

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, DECEMBER, 1990

204

NUMBER 12

Sweet Victory!

by Al Trigueiro, Treasurer

The accomplishment of the passage of Proposition D is now behind us, but the sweetness of our victory should remain fresh in our memories for years to come. For Proposition D will be the vehicle by which all of our future wages, benefits and working conditions will be determined. No longer will our Association be required to solicit the voters of San Francisco each June and/or November for the benefits enjoyed by the majority of law enforcement agencies throughout the Bay Area and the State. Gone are the days of costly campaigns aimed at the piecemeal acquisition of benefits or changes in working conditions. The format of the meet and confer process will be replaced by contract negotiations that demand equitable agreement from both parties at the bargaining table.

Let us never forget those individuals who made sacrifices in terms of man-hours, resources and just plain persistence to accomplish something that our own campaign management company, the GCA Group, gave us very little chance of doing initially.

Night after night, a small cadre of officers travelled to neighborhood associations, political clubs and small business groups to solicit support and endorsements. Each morning and evening, for four weeks, a number of both firefighters and officers met and took to the streets in an attempt to explain our initiative to the voting public. These workers would eventually walk in excess of one hundred precincts in strategically crucial neighborhoods. It was effective! Not to be forgotten were those officers and firefighters who were instrumental in the development of the beautifully effective brochures which blanketed the city.

In the wee hours of the morning on November 6 (election day) a small army of firefighters and police officers met at the bandstand in Golden Gate Park. The objective was to distribute Prop D door hangers throughout the Sunset and Richmond Districts. It was done and done effectively. My partner, Carl Tennenbaum, would remark that morning that he couldn't distribute his entire allotment since every door for miles had already been hung with our flyers.

Later that morning, a group of officers, armed with home-made Prop D signs, lined several key intersections throughout the City and were greeted with positive gestures and honking from passing motorists, obviously supportive of our measure.

Over the course of the campaign, which began over a year ago, numerous officers, firefighters, their family members and friends sacrificed a great deal; but, in the final analysis, it was worth the effort.

During this Holiday Season all of us have much for which to be thankful, and it is in this spirit of appreciation that I personally thank each and every one of the volunteers for their efforts and commitment to the passage of Proposition D. For without the work of many like those listed below, Pro-

position D might have gone down to defeat on November 6, as the majority of state and local propositions did.

Now is our time to celebrate, but let us not forget that our work is truly just beginning and the future will require a like effort and commitment to develop and accomplish the goals of our Association.

Once more, thank you for making Proposition D a reality and for your commitment to the campaign. I can assure you that it paid off! May the peace and joy of the Christmas Season be with you and your families.

Prop D Volunteers — Police

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Ron Banta
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Ray Benson
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Henry Friedlander
Liam Frost
Jim Garrity
Sue Glaser
Spencer Gregory
Neal Griffin
Jim Guerrero

(See VICTORY, Page 24)

Proposition D — Where Do We Go From Here?

by Ron Parenti, Northern Station

The resounding victory of Proposition D, the collective bargaining with binding arbitration initiative for police and fire, is sweet music to our ears. We achieved a goal long sought by public safety organizations in California. We did so in the face of powerful political opposition. The mayor, the city attorney's office, and police administration all opposed us. We did it with the help of our friends on the Board of Supervisors, in the community, and, most importantly, from organized labor. We should be proud of our accomplishments.

However, what is the next step? We have to first look at what Proposition D says.

Proposition D: One Fourth Of The Equation

Proposition D is the means to an end. Proposition D delineates new procedures for setting salaries and benefits. Compensation will no longer be set by a formula comparing San Francisco to Los Angeles, San Diego, San Jose and Long Beach. We will now negotiate with city representatives. We will meet and confer over wages, hours and other conditions of employment. There are no longer any guarantees.

Proposition D is the first step: one fourth of the equation. The other three-fourths of the equation: preparation, negotiations, and agreement will take place in the next few months. All of these steps lead to a new contract which we hope will mean improved salaries, city paid dependent health coverage, dental insurance, improved tier two retirement benefits, and fair treatment in other working condition issues including disciplinary procedures.

The Next Step: Preparation

Sound preparation for negotiations is essential. A survey of the entire membership is important for two reasons: first to determine what the membership wants and feels is important and, second, to begin to develop membership support and organizational unity to take all necessary actions to get the job done.

A comprehensive study and survey must also be initiated of the salaries, benefits, and working conditions of major police agencies in California along with cities of

similar size around the United States. Cost of living data and other economic information in San Francisco and throughout the Bay Area must also be surveyed.

Successful negotiations are generally fact intensive. Each side must be reasonable and must support its demand with data. The biggest issue, money for salary and benefits, will center on economic data. Without adequate and accurate information we will not get what we need and deserve in the way of economic improvements.

We must also put together what I would call a unity team, a bargaining committee fairly representative of the entire membership composed of board members and appointees. The bargaining committee will be responsible for formulating and submitting a comprehensive proposal to the city and meeting in formal bargaining sessions with City Representatives to hammer out an agreement.

Negotiations, The Third Part Of The Equation

The heart of the process leading to an agreement is negotiations, meeting and conferring, on all subjects of bargaining. Proposition D makes good faith bargaining mandatory. "...the City and County of San Francisco...through its duly authorized representatives and recognized employee organizations representing...police officers...shall have the mutual obligation to negotiate in good faith on...wages, hours, benefits, and terms and conditions of City and County employment..." (charter 8.590.4 Prop D).

The city's "duly authorized representatives" (See PROP D, Page 3)

The Notebook Needs You

We need your articles to make this the best possible newspaper
Articles should be sent to:
Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103
Deadline for January issue:
Monday, December 31, 1990

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Minutes of the Widows & Orphans Aid Association will appear next month, due to late meeting date.

San Francisco Veteran Police Officers Assn.

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NEXT MEETING: We always meet on the second Tuesday of every month, bulletin received or not. Tuesday, Dec. 10, 1990 is the Christmas meeting. Parking is great, the refreshment stand is open at 11:30, and business starts at 12:30 p.m. Lunch is always good.

PRESIDENT'S MESSAGE: MERRY CHRISTMAS AND A HAPPY NEW YEAR TO ALL. Try to make the December 11th meeting and enjoy the companionship of your fellow members. You will also be able to participate in the

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SFPOA Building

SPEAKER
Father Jack O'Neill
Catholic Chaplain
San Quentin

election of your new officers for the year of 1991. Our Kitchen Crew has promised that they will try to have hot turkey sandwiches with all the trimmings for lunch. NO CHARGE for lunch.

This will be my last meeting as your President and I want to thank all of the members for allowing me to serve in that capacity during 1990. I want to thank the members of the Board of Directors, 1st V.P. Al Aguilar, 2nd V.P. Rudy Milon, Treasurer Ray Seyden, our Secretary Gale Wright, Sgt. at Arms Al Perry, our Kitchen Crew: Dick Castro, Ted Connell, Karl Johnson, our Bar Crew: Jack Cipparone, Charles Peterson and George Cathrell, our volunteer clean-up crews, committee members and others who cooperated with me during the year. I know there are others who have helped in various ways, whose names I have inadvertently failed to mention. One of them is Sol Weiner who, as a member of our Legislative Committee, spent much time on our behalf with Jim Stark to see that our pension benefits were not adversely affected by Prop D. Thanks everyone! Marty Barbero

PROP D: The SFPOA won their Collective Bargaining with Binding Arbitration by over 17,000 votes in San Francisco's November election.

SICK CALL: Walt Braunschweig is at home recovering from a stroke. John "Red" Collins was in St. Marys, also recovering from a stroke and he should be home now. Frank Liuzzi was reported as sick at home. Len Engel was reported as quite ill with cancer. Jim Meyer had cancer surgery on 11-14-90 and he expects to be home by 11/30/90. Please call the Secretary, 731-4765, for phone numbers and/or addresses.

DEATHS: James McDonald and Matthew Duffy passed away.

NEW MEMBERS: Paul Kotta, Robert Bernardini and Richard Safley. Welcome.

BILLS: Ray Seyden read the bills for Oc-

tober, which were approved.

NEW BUSINESS: The President appointed Sol Weiner and Tom Dempsey to the Election Committee. Motion to donate \$200 to Father Williams for Christmas, passed... Motion to give \$250 to Retired City Attorney James Stark for his work on Prop D, passed... Motion to donate \$50 in the name of Joan Brown to the SPCA, passed. (Joan was Mike Hebel's wife, who died in an accident in India).

COMMITTEE REPORTS: Jim Cole says we may get another small raise in January... Tom Dempsey moved that we send a letter to the Retired City Employees Assn., as to why they did not urge a yes vote on Prop D and Prop F (Airport Police retirement benefits); passed... Motion to send a case of liquor to the Retired City Employees for their Christmas Party, passed.

1991 DUES: Thanks for sending a stamped, self-addressed envelope with your \$12 dues check. Please include your telephone number.

GOOD OF THE ORDER: In San Francisco, Al Perry says if you are 65 and older, you should apply for an exemption to the \$45 surtax on your property taxes... Bob McKee reports the bills for the Widows & Orphans were mailed. Any member not receiving same, please call him at 587-4570.

Attendance 100
Membership: 859
Marty Barbero, President
Gale Wright, Secretary

San Francisco Veteran Police Officers Assn., Inc
Mailing Address:
P.O. Box 22046
San Francisco, CA 94122
Meetings at ICA Hall
3255 Folsom St.
2 blocks So. of Army

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It is the policy of *The Notebook* to print submitted materials from members and other contributors which reflect the ideals, the purposes, and the accomplishments of the San Francisco Police Officers' Association. However, the various opinions expressed in this publication are not necessarily those of the SFPOA or its members. Writers are guaranteed freedom of expression within the necessary considerations of legality and space. Submissions that are racist, sexist and/or unnecessarily inflammatory or offensive will not be published. Anonymous submissions will not be published. The SFPOA and *The Notebook* are not responsible for unsolicited material. The editors reserve the right to edit submitted material to conform to this policy.

The San Francisco Police Officers' Association

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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

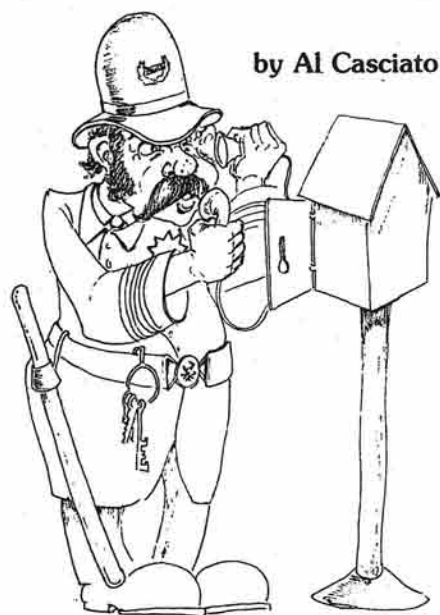
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AROUND THE DEPARTMENT

by Al Casciato



Chief Casey has now taken over and has begun the tenure on which his legacy will be based. Will he earn the trust and respect of the community and his force?

