit the rapids at Aquatic Park, each backed by a \$5.00 sponsorship. Fireboats will use their hoses to create rapids propelling the ducks to an exciting finish. Naturally, the festivities will be pure San Francisco, with food, music, and entertainment all geared toward a wonderful community experience. But there's more than just fun. The first 100 ducks across the finish line will share \$50,000 in prizes!

Thousands of San Francisco children need our help. The San Francisco Boys & Girls Club is seriously in need of major financial assistance.

In response, individuals and corporations throughout the City are supporting "The First-Ever Great San Francisco Rubber Ducky Race."

For over 99 years, this club has provided disadvantaged San Francisco children with health, social, educational, vocational and character development programs. It offers year-round programs at four city locations that serve 3,500 children. Another 2,000 campers spend part of their summer at Camp Mendocino.

Three Ways You Can Help Now!

1. Sponsor a duck by calling 900-321-DUCK. Automatically, you will be registered for the race with a numbered duck and your \$5.00 donation will be billed on your next phone statement. Call to enter as many ducks as you like, each entry brings Club activities to more San Francisco children.

2. *Most Urgent!!!* Sign on the next blank line, copy and mail or give this letter to as many people as you can. This easy, but so critical, step is the fastest, most economical way to reach 500,000 members of our community. Please act quickly and for the children's sake, please keep this vital letter campaign alive by passing it on!

3. After October 20th, you can still make donations to the Boys & Girls Club by calling 900-321-DUCK. We will keep this line alive as long as people support it.

It's so easy to make a big difference. Simply, SIGN (legibly) and COPY this letter, then, PASS it on or MAIL it to as many people as you can TODAY!!

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

On behalf of all children this helps, thank you.
All proceeds benefit the S.F. Boys & Girls Club.
1950 Page Street, San Francisco, CA 94117 - (415) 221-0790

A Message from the Mayor Notre Dame vs. U.S.C.

(Here we go again)

I've got the trip all set-up.

Depart S.F.O. Fri 8 a.m. Nov. 23rd.

Return S.F.O. Sun. 5:30 p.m. Nov. 25th.

Hotel: Westin Bonaventure

3 days/2 nights, airfare, game tickets

\$234 each 1st come / 1st serve (20 spaces)

So those of you going, let's start to get those livers in shape....
Buy that Sun-Tan Lotion.... Buy those racing forms and have
some fun... fun... fun....

A FEW TICKETS
REMAIN

The Mayor of Malibu
or Charley Mahoney, Co. H
Larry Frost, Co. K

NEXT... INTERIORS

HOME and OFFICE
FURNISHINGS
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(between Market & Fell)

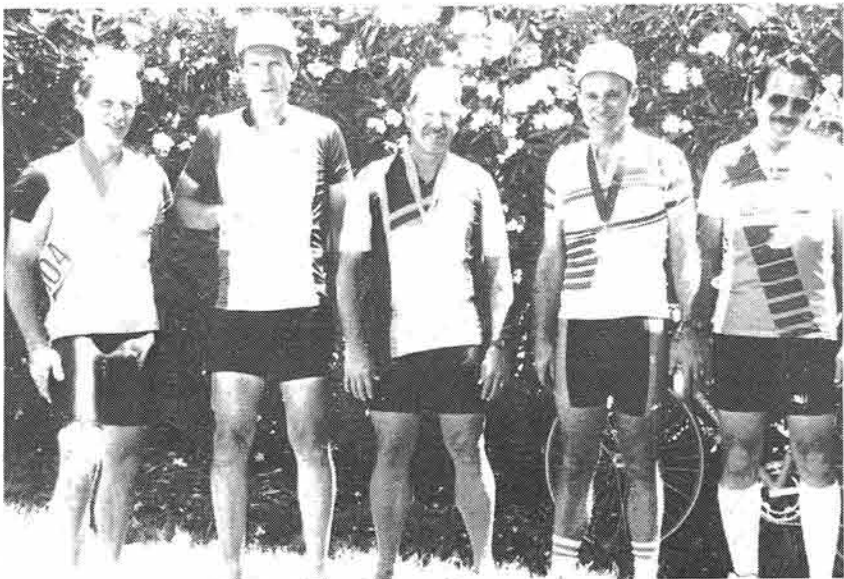
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CALIFORNIA 94102
TEL: 415-255-7662
FAX: 415-255-6230



by Dennis Bianchi

This month's running shorts will be a bit shorter on running news than usual. I haven't kept up the way I normally try to and you haven't kept me updated at all ("you" being the runners of this Department) so after a few short notes I would like to digress to a few of my favorite subjects.