Will he visit his officers in the first month of his tenure and visit them again only when he comes to say goodbye?

Lots of questions . . .

Hopefully, they will be answered honestly by the chief, not by scribes that create misconceptions when they interpret a message.

Will he be remembered, and if so, positively or negatively?

The answer to the above will dictate future plans, as can be attested to by former Chief Jordan's efforts to launch a campaign for mayor.

Doubleheader Birth and Transbay Commute:

On Oct. 24th Joe and Josephine Dito became grandparents for the twelfth and thirteenth time.

Their day started when at 8:08 AM Joseph Martin Dito, 7 lbs. 12 oz., was born to Marty and Christine, Park Station, at John Muir Hospital in Walnut Creek. Joseph joined brothers Christopher and Jeffrey.

Travelling across the bay to San Francisco Kaiser Hospital, Joe and Josephine arrived in time for the 5:10 PM birth of the next grandchild Lori Jo Bruton, who coincidentally weighed 7 lbs. 12 oz. (it's in the genes, Joe) to Tom and Therese, Crime Scene Investigations. Lori was greeted by sisters Deanna, Kimberly and Robyn.

Also enjoying all the new arrivals were Phil and Diane Dito, Investigations, who got to take out proud grandparents Joe and Josephine while all others enjoyed their candlelight dinners.

Congrats to all and best wishes for the future.

More Birth(s)

Jim Spillane, Night Investigations, announces the birth of Allison Colleen, 6 lbs. 14 oz. Grampa, Lt. J. Spillane, Ret., is proud of the latest addition. Allison joins sister Emily, 3 yrs., and brother Brendon, 2 yrs. Grandma and Grandpa Spillane now have eight (8) grandkids to keep up with.



After numerous attempts to serve a particular subpoena, Roland Tolosa was getting a little frustrated. OK! A lot frustrated.

So he decided to engage in some traffic enforcement while enroute to his next stop. Lo and behold, a white truck ran a stop sign, a stop was effected, and who should it be but none other than the subject that Roland had been totally frustrated by. A ticket issued and subpoena served all at once.

After talking to several Asst. DA's, there really should be a system by which all DA's could ride along with the Q2's that do the job on the streets.

It's really those Q2's that the Asst. DA's depend on daily to do their job, so if they could and would like to ride along, they all could be a more efficient team.



The University of San Francisco is actively reviving its Labor Studies Department, catering to department administrators and local labor leaders — currently classes for lieutenants, captains, and the exempt ranks are being held monthly at the Lone Mountain campus while labor leadership seminars are being organized during evening classes.

The interaction at this time seems to be healthy but if the university gets too close to one side or another, the Labor Studies Program could again become dormant. Watch this program closely, because as one USF professor told me, the passage of Proposition D and the experience of the first few years of negotiations may well set a standard for police/fire collective bargaining/interest arbitration legislation throughout the nation.

Happy holidays to all and a prayer for peace.

New Police Chief A Class Act

by Paul Chignell
Vice-President

On Wednesday, November 28, 1990, Assistant Chief Willis A. Casey was sworn in as the next Chief of Police for the San Francisco Police Department.

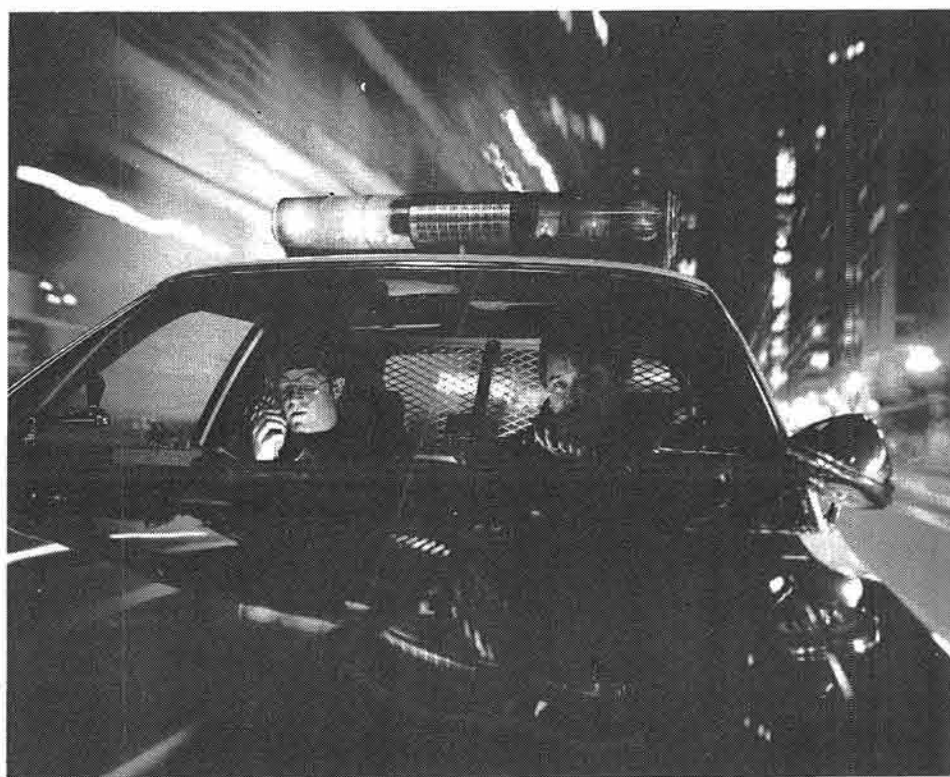
The selection of Willis Casey was made by the Police Commission after a series of meetings and interviews with numerous community groups and prospective candidates for the position.

The selection of Willis Casey was a good one. He has the advantage of coming through the ranks which is an important consideration — it would have been a major mistake to appoint a Chief from outside the Police Department.

Willis Casey is an articulate and knowledgeable police administrator who knows the Department well and is a focused police official who believes in the police mission. He eloquently stated his feelings a few days ago when he said we should not forget the basic police mission of making the City safe for residents and visitors. Too often police administrators stray from that basic police function to the detriment of the patrol force. I am confident that Willis Casey will do everything in his power to bolster the crime fighting force of our Police Department.

Chief Casey also believes in the legitimate rights of employee groups, understands due process in disciplinary cases and believes that employee representatives must be respected when they advocate their positions. He has the experience in dealing with the POA on issues that fall within the guidelines of negotiations, and he has been honest and forthright in those discussions.

Chief Casey has the ability and desire to be one of the finest Chiefs of Police that San Francisco has ever had. I hope the rank and file will work with Casey so that together we can better serve the community, the Department and our members.



Sgt. Matt Perez of Co. I (our resident professional photographer) allowed us to use his truly magnificent photograph for several of our Prop D brochures. The Association thanks Matt for his generosity and contribution to the campaign.

PROP D

(Continued From Page 1)

tative" under charter 3.100-2 is the mayor or his/her designee. The POA's bargaining committee will engage in a series of meetings to exchange proposals and to endeavor to reach agreement with the mayor's bargaining team.

I think we should anticipate that the current mayor, no friend to the POA at the present time, may go for major takeaways. These sessions will test the true fortitude of the POA.

For our part, we must bury our own hatchets, unify ourselves, and solidify our relationships with the supervisors who still have the power under the charter to accept or reject the agreement. During the bargaining period, debates and differences within the POA must be suspended. We cannot afford to argue among ourselves with such formidable opposition to face. We must elect leaders who have the skills, determination and means to deal with this mayor and who have a total commitment to the entire membership without regard for intra-POA considerations.

Agreement: The Last Step

The most efficient way to get the best contract, to improve wages, benefits and other working conditions, is to reach an agreement ratified by both the membership and the Board of Supervisors. If good faith negotiations do not produce an agreement, unresolved issues shall be submitted to final and binding arbitration. This is the most controversial feature of Proposition D.

Arbitration can be a long, drawn out process involving formal hearings on each issue, but it has proven to be effective as an alternative to striking. Binding arbitration is rarely used in Oakland, San Jose, Vallejo and other cities which have had binding arbitration for some years. However,

it is always in the minds of the negotiators when posturing over the various issues. We have to be prepared to use arbitration on every issue. At the same time, we can use the threat of arbitration to get a good agreement. If issues go to arbitration, the arbitrator will decide each issue and will set the terms of our contract.

We have many decisions to make in the next few weeks. Who will lead the POA, what lawyers and experts in negotiations we should retain, and many other important issues. However, the future holds a unique opportunity in the coming months. The POA is three steps — three-quarters of the equation — from reaching a long sought after goal. We must organize ourselves for the preparation phase. We must unify ourselves for the negotiation stage. If we plan and organize effectively, we can end up with an excellent contract by agreement or as the result of binding arbitration.

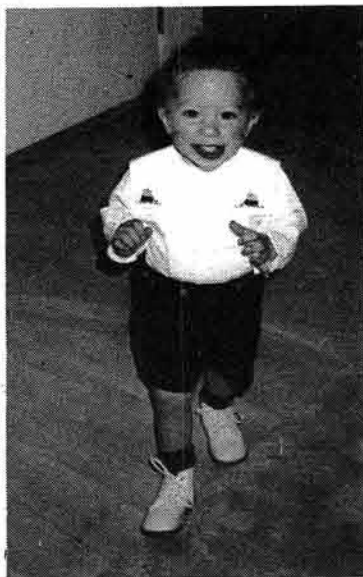
All of this is an outline of my plan for attaining the best results from Prop D for the members of this organization.

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Call to Order
Pledge of Allegiance

Roll Call: Present: Fred Crisp, A (vice George Rosko); Machi, A; Maloney, B; Coggan, C; Sylvester, D; Barsetti, D; Paulsen, E; Tennenbaum, F; Murphy, G; Rosko, H (vice Cliff Java); Conway, Doherty, K; Shine, K; Friedlander, Hdqts.; Fagan, Inv.; Sullivan, Inv.; Donovan, TAX; Drago, SOB Task; Flippin, Muni; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Keys, Pres.

Excused: Goldberg, E; Alves, Hdqts.; Chignell, V-Pres.

President's Report

President Keys informed the Board of Directors that the current meet and confer sessions with the department administration over the 4/10 watch-off schedule will continue with a meeting scheduled for 11/27/90 with members of the POA 4/10 Committee and representatives of the department.

Vice President's Report

The Vice President's report was deferred.

Secretary's Report

Secretary's report for the month of October 1990 was approved. M, Cole; 2nd, Trigueiro. Motion passed unanimously.

The current transfer list for patrol officers recently obtained from personnel was distributed to Board members. This list should be placed in the lieutenant's office of each station so that members can check on their standing as far as transfers are concerned.

Treasurer's Report

Treasurer Trigueiro stated that because of intricate financial reporting requirements resulting from the Prop D campaign which demanded his immediate attention, he was unable to complete the monthly financial statement but will do so as soon as possible.

Treasurer Trigueiro also introduced the need for the Board of Directors to declare themselves as "volunteers" in order to continue the POA's present liability insurance coverage which allows for Workers' Compensation claims for civilian employees of the POA, if ever needed. This declaration is an innocuous statement which meets the insurability needs of our organization. M, Fagan, 2nd, Barsetti that the POA Board of Directors declare themselves as "volunteers" for the purpose of complying with all insurance regulations and that this measure shall remain in effect until otherwise changed by a motion of the Board of Directors. Motion passed unanimously.

Committee Reports

Police Services Committee (Delagnes, Chair) — Chariman Delagnes introduced the recipients of the SFPOA Police Services Award. The first recipient was Officer Terry Esget from Southern Station. Terry was honored for his years of service with the department and for the comradery he has always offered to his fellow members at Southern Station.

The Civilian of the Month honored by the Police Services Committee was Barbra Elzer. Barbra played a major role in the passage of Proposition D (collective bargaining police/fire) volunteering several weeks of her own time to help coordinate the efforts of neighborhood canvassing of voters. Barbra is directly responsible for the success of our campaign and after the presentation was made, there was a motion, M, Machi; 2nd, Barsetti that the POA award her with a \$1,000 honorarium for her many hours of volunteer work. This motion passed unanimously.

Federal Litigation Committee (Willett, Chair) — Co-Chair Roy Sullivan addressed the Board of Directors stating that all arguments involving "banding" of the Q-35/50 exam have been presented before Judge Peckham of the federal court. And we are now awaiting Judge Peckham's decision in this regard.

Legislative Committee (Benson, Chair) — Chairman Benson, along with Treasurer Trigueiro, discussed the initial ramifications of Proposition D, collective bargaining. The interpretation so far is that everything (i.e. benefits we now receive)

will remain the same until a change is requested/accomplished through negotiations.

Al Trigueiro handed out a report on a statistical analysis of campaign results (i.e. voting array) which is available at your station representative level. Al also personally thanked Lea Militello, Gary Delagnes, Carl Tennenbaum and Phil Dito for all their efforts in helping us.

Old Business

Police Reserves — The issue involving the utilization of police reserves was resolved several meetings prior and a commitment was made by the POA Board of Directors at that time to reject any such implementation.

New Business

Constitutional Changes — Our Election Committee Chaired by Farrell Suslow and Co-Chair Jim Dachauer, submitted a Constitution and By-Law change which, if adopted, will further clarify the process of electing representatives and the manner in which we deal with various issues presented to the membership for vote. M, Flippin, 2nd, Donovan that these Constitution and By-Laws will be printed in the next Notebook edition of December 1990, they will then be read at the next General Membership Meeting scheduled for the third Tuesday of December 1990 (December 18, 1990), if approved at the General Membership Meeting, they will be submitted to a vote of the full membership for adoption.

Joe Driscoll, of the S.F. Firefighters Union, is currently running for re-election to the San Francisco Retirement Board. He addressed the POA Board of Directors requesting our support. He has excellent credentials, prior experience on the Retirement Board, a degree in finance and was instrumental in the successful passage of Proposition D. M, Maloney, 2nd, Cole to endorse Joe Driscoll for the S.F. Retirement Board. Motion passed unanimously.

Financial Requests

Issue: Request from the PAL Jr. Golf Program for funds for the reshaping/refitting of golf clubs which will benefit third, fourth and fifth grade students in San Francisco.

Cost: M, Trigueiro, 2nd, Friedlander to expend \$275.00. Motion passed unanimously.

Issue: Supervisor Angela Alioto's Holiday Buffet, Tuesday, December 4, 1990.

Cost: M, Trigueiro, 2nd, Friedlander to spend \$250.00 for this fundraiser. Motion approved unanimously.

Issue: An evening with Supervisor Tom Hsieh fundraiser.

Cost: M, Donovan, 2nd, Tennenbaum to approve \$100.00 for this affair. Motion approved unanimously.

Issue: Request from the Retired Employees of the City & County of San Francisco for a door prize for their Annual Christmas Party scheduled for December 5, 1990.

Cost: M, Sullivan; 2nd, Maloney to approve this issue. Motion passed unanimously.

Meeting ended at 1800 hours.

Steve Johnson, Secretary

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FROM THE PRESIDENT

Welcome to the 20th Century

By now you are all aware that our Prop. D, Collective Bargaining, passed. In time, this should bring us up to par with other police agencies which are so far ahead of us in so many areas. Again, the process of collective bargaining was the biggest major step this Association has ever taken, but we must move forward cautiously and take it one step at a time.

It should be interesting to see if the City will now bargain in good faith. I know...I'm thinking the same thing, they won't. But that's why we have the arbitration clause if we need it. Also, the City might try another tactic of dragging out negotiations causing us to spend a lot of attorney time; but if they try that tactic, we can declare impasse at any time and prevent that kind of thing.

Again, I want to thank all our supporters who stood by us, believed in us and enabled us, as an Association, to get collective bargaining. Many are wondering what to do now that collective bargaining exists. We'll be forming a negotiation team in early December and we're thinking about sending the membership a questionnaire trying to find out what the membership feels are the most important benefits to pursue. You have to remember there are going to be a lot of suggestions and we can't please everyone. Keep that in mind.

The Self-Serving Group:

Remember I kept telling you that a certain group didn't want collective bargaining to pass, hoping the current POA would fall flat on its face. Well, they are the group I refer to as the self-serving group because they are always trying to find fault with this POA. They must really be upset seeing the results of Prop D. Oh well, it just goes to show what happens when you put your efforts toward something that will benefit the entire Association, not just a self-serving few.

POA Election Coming Up:

Coming up this month will be nominations for the POA Board and Executive Board. Remember I told you that the mayor was going to take part in our elections. My sources tell me that a certain group has had some meetings at City Hall. I wonder what they could be plotting to try and get the POA back in their hands. Let's see. They could continue to discredit me but that won't work because I don't give a damn what they say and I'm not running again (maybe). They could try to complain about what the POA has accomplished in the last two years. I'm not going to start listing what improvements I think we've made. But I don't think that tactic will work either. They may try to discredit the POA attorneys that I brought on board when I came into office, but all they've done in two years is get us a contract and collective bargaining. Well, who knows what will come out from under the rocks but you can be sure it will be something. It ought to be interesting.

The Mayor and Prop D:

Well, here we go again, the mayor using the minorities in our department again, this time specifically the OFJ. The mayor's last minute hit piece on Prop D said vote no on D because it violates civil rights. Give me a break. Again, the mayor tried to mix the consent decree into a labor issue, Prop D. It was sad to see the OFJ be taken in again by the mayor's office. You know anything that is gained by collective bargaining will be enjoyed by all officers in this department, not just POA members.

I hope that's remembered in the future. A statement made in the hit piece was that under Prop D minority officers could be forced to pay dues to the police and fire unions. Well, under labor law we could have done that prior to Prop D, but we never did it because we didn't want to force anyone to join the POA that didn't want to.

To Be A Minority Or Not:

Recalling a recent article written by Angelo Figueroa of the Examiner titled "Switch in Ethnicity Helps Gain Promotion"; it involves a person who was accused of switching his heritage from Italian to Latino to get promoted to captain in the fire department. Now, since being snatched off by some cry baby, this person could lose his promotion. Well, so much for affirmative action. What's sad about this story is the feeling that the only way this person felt he could advance in the fire department was to change his nationality to get promoted. What's wrong with being Italian and promoted? Another question is, Latino or not, he took the test and those who judged his performances felt he was qualified so why take his promotion away? I thought the idea of testing was to get the most qualified. It ought to be interesting, the outcome of this issue.

4/10 Update:

Talks are continuing with the administration and a more efficient 4/10 will be in place for the next sign-up.

Labor Affiliation:

As I have said before, it's time this POA affiliates with labor. Al Casciato, heading that Committee, continues to talk with different labor groups and will bring to the Board a final report on which groups he feels would serve our needs. If the Board agrees, we will then send it on to the membership for your approval. Remember, even though we affiliate we will still keep our own autonomy. More of that in the future.

Legal Challenge by Airport Commission:

The Airport Commission voted to challenge Prop D because the Airport Police, under Prop D, won arbitration of discipline. Don't those commissioners realize if the airport treated the officers fairly instead of like second-class citizens and stopped using the constant fear of discipline if they cross the boss, they wouldn't need a neutral party to get a fair shake at a discipline hearing. That's exactly why they did leave that specific language in the proposition.

Transfer Reminder:

In the last transfer order some problems came up with officers about to be transferred that didn't want to be. I'm not laying blame, this is just a reminder that if you get a transfer request, asking whether you want to be transferred or not, be very careful how you fill the form out and make sure to indicate clearly whether you want to go or not. Also, if you have verbally called Jeanne McVeigh and asked to be moved, make sure you definitely want to go and that you still will be able to get the watch you want. Jeanne tries to accommodate all who want to move and this means sometimes juggling a lot of people. If you did give your okay to transfer and then decide not to, you may be affecting many people, not just yourself.

Congratulations to the officers of the Department on Prop. D.

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As Nasty As They Wanna Be, Part II

by William F. Kidd

There's a TV commercial for TWA "Business Class" air reservations which you may have seen, in which the businessman/actor says, "It's like they read my mind." Well, apparently the somewhat less than honorable Dan Bookin, SFPD prosecutor in the Huerta II political trial, was doing some mind-reading himself last month while I was writing about "Justice" in the SFPD.

Just as I was describing how conveniently tardy with discovery the Administration (and the City Attorney, when appropriate) is in matters of procedural integrity, and after the defense for victim officers Welsh, Lang and Hall had elicited an acknowledgment by the Department's investigator that his report had been altered on the orders of his superiors, Mr. Bookin decided to break loose with the before and after copies of the report in question.

I know most of you haven't the foggiest as to what occurs at a Police Commission hearing, so allow me to explain. The Chief alleges wrongdoing by the accused officer(s). The charges are supposed to specify exactly what the accused did or didn't do. Then the Department ought to be providing the documentary evidence which substantiates the charges.

In an American court, when a party is accused of misconduct, illegal or not, and prior to commencement of any trial, criminal or civil, the accusing party is obliged to present to the other side — that is, the accused — all documents, notes, recordings, etc. upon which the accusations are based. Failure to do so can result in heavy penalties (see the SFPOA Notebook, November, 1990 issue, page 13) upon the unscrupulous party and his/her counsel.

Those who run the SFPD, however, heartily disagree that such standards of fairness should apply to cops. Revelation of too much evidence might result in the unthinkable: the truth! The SF Police Commission, the Administration, and the City Attorney have united to deny the release — or discovery — of all the alleged facts in police discipline cases on the basis that

— IT'S NOT NEEDED!

A San Francisco police officer doesn't need to know who his/her accusers are. Obviously, if you don't know of them, you can't very well confront them in a fair hearing. Besides, if you confronted them, it might become apparent that they aren't truthful. Or that they're biased or mistaken. Or that they are stating conclusions which are not based on facts. And you don't need to know about all the documents discussing your conduct. This is especially true if any of those documents might happen to speak favorably about you, or even, heaven forbid, exonerate you or tend to do so. After all, that might be closer to the truth and why would a Police Commissioner or Chief want to be confused by some such nonsense as "truth" or "fact"?