First, this year we got clobbered at the Hook and Ladder race put on by the Fire Department and almost always won by them. This year we had so few competitors that we couldn't field an official team. Steve Mulkeen cooked out there, however, as did John Payne. I have been led to believe that a few other runners from this Department



A smiling Jeff Brosch, center, displays his gold medal from the cycle sprints



S.F.P.D. Mountain Bike Team: Kelvin Lai, Arthur Gabac, Jeff Brosch, Glen Mori

were present but, I'm sorry to say, I don't have their names. Injuries kept several runners away but my impression is that lack of interest was more influential. What ever happened to that attitude of good, fun competition with the Fire Department? Hey, bragging rights are fun!

Next on the running agenda are two big

marathon runs coming up. I will attempt to fly the S.F.P.D. colors at the Chicago Marathon on October 28. It could be a disaster as I have only recently been able to train regularly after an over-use injury (How do you spell dumb?) sidelined me for three months. One week later our Department will be much more ably represented at the New York City marathon by Stan Buscovich and possibly Mike Mahoney. Stan has maintained a remarkable consistency to his quality running and we should all be cheering for him to turn in a good, fast time. Mike has not yet determined if he can make it to the Big Apple this year. He was this Department's sole representative last year and beat the entire New York team.

I now digress. I have been accused by members of our Homicide Detail of being a bit too flowery in my praise of their co-investigator, Jeff Brosch, in columns I have written in the past. My response is this: you ain't seen nuttin' yet. Consider the following. At this year's California's Police Summer Games Jeff won more medals than any other competitor from this Department. He may have won more medals than any competitor from any and all departments participating. Not all of his medals were won in competition with competitors his own age or older. Jeff was forced to compete in younger age groups, including the team triathlon where Jeff's time was one of the fastest regardless of age group or any other categorization. Not only did he excel, he was always smiling, having a good time and always having a good word for everyone. Jeff led a team of S.F.P.D. cyclists, Kelvin Lai, Arthur Gabac and Glen Mori, who gained valuable experience and a taste for competition. No doubt Jeff's talent and positive attitude inspired them to be eager for next year's Games in Oakland. Jeff's attitude and competitive heart leads me to my next subject, fitness and our job.

Jeff is 51 years old but can compete with 30-year old competitors regularly. He's reliable, affable and competent. I'm inclined to believe that his participation in com-

petitive athletic events has nourished these qualities. Our job is physically stressful at times and, even more often, mentally stressful. A regular exercise program, as a means for dealing with these stresses, has been studied more often than you can believe. Every study has shown that regular exercise is beneficial and should be practiced by everyone. The more stress that one has in one's life, the more one needs an outlet, such as running, cycling, swimming, weight-lifting or any number of other exercise systems. Numerous members of this Department completely disregard this data, knowing full-well that this is not really smart. I'm not a doctor. I've never claimed to be an expert on any of these matters, but I've competed, and I've let training slide. I've read numerous books and articles about the benefits of regular exercise and been in a position to see and feel first-hand what those benefits are and what happens when I ignored the advice. Please, be good to yourself and exercise regularly.

As I stated above, I was recently injured by an over-use injury. Too much of anything is still too much. While recuperating, however, I discovered how important regular exercise was. Without it I became more irritable, chubbier, lacked energy and felt a strong sense of ennui. Once my injury was correctly treated I was able to work out on a regular basis again. Even though the effort level was not as intense as it was previously, my attitude changed drastically and my body responded immediately. There is no doubt in my mind that exercise, done regularly and not fitfully, can help every one of us. Like Jeff Brosch, and the many other quality people in this Department who get out on the training trails regularly, you too should just do it!

GOLF OUTING

- WHEN:** Monday, November 5, 1990
- TIME:** 12:00 Noon—Shotgun Start
- PLACE:** Lake Merced Golf and Country Club
Daly City, California
- PRICE:** \$130.00
- INCLUDES:** Golf Cart, T-Prizes, Lunch, Dinner, Refreshment Wagon
- PRIZES:** Low Teams Score (2), 2 Closest to Pin, Long Drive, Free Raffle.
NO GOLFER LEAVES EMPTY-HANDED—GUARANTEED!!
- BENEFITS:** San Francisco Airport Police Widows and Orphan Fund
- FORMAT:** 4 Man/Woman Scramble. Bring Your Own Team. Singles and 2 Man/Woman Teams Welcomed. We'll Pair You.
- DINNER:** San Francisco Airport Hilton
Terrace Ballroom (4:00 p.m. to 10:00 p.m.)
- ***** BUFFET DINNER *****

DINNER GUEST: \$25.00. Make a note on check if guest is coming.