There is a widespread misconception among SF police officers regarding one of the legitimate functions of the SF Police Commission in meting out punishment to the "bad apples" which unfortunately exist among us. Most honest cops will contend that this is a necessary function, and take comfort in the fact that the professional performance of their daily duties as best they know how is more than sufficient to steer them away from the rocky shores of the SFPD disciplinary process. Twenty-one years ago, a sergeant named Willie Frazier used to teach this very message to recruits in the Police Academy.

But times have changed. Now the SFPD administration has turned on its working cops. Where, at one time before the Police Commission, one would primarily see the misfits, the chemical abusers, the shirkers, now one sees the performers, the workers, the reliables, the loyal.

The legacy of the Jordan Administration is in part the appearance that focusing on the bad cop, the misfit, the true discipline case just got to be a little bit too hard, too demanding, too professional, and maybe required just a little bit too much integrity. Or, conversely, when the political heat started to get turned up, the Administration just couldn't seem to scrape together

(See NASTY, Page 16)

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St. Anthony's Holiday Help

Dear Friends,

As Christmas approaches, we at St. Anthony Foundation would like to thank you for your continuing coverage of the difficulties faced by those in need. This holiday season will be a significant one for us: as we enter our fifth decade of service, we also will serve our 21 millionth free meal, a sign that the needs of the poor are ever greater.

We are happy to share with you the annual report we send to our 60,000 donors. It will update you on our programs and services and on how we use the many gifts we receive. We also invite you to visit us during the holidays and throughout the year — please call us at 415/241-2624 to arrange a visit. The visibility you continue

to give to those in need will help to shape a society in which more people are treated with justice and dignity.

Your pre-holiday coverage of St. Anthony's will help us to educate people about donating food, clothing and money. Coverage after the new year will help remind the public that our clients' needs continue throughout the year. Special needs this winter include blankets, sleeping bags, socks and other warm clothing, and nutritious canned food.

Please let your listeners and viewers know about our special holiday donation drop-off arrangements for this year:

Drive up to 119 Golden Gate Avenue for special curbside service: Authorized staff of St. Anthony Foundation, wearing easily identifiable blue jackets, will receive donations of food and clothing. Monetary donations should be delivered to 121 Golden Gate Avenue, 2nd floor.

CHRISTMAS HOURS:

Thursday, December 20-Tuesday, December 25 7:45 a.m. - 6:00 p.m.
(Note: On Christmas Day, we will close at 4:00 p.m.)

Once again, we thank you for the way you have supported St. Anthony's and the people we serve. May peace and joy be with you, your colleagues and your families during the holidays and throughout the coming year!

Gratefully,
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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



SEASON'S GREETINGS

As coordinators of the Retirement Planning Seminars, Mike Sugrue and I wish to extend Seasons Greetings to all active and retired members and their wives.

May the good lord bless you and your homes with love, continued happiness and good health.

May the New Year also bring you some pleasant surprises along the way.

Merry Christmas and Happy New Year to one and all.

Gino Marionetti & Mike Sugrue

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Retirement Party

On Nov. 1st, the Apostleship of the Sea was the place to be. Captain Don Goad and Sergeant Tom Burns and hundreds of their friends, celebrated their retirements. Good food... good times... and a lot of reminiscing!

(Photos courtesy of Jack Burns)



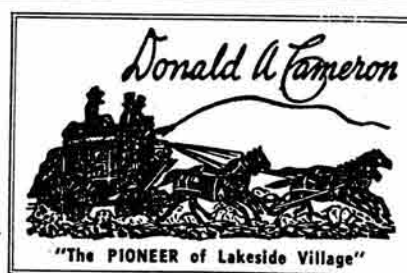
Captain Goad and Sergeant Burns contemplate retirement.



Capt. Goad does his imitation of a stand-up comedian.



Sgt. Burns takes a bow.



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Pictured above are some of the members of SFPD and SFFD who were honored recently by the Old Timers Baseball Association. L-R: Leo Martinez (SFPD), Adolfo Chiarucci (Old Timers), Dino Restelli (Old Timers), Sgt. Bill Davenport (Potrero), Bill Farac (SFPD Retired), and Bob Del Torre (Headquarters).

S.F.'s Finest — The Irish Cops

by Kevin Mullen

The departure of Frank Jordan, whose people came from the west of Ireland, is a reminder of the long and distinguished line of Irish cops over 142 years in the San Francisco police department.

The stereotype of the Irish police officer — from the caricatures of the chiefs in Batman and Dick Tracy comic strips to the image of the ham-fisted Irish beat cop of an earlier era, keeping order in horse-and-buggy American cities — is now passing away. But, as with other stereotypes, that of the Irish cop had its roots in the real world.

When San Francisco exploded into cityhood during the Gold Rush years, many Irish Americans, the sons of Irish immigrants of the preceding decades, were among the first arrivals. When the San Francisco Police Department was formed in August 1849, the man appointed as its first chief was Malachi Fallon, a native of Athlone, Ireland, who had served previously in the New York City Police Department. Among the first 30 officers he appointed to serve with him were men named Casserly, Cassidy, Claghley, Mullen, McGlaughlin, McIntire, McRay, and Sweeney.

From then on, most of San Francisco's police chiefs were of Irish birth or heritage and many of the men who walked the lonely beats down through the decades could claim Ireland as their second home. It was largely an Irish police department which arrested the city's criminals, fought the hoodlums and rioters, reunited lost children with their families, settled neighborhood squabbles, and did all the many order-keeping jobs in the unique and varied history of San Francisco.

By the 1870s, when one third of the city's population was first or second generation Irish, more than a third of the department was Irish-born and, if the surnames of the rest are any indicator, many others could also look to roots in Ireland (as, it must be said, could more than half of the inmates of San Quentin). Once entrenched in the department, son followed father

into the "business," as they will, down to the present time.

In answer to a question put to him in 1931, Chief of Police William Quinn (born South of Market of Irish stock) denied that half of the department had been born in Ireland. It was only 14 percent, he said. What he didn't say was that most of the rest were second and third generation Irish. A decade later, Chief Michael Riordan, a Kerry man, allowed that the force was 40 percent native born Irish, 40 percent Irish American, and 20 percent "other."

In the 1950s when a news reporter wondered at the number of Irish police chiefs in the city's history, by-then-retired Chief Riordan ascribed the phenomenon to the fact that the English-speaking Irish were naturals for the job in the city of non-English speaking immigrants. He went on to say that a principal attribute of a police officer was his sense of humor, a trait he thought was inbred in the Irish.

Sonoma County Sheriff John Ellis, in answer to the same question, was perhaps closer to the knuckle. There were many Irish living in surrounding Bay Area counties, he said, and few of them were police officers. "In San Francisco," he continued, "the force is Irish because in the early days San Francisco was Irish, and if you weren't Irish you couldn't get a job in city government."

The world has turned quite a few times since then and the city has changed greatly. But those who predict the demise of the Irish cop, like those who announced Mark Twain's death before his time, are a bit premature. It's safe to say that the sons and daughters of Cork, Mayo, and Roscommon — the Murphys, Lennons, and Philpotts, can be counted on to be on hand in the years to come, carrying a great part of the load of policing San Francisco.

Mullen is a former deputy chief of the S.F.P.D.

Reprinted from the
S.F. Examiner
Saturday, November 19, 1990

C.P.O.P. —

What We Do And Why We do It

by Officer E.T. Mohrman

Back in August of 1989, Deputy Chief Reed implemented a new program called C.P.O.P. The community patrol officer program started at Mission Station that month with six patrol officers and one Sergeant. The primary functions of the program were to have an impact on the reduction of calls for service to target areas and to reach out to the community organizations within the district.

The program was copied from New York, where C.P.O.P. has been in effect since 1984. It originated in precinct 72 in Brooklyn, N.Y. By the end of that year the program had been expanded to 21 precincts. The program received overwhelming support from both the community and the department. After seeing the C.P.O.P. units in action, D. C. Reed decided to bring the idea to San Francisco.

We started in the Mission District mostly because of the layout of the District and the concentration of the 'Mission Corridor'. The beats were divided up to cover an area of 20 square blocks. The idea was to take the concept of foot beats and incorporate community policing methods. Each officer was responsible for building and maintaining a beat book for his/her area. What that translates to is meeting with residents and merchants throughout the beat and discussing the problems of the area.

Once a problem is identified the officer then works on solving it. Over the past year the C.P.O.P. unit has developed an extensive resource manual; ranging from contacts in other city agencies to private sector businesses. The problems people face in their neighborhoods aren't always what the police see as a problem. Finding out what the community perceives as a problem (criminal or order maintenance) gives us the chance to work together to eradicate the problem or put them in touch with the

people/agency that could best help. Eg: If a block is experiencing a run of 852s, the problem may be as simple as poor street lighting, or maybe the trees on the block need trimming to allow lighting through. If a store is getting 459ed too often we may set up a security survey with the crime prevention unit.

A lot of what C.P.O.P. does may sound like community services. We work closely with the S.A.F.E. program in establishing neighborhood watch programs. As well as the Mission Station Task Force in dealing with narcotics activity on the beat. What C.P.O.P. has done is taken the foot beat cop a step further and included the community in gathering information. Sharing that information is an integral part of C.P.O.P.'s success.

Since radio cars no longer have the 'luxury' of patrolling their sectors because of stacked runs and personnel shortages and jumping from assignment to assignment it's hoped C.P.O.P. will have an impact in alleviating some of that workload.

Six months after implementing the program it was expanded to ten officers. Almost 90 percent of the Mission District is now patrolled by C.P.O.P. For whatever reasons the officers got involved in C.P.O.P. one thing is common; we get the satisfaction of seeing a project through to the end and hopefully make a difference. There is interest now in expanding the program to other district stations. Community policing may be the future of police work in the coming decade.

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The Midnight Traffic Cop

by Frank J. Pickens

Ah yes, the traffic ticket. What would we street cops do without it. Of course, the administration and City officials like to believe that strict enforcement of the Vehicle Code contributes greatly to the reduction of traffic accidents. Thus, it keeps the city streets safer.

While this may be true to a certain degree, the traffic ticket essentially serves as a tool. It provides officers and their respective cities with the following benefits:

1. The city gets its ever-so needed revenue.
2. It is a stat builder.
3. It gets us overtime in Traffic Court.
4. It offers us a wide variety of entertainment by motorists who are trying to elude the ticket.

Every beat cop knows one thing for certain, that almost every ticket given will be disputed in one form or another.

The ever popular speeding ticket is the best example, as the motorist will rarely acknowledge their guilt, and you, the cop, are the one that is deemed in error. Even the flashing digital readout from your radar gun will not be enough to convince the violator that they were indeed speeding.

As far as I am concerned, this kind of driver gets my "instant ink." It is the other drivers who really provide us with entertain-

ment. These are the drivers who readily admit to their flagrant disregard for the posted speed limit. They are, however, fully equipped with some bizarre alibi that would justify their actions and exonerate them.

This motorist will often take us on a journey into the world of fantasy and illusion with their stories of innocence.

For me, my journey reached its apex on one recent Saturday night. The moon was full, and it cast an eerie shadow over the city. I was working "mids," and I anticipated a busy night of herding the low lifes into our jails.

My expectations of a busy night answering calls were abruptly halted when my sergeant called me into his office before briefing. He then proceeded to assign me to be the traffic unit on this night. This meant the entire scope of my duties would be to handle any and all traffic accidents, but more importantly, to write tickets.

These duties usually belonged to the motorcycle units who only work traffic, however, on the midnight shift, as with most departments, there usually are no traffic units working. On "mids," the beat man is responsible for taking all accident reports that occur within his designated beat area.

There are two exceptions to this rule:

1. There is a surplus of manpower, and the sergeant can spare one man to handle traffic or
2. Punishment!

I did not question my sergeant's decision to appoint me the traffic unit, because I knew that I had only written two tickets last month, and this was my castigation.

This ploy to get me to write more tickets was ludicrous, as I would not be permitted to respond to non-traffic calls. I would be forced to ignore such mundane calls as bar fights, assaults, prowlers and burglars, and car thefts. Yeah, let's throw in vandalism too, as it's a real crowd pleaser on the weekend.

After briefing, I went directly down to my black and white. I made sure I had my traf-

fic template, and then I stole a roll-a-tape from one of the bikes. I grabbed a box of flares and was now prepared.

Since my main purpose was to write tickets, I decided to head out to the nearest major intersection with a four-way flashing red signal. I would park and sit in the duck pond where I would begin my selective traffic enforcement.

My objective would be to try and bag off a few cars blowing through the flashing red. This way, I could get three or four fast tickets and then coast. It would also give me the chance to cover some of the other officers on hot calls.

I had settled in to a secluded corner of the intersection where I was completely cloaked in darkness. Just as I was about to take a sip of coffee, my number came up.

I got the call of a three-car major accident. Great, I thought to myself, it's probably a deuce crash. It turned out that I was right, and the ensuing arrest and paperwork tied me up for three hours.

After I finally finished the report and the diagram, I was left with only about four hours in which to write tickets. Boy, these are just stellar hours to work with — 0400 hrs. to 0730 hrs. — and a Sunday morning, to boot!

As I headed back to my secluded location at the flashing red intersection, I was acutely aware that there was absolutely no traffic on the road. I parked my patrol car, and found that my duck pond had dried up. Hell, if I had had my bowling ball in the truck, I could have brought it out, lined up some pins in the middle of the intersection, and worked on my hook!

This idea was quickly erased as my beat partner, who is a K-9, called me for a meeting at Bayside Park. Since nothing was cooking here, I took off to the park. I always like playing with his dog, "Clint."

Once out at the park, I shot the breeze with Officer Rose, and then in my traditional fashion, went out the grass to play some "catch with Clint."

With my traffic ticket writing duties a distant memory, I looked for some tennis ball in my patrol car for "Clint." I could not find any, so I used my other substitute toy, and proceeded to play "Fetch the Ticket Book." Clint really liked that leather basket weave cover.

After about 10 minutes, Clint decided to run off with my ticket book, and then finally returned without it. Officer Rose commented that Clint may have decided to go out and write a few movers for me!

I, on the other hand, was somewhat concerned, as my ticket book cost about \$50. I spent the next 30 minutes searching for it in the dark. I finally found it, in all places, by a fire hydrant! Where else?

It was now 0530 hrs., and I had a grand total of zero tickets for the shift. This performance could only assure me of future assignments as the midnight traffic officer. This did not appeal to me.

It was time for serious action. I popped open my truck, but I could not find it! I finally checked underneath my pillows and there it was — the radar gun, a.k.a. "The Falcon." I blew the dust off the scope and then began searching for that stupid little

tuning fork. I then recalled that the tuning fork was taped to a pouch on the gun, and there it was.

I was now in business. I found a new location to set up shop. I was at one of the city's major thoroughfares, and during the weekday commute between 0530 hrs. and 0730 hrs. it could be mistaken for the Indianapolis speedway. I always felt the city should put up a checkered flag instead of a speed limit sign.

Well, this was not a weekday commute, but I might catch somebody late for church or something. After waiting about 20 minutes, I obtained a missile lock on my radar gun and took off to catch my prey. I caught my first victim.

"Do you know how fast you were going?" "Officer, I know I was speeding, but I just went through the car wash and I wanted the wind to dry off my car!"

After I had a good 30 seconds of laughter, I decided to let him slide for giving me such a good laugh. I suggested he find a towel as my generosity would not be repeated. He thanked me as I drove back to my lair.

Ten minutes later, a speeding specter flew by me. I lit up my lights, activated my siren, and nabbed my speeder.

"Do you know how fast you were going?" "No hablo Ingles."

Oh great, I thought. Now I'm going to have to use my Spanish skills, which were atrocious, at best. I decided this was more trouble than it was worth, but Speedy Gonzales here may be trying to bluff. He may speak English. I bluffed back.

"You know, if you're lying to me, I'm going to take Mr. Baton out and introduce him to your head. Now what is your name?"

"No comprendo, Senor."

Forget this.

"Hasta luego," and I walked away.

I checked my watch, and it was now 0615 hrs. That was it. The next speeder was getting a ticket. I had finally realized that I needed some tickets fast even if it meant ticketing the local minister.

I waited almost 30 minutes before a bullet whizzed by me at about 75 mph. I could not believe how fast this car was going. I did not even know if I could catch up.

I finally started to make up some ground when I realized this car was not slowing down and was heading for the freeway. It was then that a radio broadcast came out that the local Stop-n-Go had just been held up, and a description of the suspect vehicle came over the air. Yes, it was the one I was chasing!

After a 20-minute pursuit involving 10 other agencies, we finally corralled the suspect vehicle.

I recovered the stolen money and weapon, and headed back to the station with my prized vermin. I was now the end of my shift, and I was booking my robbery suspect. The shift sergeant entered the jail.

"Let's see. You had one D.U.I. arrest, one traffic accident report, and one felony arrest — and you have NO TICKETS, PICKENS!" I just shook my head in disbelief. "If you could have just written one ticket, I would have been very happy."

Without saying a word, I looked at my robbery suspect.

"Do you know how fast you were going?" "Yeah."

"Why were you speeding?"

"Because I just held up a grocery store."

"Well, I'm afraid I'm going to have to give you a speeding ticket."

"You cops are really sick, man!"

I gave him his copy and handed my sergeant the other copy. He took it, obviously placated, and walked away.

I turned back and looked at my suspect.

"You know, I think you're right."

Frank Pickens is an eight-year veteran of law enforcement work in the Bay Area. He is currently employed by the Burlingame Police Department.

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Non Stop To San Quentin

For two months towards the end of this summer, the San Francisco Police Department once again joined forces with California State Parole and formed an elite parole absconder unit to operate out of the Robbery Detail.

The "Parolee-At-Large" team (P.A.L.) was comprised of six inspectors and one patrolman, operating under the direction of SFPD Lieutenant Tom Donohoe (Robbery) along with Agents Dick Bandettini and Mike O'Connor of State Parole. The seven hand-picked team members who were asked to volunteer to leave their current details for the sixty day project were Inspectors Bob McMillan, Bob Totah, Bob Brodnik (the name Bob was NOT a prerequisite) Lou Bronfeld, Dominic Celaya, Mike Stasko and Officer Joe Garrity. Most of these dedicated members have had previous plainclothes or undercover experience, which frequently proved valuable in the variety of arrests undertaken, and they each became quite devoted to the objectives of the P.A.L. project.

A similar program ran for a month, two years ago, at a time when the number of Wanted Parolees grew to a disconcerting number throughout San Francisco. That first project combined twelve members from the Bureau and Patrol Force, which netted an outstanding 167 arrests during the one month of operation. During this most recent dragnet, the even smaller team brought in a remarkable 216 arrests after the same one month period, and topped out with 353 felony arrests at program's end.

Approximately 200 of the 353 bookings were parolees-at-large, picked up either on Department of Corrections Wanted Bulletins, or apprehended while involved in criminal activity. The others were an assortment of on-view felony arrests varying from narcotics sales to armed robbery. The P.A.L. Unit boasted an impressive total recovery of ten firearms, dozens of knives and related prohibited weapons, several ounces of heroin, methamphetamine and other narcotics, as well as hundreds of dollars in stolen/recovered property.

Police Chief Frank Jordan determined the need for the eight to ten week program after rising downtown crime rates were partially attributed to the growing number of parolees involved in those crimes including narcotics sales, robberies and retail thefts. The second full month of operation saw most crime statistics drop in eight of the nine police districts, for the first time all year.

The Department of Corrections rotated in a number of different Parole Agents weekly to assist our officers in the successful completion of this absconder program.

Each member received letters of commendation from the Director of the F.B.I., William Sessions, for their involvement in bank robbery investigations during the P.A.L. program. They also each received beautifully giftwrapped, but obviously USED, neckties from Deputy Chief Frank Reed, to be worn upon their return to routine Bureau attire. Many of the members are still learning how to tie them. All in all, much credit for good hard police work, and thanks for a job well done.



PAROLEE-AT-LARGE TEAM MEMBERS: back row L-R Bob Totah, Bob Brodnik, Lt. Tom Donohoe, Dick Bandettini (CDC), Mike O'Connor (CDC), Joe Garrity, Larry Eberle (CDC); kneeling L-R Bob McMillan, Dominic Celaya, Mike Stasko and Lou Bronfeld.



CELEBRATING WITH THEIR TIES FROM D. C. REED: standing - Brodnik, Bronfeld, McMillan and Totah; kneeling- Stasko and Donohoe.

Re-Elect Joe Driscoll

Candidate for Re-Election to the San Francisco City and County Employees Retirement System Board

Joe Driscoll is a member of the Firefighters' Executive Board and was an instrumental member of the Proposition D operating committee. We owe Joe a debt of gratitude! However, he would be appreciative of your vote to re-elect him to the Retirement Board. Joe is eminently qualified as his resume indicates and worthy of our support.

Joseph D. Driscoll

Candidate for re-election to the San Francisco City and County Employees Retirement System Board

Public Employee/Work-Affiliation History:

1974 to Present: Fire fighter with San Francisco Fire Department

1979 to Present: Union officer, San Francisco Fire Fighters Local 798 I.A.F.F. (currently Vice-President; 6 years Treasurer; 4 years Director)

1976 to 1979: Shop Steward

1984 to 1990: Western Regional Trustee, Intl. Assn. of Fire Fighters, AFL-CIO

1986 to Present: Commissioner (trustee), San Francisco City and County Employees Retirement System

1980 to Present: Campaign worker (co-chair, finance) various Charter amendments for public employees (bargaining, Civil Service reform)

Personal:

Married to Kim Marois and we have two sons, Michael (6) and "JD" (1½)

Born and raised in San Francisco. Age 38

My only hobby these days seems to be playing soccer.