NUMBER OF GUESTS: _____

NAME: _____	NAME: _____
ADDRESS: _____	ADDRESS: _____
CITY: _____ ZIP: _____	CITY: _____ ZIP: _____
PHONE: (H) _____ (W) _____	PHONE: (H) _____ (W) _____
NAME: _____	NAME: _____
ADDRESS: _____	ADDRESS: _____
CITY: _____ ZIP: _____	CITY: _____ ZIP: _____
PHONE: (H) _____ (W) _____	PHONE: (H) _____ (W) _____

MAKE CHECKS PAYABLE TO: San Francisco Airport Police Widows and Orphan Fund

MAIL TO: Timothy McGuire, S.F. Airport Police
P.O. Box 8097, S.F., CA 94128

STAR☆WASH

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San Francisco, California 94110

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John M. Lucas
Alberto R. Orsini

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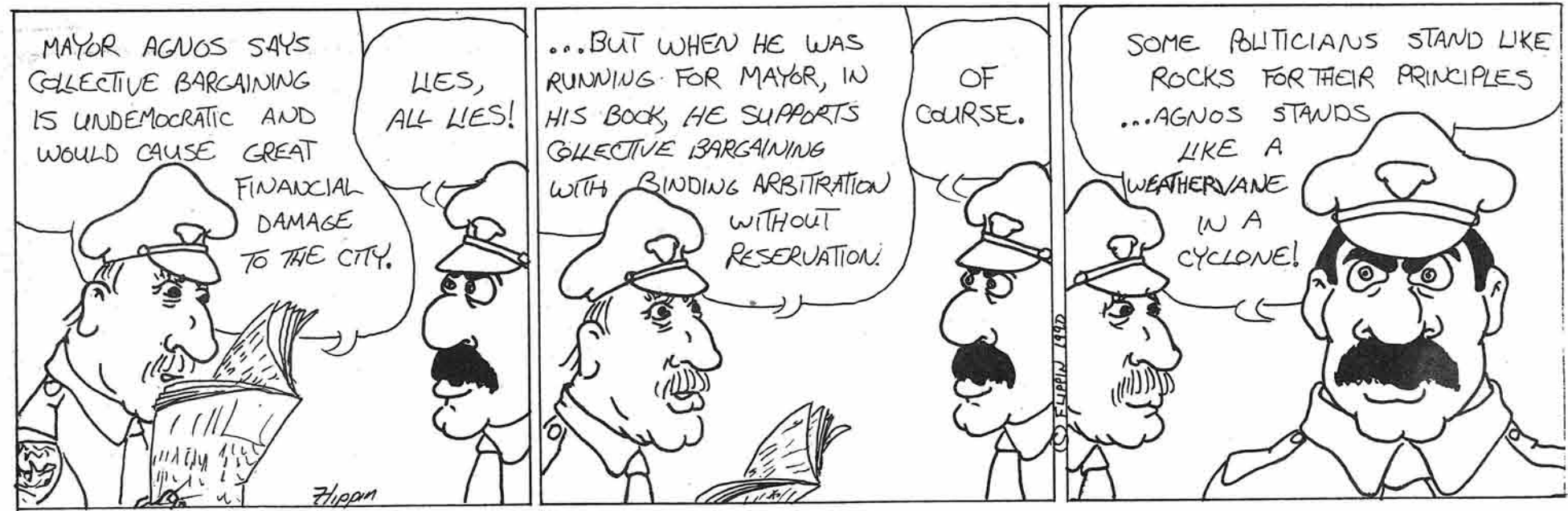
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San Francisco, CA 94103 FREE PARKING

ON THE STREET/Tom Flippin



Funny ...But True

by Tom Flippin, Editor

I FOUGHT THE LAW (OF GRAVITY): A burglary suspect who fell five stories while trying to escape capture remained in critical condition in the prison ward at San Francisco General Hospital yesterday.

Michael Armstrong, 39, whose arrest record goes back to 1972, was caught in a seventh-floor apartment at 440 Davis Street by security guards after neighbors tipped them off around 8:05 Tuesday night.

Armstrong dropped to a sixth-floor fire escape and then tried to drop to the fifth but "apparently lost his balance and fell," a police source said.

Police found Armstrong in front of the apartment house, covered with blood. He apparently cut himself breaking through a window. A pillowcase with \$190 was found in the apartment.

Armstrong underwent surgery Tuesday for fractures.

RED BARON, WHERE ARE YOU? John Moyer, 28, of Redondo Beach, was arrested and booked on a charge of assault with intent to do great bodily harm and held on \$5,000 bail. The victim, though somewhat deflated, was not seriously injured.

Sheriff's deputies said the incident occurred when Moyer, a model plane buff, decided to 'buzz' the Goodyear blimp Columbia with his radio-controlled plane.