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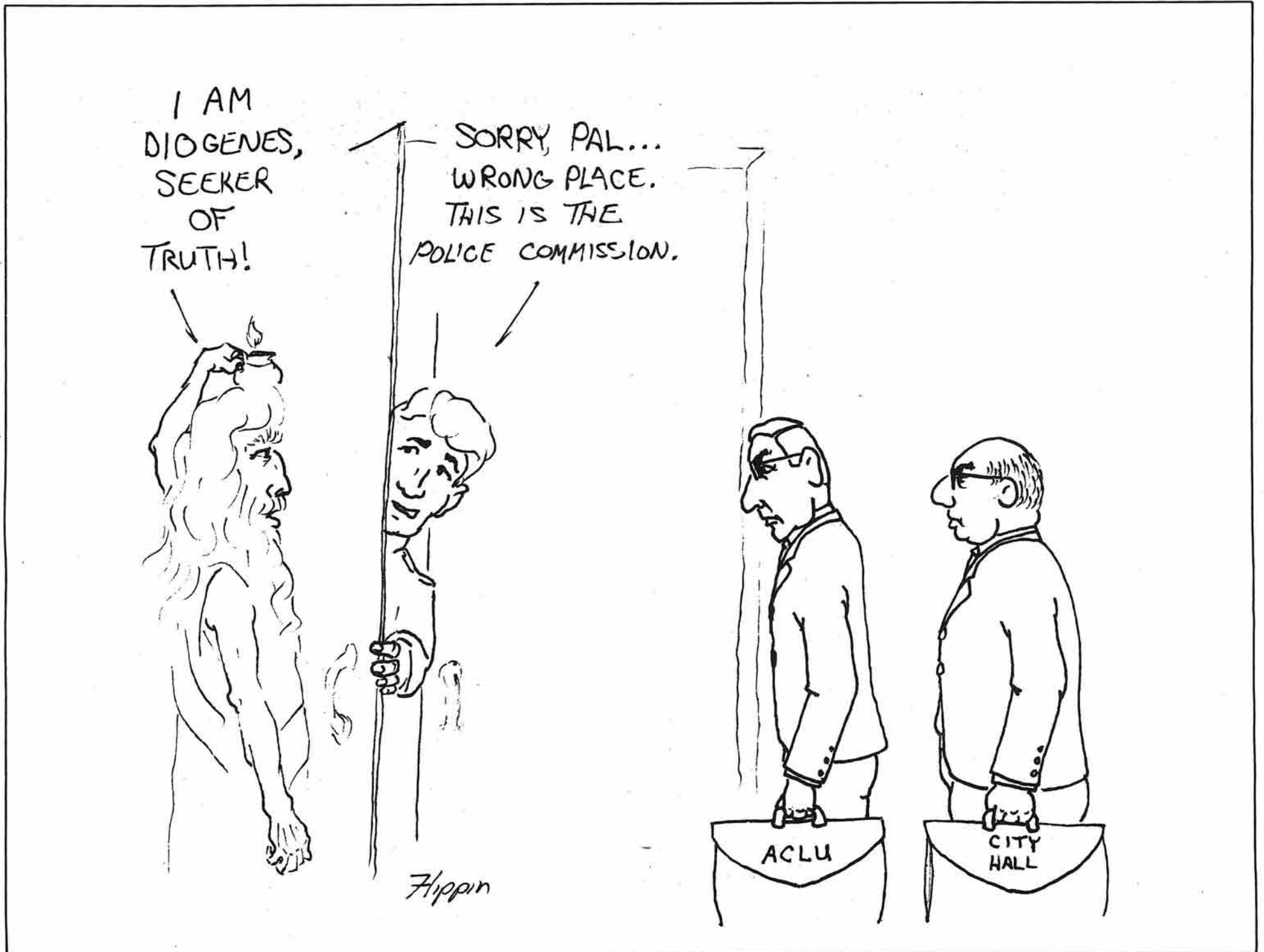
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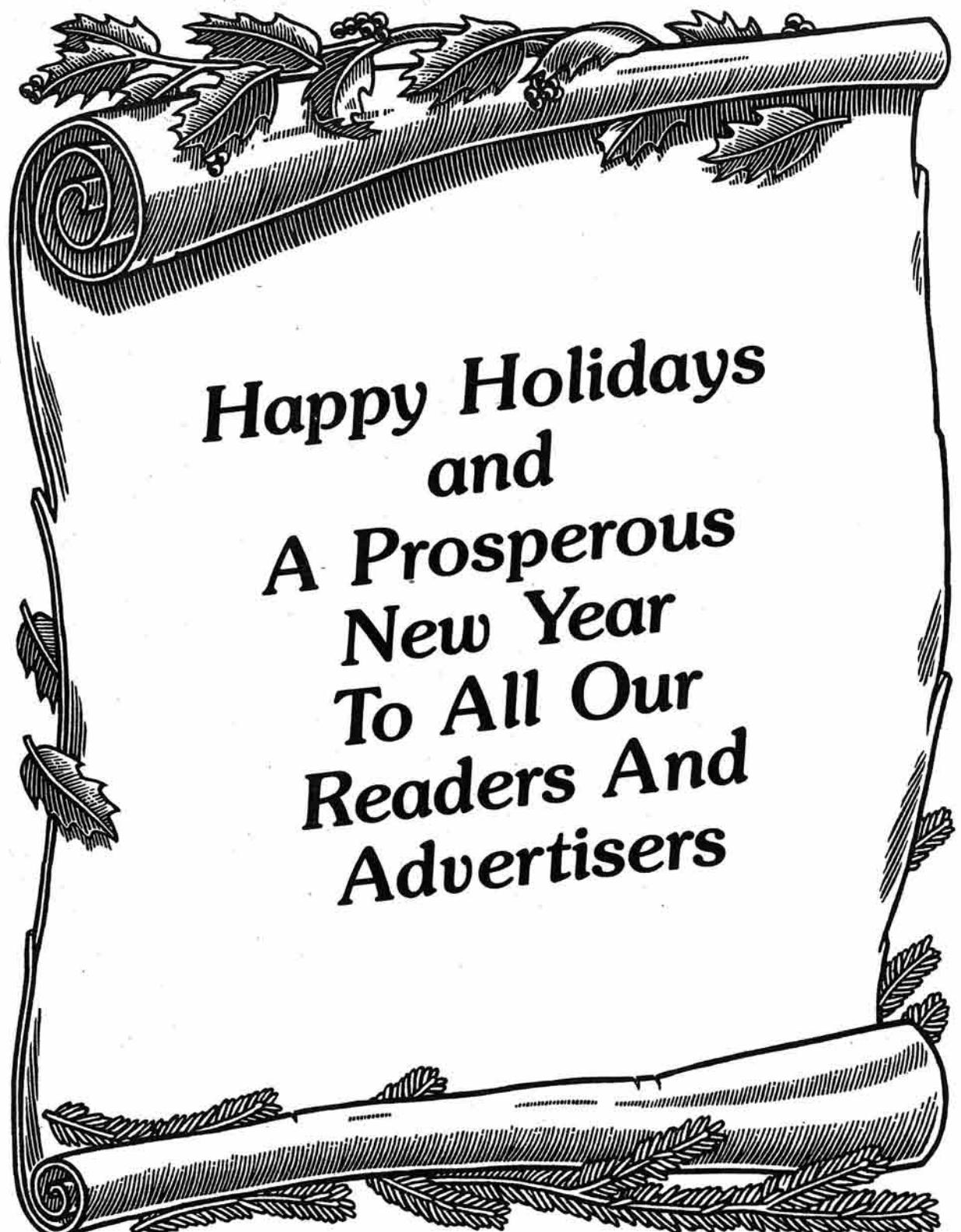
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OK! All you wits and half-wits out there, we're looking for a caption for this dramatic action photo from out of SFPD's past. Next month we'll reprint the photo with the winning caption and credit the brilliant respondent responsible. Waddaya mean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

And The Winner Is...



Two prize-winning members of the Department's Ethnic Dance Team prepare to do a complicated kick step keeping the small trophy in place.

Dewayne Tully
Planning Division, HOJ

Runner-up

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Armond Pelisetti
Robbery



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Medals of Valor

GOLD MEDAL OF VALOR

SERGEANT FREDERICK SCHIFF

For services rendered on Tuesday, October 17, 1989, seconds after the Loma Prieta Earthquake occurred. Sergeant Frederick Schiff was in the East Bay approaching the Bay Bridge en route to Mission Police Station to commence his tour of duty. The Bay Bridge was closed to traffic and Sergeant Schiff flagged down a CHP Officer who informed him that the Cypress Freeway had collapsed. Sergeant Schiff volunteered his services along with a San Francisco Fireman and they responded to the Cypress Freeway structure. Upon arrival they saw that the upper deck was relatively intact although it had fallen on top of the lower deck. The vehicles on the lower deck seemed to be hopelessly crushed. The officers all climbed to the upper structure and ran from vehicle to vehicle. There were approximately 30 vehicles where Sergeant Schiff was located and virtually all of the vehicles had injured and/or dead victims inside. Sergeant Schiff and others formed teams to clear an area and move the seriously injured victims to a make-shift triage. When paramedics arrived with backboards, Sergeant Schiff and others organized a three-level human ladder and, with the aid of the backboards, lowered the more seriously injured to the ground. As it was difficult to get equipment to where Sergeant Schiff was located, he used car jacks to help remove trapped victims from their cars. The freeway was smoldering with burning asphalt. The fear of aftershocks was immense and there also was the dreaded possibility that the entire remaining structure could, at any moment, collapse. Sergeant Schiff, thinking that there could be more victims trapped between the two levels of the freeway, disregarded the danger of the aftershocks and crawled between the sandwiched freeways to investigate. There was only about two feet of headroom in which to maneuver; however, he continued to search but was unable to locate any live victims. In all, Sergeant Schiff assisted approximately fifteen seriously injured victims and countless victims with minor injuries, and removed five dead victims from the section of the freeway he and his companions were on. The heroic deeds of Sergeant Schiff were seen nationwide in photos and on the covers of *Time* and *Newsweek* magazines' October 30, 1989 editions. Because Sergeant Schiff's heroic efforts represent the epitome of the San Francisco Police Department's highest standards, he is granted the Department's most coveted Gold Medal of Valor.

POLICE OFFICERS JEREMIAH MORGAN AND DAVID SEID

For service rendered on February 16, 1990, at 2:40 p.m., when they responded to a request of Homicide Detectives to assist with the arrest of a fugitive wanted by the San Mateo Police Department. The suspect, Allen Lee Bouyer, was wanted for five counts of attempted murder, kidnapping and assault with a firearm on a police officer. He had served time in prison for murder, had been involved in hostage situations, was armed and had stated that he would not be taken alive. He was believed to be staying in a hotel at 57 Taylor Street. The Homicide Detectives and the Special Operations Team developed a plan to locate, isolate and arrest Bouyer. They then drove to 57 Taylor Street and while speaking with the manager one of the officers observed Bouyer come part way down the stairs. Bouyer, seeing the officer, withdrew a handgun from his waistband. At the same time, the officer yelled, "Police", and Bouyer fled up the stairs. Perimeter teams quickly took up positions inside and outside the hotel and a member of the outside perimeter team observed Bouyer with a handgun on the fourth floor fire escape. This information was forwarded to the arrest team. Officers Morgan and Seid were the first members of the arrest team to arrive on the fourth floor. Bouyer, upon seeing Officer Morgan, held his hand in a peace sign and acted very casual. He then dropped into shooting stance and fired several shots at Officer Morgan before fleeing down the hallway. Officer Morgan returned Bouyer's fire, striking him in the arm. Bouyer turned the corner, took cover, reloaded and fired several more shots at Officers Morgan and Seid. Officer Seid doubled back to the west end of the hallway to cut off Bouyer's escape. Bouyer, reaching the junction of the north and west hallway, fired several shots at Officer Seid. Returning Bouyer's fire, Officer Seid fired two rounds from his shotgun. Thereafter, officers on the inner perimeter heard heavy labored breathing emanating from that location. An arrest team mirrored the north hallway and observed the suspect in a prone position. They moved in and took Bouyer into custody. Bouyer was found to be in possession of a blue steel revolver and numerous live rounds. He had reloaded twice during the gun battle and fired a total of eighteen rounds. Bouyer was taken to SFGH where he was pronounced dead. Because these officers demonstrated outstanding bravery risking their lives in terminating the criminal activity of an extremely dangerous man who had previously committed murder, they are granted Gold Medals of Valor.

SILVER MEDAL OF VALOR

INSPECTOR DANIEL YAWCZAK

For services rendered on Tuesday, October 10, 1989, when he and two other officers, Officers Ford and Clark, responded to a call of shots fired in the Westside Housing Projects, Baker/Sutter/Broderick/Post. Acting on information received from other units in the area, they went to 2568 Post Street #223, where the suspect in the call of "Shots Fired" and his girlfriend possibly lived. Being wary that they might soon be encountering a suspect with an automatic weapon, the officers drew their service weapons and Officer Ford readied his shotgun. After knocking at #223, Jacqueline Bishop, the girlfriend of the suspect, answered the door. The officers, believing that the suspect might be inside, ordered all occupants out of the apartment into the corridor. Suddenly a single gunshot echoed from close proximity behind the officers. Officer Yawczak and Ford turned toward the sound and Officer Clark kept watch on the civilians. Officers Yawczak and Ford stepped to the top of the stairway just as Frederick Bishop, Jr. rounded the corner of the stairway onto the landing one-half flight below the officers. The suspect, armed with a semiautomatic handgun, pointed it directly at Officers Yawczak and Ford. Officer Yawczak yelled to his fellow officers to "watch it, he has a gun" and then to the suspect, "Freeze, police." The suspect continued to raise the gun and aim it at the officers. Officer Yawczak, recognizing danger of great bodily injury or death, fired one round from his duty weapon, seriously wounding suspect Bishop, causing him to fall to the floor where his gun fell from his hand. It was later learned that suspect Bishop was indeed an extremely violent and dangerous individual in that he was wanted on a San Francisco Warrant for murder with bail set at one million dollars. Because Officer Yawczak exhibited outstanding bravery in the performance of his duty and in doing so quite possibly saved not only his own life but the life of Officer Ford, he is granted a Silver Medal of Valor.

POLICE OFFICER EDMUND COTA

For services rendered on Wednesday, September 13, 1989, at 12:40 a.m., when he and his partner, Officer Stephen Collins, effected a vehicle traffic stop on Polk and Post Streets and subsequent investigation revealed that the vehicle was stolen. The vehicle was contained three suspects, two men and a woman. The driver was handcuffed and placed in the patrol vehicle and the two remaining suspects were ordered to place their hands on the dashboard. The female suspect was then removed and handcuffed but the remaining suspect exited the passenger door in an excited state, turned to the officers and stated, "You'll have to kill me, I'm not going back to the pen." He then ran and when ordered to freeze, he shouted, "shoot me". Both officers chased the suspect on foot for approximately one block at which time they caught him and took him to the ground. Officer Cota felt he had control of the suspect and told his partner to return to the female suspect who was left standing by the stolen vehicle. The suspect with Officer Cota then went into a fetal position making it difficult to handcuff him and he suddenly pointed a semiautomatic pistol in Officer Cota's face and shouted "don't make me kill you". Had Officer Cota backed off, he might have lost his own weapon and consequently would have exposed both himself and his partner to extreme life-threatening jeopardy. Officer Cota, acting quickly, in a life-threatening physical move, grabbed the pistol. Exhibiting outstanding bravery and superior physical strength, he was able to turn the barrel of the weapon toward the suspect and ultimately gained control of the weapon. The suspect was handcuffed and all were taken into custody. Because Officer Cota demonstrated bravery above and beyond the line of duty, heroically wrestling the pistol away from the suspect and erasing the life-threatening danger to him and his partner, he is granted a Silver Medal of Valor.

BRONZE MEDAL OF VALOR

POLICE OFFICERS JEREMIAH MORGAN, DAVID SEID, JAMES CUSTER, RICARDO GALANDE, WILLIAM GRIFFIN, CHRISTOPHER OLOCCO AND KEITH SINGER

For services rendered on Tuesday, October 17, 1989 at 5:04 p.m. A 7.0 earthquake shook the Bay Area. The earthquake caused the entire fourth floor of 175 Bluxome Street to separate and collapse onto Sixth Street. Tons of bricks and debris fell four stories, burying five people and their vehicles. The remainder of the building was bulging in the center, very unstable and under great stress. Within seconds, Officers Morgan, Seid, Custer, Galande, Griffin, Olocco and Singer all responded to this location. People and vehicles were crushed, gasoline was leaking, power poles and lines were down, victims were moaning beneath the rubble, and the damaged building loomed precariously overhead. All of the officers who responded to this scene worked frantically to free victims from be-

neath the rubble. The officers initially dug by hand to free the victims. Some commandeered heavy equipment to assist in the effort, and others organized civilians to assist. These rescue efforts were going on directly under a building that could have collapsed on top of the officers at any moment. In fact, the danger of further collapse was so great that the civilian volunteers were asked to leave the danger zone. These officers risked their lives for about forty-five minutes in efforts to save the victims. Despite their heroic efforts, five people were crushed to death. No one survived. Because they displayed outstanding bravery by risking their lives to save others, while 175 Bluxome Street could have collapsed at any moment, they are granted Bronze Medals of Valor.

SERGEANT JAMES HAMPTON AND OFFICER RICHARD ANDREWS

For services rendered on Tuesday, October 24, 1989, at approximately 9:20



a.m., when they responded to Third and Townsend Streets on a report of a white male adult acting crazy and stabbing himself in the chest. As the officers approached the suspect, he wildly flailed at them with the knife. The suspect then turned and ran. The officers pursued him and caught him in front of 580 Bryant Street. The suspect then turned and came toward the officers, knife in hand. Although the suspect was clearly a danger to himself, to bystanders and especially to the officers who faced him, they did not consider using deadly force. Instead they used their batons to try to strike the suspect's hand to make him drop the knife, but this proved unsuccessful. Officer Andrews quickly lunged at the suspect and a violent struggle ensued between the suspect and the two officers. Sergeant Hampton was finally able to strike the suspect's hand with his baton, causing the suspect to drop the knife, and they were finally able to subdue the suspect and take him into custody. Because Sergeant Hampton and Officer Andrews showed great courage, compassion and dedication to duty by avoiding the use of deadly force and using other, less lethal means to subdue this violent individual, they are granted Bronze Medals of Valor.

**INSPECTOR
ROBERT HULSEY,
SERGEANTS JAMES HALL
AND EDWARD DULLEAR,
AND OFFICER
MICHAEL TRAVIS**

For services rendered on Sunday, April 1, 1990, when they responded to 1119 Powhatten Street and found that person(s) unknown had buried a large quantity of dynamite in the backyard. Examination of the container (a metal box approximately 2 feet square, 1 foot deep) revealed that the dynamite had been placed in a large plastic bag and placed in the metal box. Further examination revealed that it had been buried for a number of years, was in a state of deterioration that was described as highly unstable, extremely sensitive with great potential of an explosion transpiring at any time without fuse or detonator. There were two hundred and four sticks and the potential for harm required the evacuation of one block in each direction of residents in the area. The location of the dynamite dictated E.O.D. personnel attempt to desensitize, as much as possible, the dynamite in place. Then began the tedious task of removing each stick one at a time and carrying them to a sandfilled DPW dump truck and placing each stick in its own sand mound in preparation for transportation. Some of the sticks were also placed in the E.O.D. truck for transportation. With the cooperation of the California Highway Patrol, a portion of Highway 101 was blocked and the first loads were delicately transported to a large vacant area east of Candlestick Park, each stick was unloaded and placed at this site for the final phase. The process was then repeated for the remaining sticks of dynamite. They then proceeded to safely burn the dynamite. The intensity of the burn confirmed that the dynamite had still been in a volatile state. Because all officers involved were cognizant of the danger they faced and, with the safety of the public foremost in their minds, proceeded at great personal risk, eventually eliminating the threat to the public, they are granted Bronze Medals of Valor.

**POLICE OFFICER
MICHAEL FERNANDEZ**

For services rendered on Tuesday, October 17, 1989, when the San Francisco Bay Area experienced a major earthquake. Officer Fernandez had just reported off duty and was in the process of changing into civilian dress when he was notified to respond to the Marina Area. He immediately donned his uniform and responded. Once on the scene he observed a major fire raging out of control at the northwest corner

of Divisadero and Beach Streets, and several apartment buildings knocked from their foundations and threatening to collapse. One had, in fact, collapsed partially on the street. Confusion and chaos reigned on the streets and Officer Fernandez, observing this chaotic situation, "deputized" a dozen citizens and instructed them to assist other citizens to evacuate the Marina Greens. Having been informed by citizens of elderly women being trapped in several buildings, Officer Fernandez first entered the building at 1895 Jefferson Street where plaster had fallen from the walls and ceilings and staircases were out of alignment, making footing hazardous. He then responded to 3729 Divisadero street and, unable to gain entry, borrowed a firefighter's ax, broke the glass panel in the front door and entered. He then conducted a search of the premises and at which time a five alarm fire was raging adjacent to the building. The officer, satisfied that no one was present, returned to the street and the building was eventually destroyed by the fire from the building next to it. The officer then responded to 1945 Jefferson and, along with with a citizen, climbed the stairway to the third floor and found an elderly woman in a great deal of pain who, it was later discovered, had suffered fractures to her wrist and spine. The officer and the citizen had to physically carry her, in a chair, down three flights of stairs. Had an additional movement of the earth occurred while Officer Fernandez was inside either of the buildings, a partial or total collapse could have occurred with devastating results to all concerned. Because of the heroic efforts put forth by Officer Michael Fernandez on October 17, 1989, he is granted a Bronze Medal of Valor.