The model plane struck the blimp in its side, tearing a 2-by-2 foot hole in the fabric. The deflating blimp, which was carrying seven people, landed safely with no one hurt.

The FAA and the National Transportation Safety Board are investigating the incident.

Maybe they'll revoke his pilot's license...and where were the traffic controllers during all this.

'A' FOR EFFORT: Philippines police said Enrique Quinanda, depressed over his unemployment, tried to hang himself at his home. He was cut down and taken to a hospital.

As doctors were preparing a sedative, he slipped away, ran to a nearby restaurant, grabbed a knife and slashed his wrists.

Police saw the incident and tried to subdue Quinanda, but he put up such a struggle that officers shot and killed him to prevent him from committing suicide.

GOD BLESS AMERICA: A man in New York has been awarded \$9.3 million by a jury. Francisco Marino was hit by a subway train and lost an arm after falling drunk onto the tracks.

The Transit Authority said it plans to appeal the decision on the grounds that the award is excessive and that the injured man was responsible for his own actions. "God Bless America," said Marino after hearing the decision. Marino, a Mexican citizen, has been in the United States for six months working as a dishwasher.

HONEST AL: The official appointed by Philippines President Corazon Aquino to investigate alleged rigging of the government lottery won the top prize yesterday in a drawing televised to restore public confidence.

Retired Brigadier General Alfredo Lim, director of the National Bureau of Investigation, held the winning ticket in the weekly lottery worth \$200,000, officials of the Philippines Charity Sweepstakes Office said.

Officials said Lim bought a book of 80 tickets while he was investigating allegations that the September 1 drawing was rigged.

HOW MUCH ... FOR WHAT? Australia has introduced an interesting twist to the oldest profession. In the same spirit of free enterprise used by American farmers, who are often paid not to grow certain crops, the Western Australia Health Department is paying several AIDS-infected prostitutes not to have sex. The amount of the subsidy was not reported. Considering the various possibilities, there may be various amounts available: So much not to ... oh, never mind!

TAKEN TO THE CLEANERS: A mob of Kenyans chased down and captured a public enemy. The man, still unidentified at this time, was chased through the streets, captured, and had his clothes set afire.

The crowd, however, evidently had good reason for their vigilante effort. The offender was a fellow artisan from their village. He had refused to bathe for three years when his neighbors reached their breaking point.

After stripping him and burning his clothes, the crowd forcibly washed him, then marched him to the barber shop for a trim. After all this the man was escorted to a bar where his colleagues bought him several beers.

UNCLEAR ON THE CONCEPT: Convicted murderer James Hamblen got his wish. Hamblen, 61, was condemned to death in Florida for killing a woman during an attempted robbery.

When interviewers asked Hamblen about his upcoming electrocution, he replied, "I can hardly wait to sit in 'Old Sparky' (the nickname for Florida's electric chair). I'm really curious about it. I think it's spiffy."

Spiffy? Maybe he thought Old Sparky was a Disney World ride.



Let's Win with Wendy

Supervisor Wendy Nelder, who has been an important part of our "Police family" during her three terms on the board, has chosen to run for Assessor. As supporters of Wendy, we need to do everything possible to elect her, and prove to all future candidates that our endorsement is worth seeking. Because Mayor Agnos is supporting her opponent, our work is cut out for us.

Here's our chance to prove that the Police endorsement has clout. We can be a tremendous force in electing Wendy Nelder Assessor if we start working NOW for the November election.

Here's what we can do. Sign up now to put a Nelder house sign in your window. Indicate if you can put a larger sign on your own building or of a friend's building. As the campaign progresses, you can send out "dear friend" cards and invite Wendy to your home to meet your friends and neighbors.

Please sign up on this pledge sheet and show Wendy we're behind her 100%. Sign me up for the Win with Wendy Campaign.

Name _____
Address _____
Phone - _____

I will do the following:

- ☐ Put a house sign in my window.
- ☐ Put a larger sign on a building.
- ☐ Send out "Dear Friend" cards.
- ☐ Hold a "coffee hour" in my home.

Please cut out this pledge sheet, and deliver it, or any piece of paper with the information on it, to 510 7th Street or your Police representative for delivery to Wendy.

Let's show Wendy that her "family" is enthusiastically working for her success.

4/10

Chief Frank Jordan has expressed a need to revoke the 4/10 watch-off schedule by November 10, 1990 for various reasons.

The P.O.A. will enter into immediate meet and confer sessions in order to prevent this action from occurring.

We urge all members to continue serving the citizens of our City to the best of their abilities and not let the threat of losing a substantial benefit interfere with their professionalism.