**POLICE OFFICERS
JAMES McALLISTER
AND WILLIAM GARCIA**

For services rendered on Saturday, February 17, 1990 at 9:30 PM, when they responded to a Headquarter's broadcast of someone being killed and robbed at 736 Vallejo. Five suspects had entered the upstairs residential flat being used as a gambling parlor and were armed with three loaded handguns. The suspects had nylon stockings pulled over their heads and carried grip bags containing duct tape and extra stocking masks. There were male and female victims who began screaming in abject fear as the suspects, pointing their guns at the victims' heads, took their wallets, purses, jewelry and pocket money. There were no lights on in the building but Officer McAllister, first officer on the scene, could clearly see one suspect brandishing a loaded .32 cal. automatic weapon. The suspect, with his back to the officer, ignored the repeated commands to drop the gun and walked to a front room with his weapon now by his side. Officer McAllister fearing that any shots would injure victims, held his fire and followed the suspect to the front room. Officers Jeffrey Barry and William Garcia arrived on the scene and ascended the steps to the second floor. Officer Garcia observed a second suspect breaking out the front room windows with the butt of a .38 cal. revolver. Officer Garcia ordered him to drop his weapon and the suspect turned and pointed it at Officers Garcia and McAllister. Officer Garcia immediately fired one round at the suspect, which missed him and lodged in a window casing next to him. Things became more disordered as two suspects then jumped out the second story front windows and two jumped out the second story windows in the rear of the building. The suspect covered by Officer McAllister dropped his weapon and was taken into custody. Numerous other police units had responded and while outside the building, heard the gunshot and witnessed the suspects jump through closed windows breaking the glass, fall through awnings, onto business signs and land on parked autos. None were injured and all ran in different directions. However, they were all quickly apprehended and taken into custody. Because the heroic actions of

each officer reflect great credit on themselves and the Department, they are granted Bronze Medals of Valor.

NOTE: Police Officers Jeffrey Barry, John Centurioni, Kyle Ching, Neal Griffin, Steven Quon, Keith Sanford, Patrick Yick and Kevin Gotchet, receive Police Commission Commendations for their efforts in this incident.

**SERGEANT
JOHN A. STERLING**

For services rendered on Friday, October 13, 1989, at approximately 9:37 AM, when Sergeant John Sterling and several officers responded to 379 Melrose where a woman was screaming for help. The officers entered the residence after they were informed by a family member that his brother was inside the house and had stabbed their mother and himself. After entering, the officers observed the suspect standing at the top of the staircase leading to the living quarters. He was holding a large knife in his right hand and had a large open wound in his lower abdomen and his intestines were spilling out from the wound. The officers immediately requested a Code Three ambulance for the suspect. The officers then repeatedly ordered the suspect to put the knife down, however, the suspect replied numerous times that he would kill the officers if they came upstairs. Sergeant Sterling ordered officers to evacuate family members who were present in a downstairs bedroom. While being covered by officers, Sergeant Sterling tried to persuade the suspect to allow officers and medical personnel to attend to him and his wounded mother. The suspect, now sitting on the stairs replied that he would kill the sergeant if he walked up the stairs and waved his knife in a threatening manner. Sergeant Sterling believing it essential to get to the upstairs portion of the residence to aid the suspect's mother, found a 5' piece of wood which he planned to use to swat the knife away from the suspect's hand. The Sergeant then slowly walked up the stairs. The suspect suddenly stood up, held the knife at shoulder level in a threatening manner and quickly charged in the direction of Sergeant Sterling. In order to prevent serious injury to Sergeant Sterling, officers positioned to the right and left of Sergeant Sterling, fired at the suspect who then fell to the stairs and the knife dropped from his hand. Sergeant Sterling found the suspect's mother outside a sliding glass door clutching her left breast which was soaked in blood. Both the suspect and his mother were transported to MEH. Because Sergeant John Sterling risked his life in order to disarm the suspect and render aid to the suspect's mother, he is granted a Bronze Medal of Valor.

NOTE: Police Officers Gary Aicardo, Linda Fontenot, Alberto Miranda, Michael Mitchell, William Murray and Stephen Spranger receive Police Commission Commendations for their efforts in this incident.

**POLICE OFFICERS
ARTHUR BORGES AND
THOMAS HEFFERNAN**

For services rendered on Tuesday, January 2, 1990, at 3:15 PM, on duty and in a marked police vehicle on 29th Street between Church Street, observed an armed suspect aiming his weapon at a man he had shot, seconds earlier, in the head. Without hesitation these officers immediately jumped out of their vehicle, drew their service revolvers and ordered the suspect to drop his gun. The suspect suddenly turned and pointed his weapon at the officers. The officers were in great fear for their lives and would have shot the suspect, except for the fact that St. Paul's School had just let out and children were crossing the street behind the suspect. The suspect with gun still in hand, seized the opportunity to flee and run through the school yard crowded with children. The officers, holding the children's safety and wellbeing above their own, gave foot pursuit and cornered the suspect at 270 Valley Street. He was then taken into custody without further incident. Because these officers

demonstrated bravery and a great amount of self control in the face of danger as the suspect had already proved that he would use a gun, yet they were able to capture him without injury to the children or themselves, they are granted Bronze Medals of Valor.

**POLICE OFFICERS
JOHN SANFORD AND
JOHN LANFRANCHI**

For services rendered on Tuesday, November 28, 1989, at approximately 9:50 p.m., when they were dispatched to 1642 Palou to investigate a report of a woman screaming for help. Upon arrival, they heard a hysterical female screaming, "Please don't, put it away." They looked in through the front door and saw the female victim on the floor and a male suspect standing over her pointing a revolver at her head. At this point Officer Sanford drew his service revolver and pushed the door open with his free hand. The doorway was narrow and only one officer had room to enter. Officer LanFranchi provided cover. The suspect, seeing Officer Sanford enter, maintained his hold on the victim and pointed his revolver directly at Officer Sanford. Fearing for his life, but unable to fire because the victim was in front of the suspect, Officer Sanford lunged at the suspect in a desperate hope that the suspect would not be able to fire in time and was able to grab his arm. A violent struggle ensued and with the assistance of his partner they were able to disarm and handcuff the suspect and place him in custody. Because Officer Sanford and LanFranchi displayed great, personal courage by taking charge of this potentially fatal situation and risked their lives to save the life of another, they are granted Bronze Medals of Valor.

**MERITORIOUS
CONDUCT AWARD**

SERGEANTS

**RICHARD BRUCE
(2 Awards)**

**WILLIAM BUSH
(2 Awards)**

**MARK McDONOUGH
DAVID ROCCAFORTE
(2 Awards)**

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LOU BRONFELD

ANTHONY CAMILLERI

GARY A. ELSENBROICH

PETER GODBIOS

THEODORE C. PECK

POLICE OFFICERS

DANIEL DOUGHERTY

MICHAEL HUDDLESTON

**VINCENT VAGO
(2 Awards)**

Proposed Changes, Additions or Deletions

The following changes, additions, or deletions to the SFPOA Constitution will be voted on in the next General Election.

**Deletions Are In
((Double Parentheses))**

Additions Are Underlined

SAN FRANCISCO
POLICE OFFICERS ASSN.
Articles 5 & 6 of Constitution
(April, 1990)

ARTICLE V

NOMINATIONS, ELECTIONS AND INSTALLATIONS

1. Any active member of this Association who has been a member for at least one (1) year shall be eligible for election to office in this Association.
2. All officers of this Association shall be elected for a two-year term of office. All other members of the Board of Direc-

tors shall serve one year terms. No member of this Association shall be eligible for election to any office of this Association who has retired, provided, however, that the office of the Retired Representative to the Board of Directors shall be a retired member, and provided further, that any member who is a member of the Board of Directors of this Association shall not be disqualified to continue in such office by reason of his being promoted, transferred, or retired during his term of office. (Amended February 1990)

3. The Nominating Committee shall consist of three (3) active members appointed by the President ((during the first week of November.)). These names shall be published in the November issue of the Association's official Newspaper. It shall be their duty to receive nominations and report on the eligibility of the nominees at the December quarterly membership meeting. Nothing herein contained shall preclude the right of a member to be nominated from the floor at the December meeting.

4. At ((each)) the December membership meeting, a General Election Committee shall be appointed by the Board of Directors. This committee shall consist of not less than five (5) members, nor more than ((ten)) fifteen (15), whose duty it shall be to ((receive nominations, to review the eligibility of the nominees,)) draw an election ballot, arrange for the printing and distribution by mail to all members((, and make the results known to the membership)). Members of this committee shall not be members of the Board of Directors nor candidates for office. The Chair of the committee may appoint up to five alternate members to replace those members unable to perform for specific elections. ((Nothing herein contained shall preclude the right of a member to be nominated from the floor at the December meeting. The same procedures shall be followed for Special Elections. The annual election shall be held each year commencing at 8:00 A.M., on the fourth (4th) Monday of January and continuing until midnight (12:00 P.M.) of the 2nd Friday in February.)) The annual election shall commence no sooner than the 20th of January, concluding no later than the 10th of February and will run for a period of time not less than ten calendar days. The Election Committee shall cause to be published in the January Issue official newspaper of the Association a notice setting forth the specific dates and times that the election will take place, as well

as the location, date and time that the ballot opening and counting will take place. The opening and counting of the ballots will be done in a "open" forum and observers will be welcome. The committee shall insure that the observers do not interfere with the performance of committee duties. If at the annual nomination of all offices there are no opposed offices, the Election Committee need not mail ballots to the membership. At the January Board of Directors meeting the President shall instruct the Secretary to cast a unanimous ballot and then declare the election official. The membership shall be notified by the official publication of this Association of this action. (Amended February 1990)

- ((4.1. The General Election Committee shall arrange with either the Registrar of Voters or the American Arbitration Association for an independent arbiter to oversee the entire election process. At the December membership meeting a designee of the General Election Committee shall present a written report to the Board of Directors as to the agency providing the arbiter. The independent arbiter shall notify the Board of Directors in a written report of any election inconsistencies or improprieties, along with a recommendation for resolution of the dispute.)) (Added February 1990)

5. Election Procedure:

- a. Members shall mark an (X) in the place designated by the ballot instructions, and shall indicate ((his)) their appropriate station, detail or assignment on the return envelope in the space provided. Members who have been carried "extended loan" continuously in one year in any unit shall be allowed to vote for the candidate(s) seeking to represent them at their respective extended loan assignment. No other mark of any kind shall be placed on such ballot. The member shall place the marked ballot in the ballot envelope provided by the election Committee, without any identifying mark upon such envelope. ((;t))The member shall seal the ballot envelope and place it in an envelope addressed to the mailing address of this Association or other designated place and the members shall print ((his)) their name on the place provided on the outside of this addressed envelope. Members shall mail the ballot by U.S. Mail. The Election Committee members shall collect the ballots and check the name on the identifying envelopes with the membership roll. Only the ballots of members in good standing shall be counted. (Amended February 1990)

- b. After it has been determined by the Election Committee ((and the independent arbiter)) that the ballots remaining have been cast by the active and retired members, the outside identifying envelopes shall be removed ((and all ballots, still closed in the ballot envelopes to be tallied)). The Committee ((in the presence of the independent arbiter)) shall open the ballot envelopes and proceed to count the ballots. All ballots marked contrary to the ballot instructions shall be voided and not counted. ((Candidates receiving a simple majority of the total numbers of votes cast for offices shall be declared to be elected and the results of the election shall be verified by the independent arbiter. The verified results shall also be reported to the Secretary who shall notify the candidates.)) The ballots and the identifying envelopes shall be retained by the Election Committee for two (2) weeks following the counting, during which time they may be inspected by any member. Thereafter, such ballots and identifying envelopes shall be kept by the Association for one year before being destroyed. (Amended February 1990)

- c. Candidates receiving a simple majority of the total number of ballots cast shall be declared elected, providing there is only one seat being contested. When there is a unit that has more than one seat on the Board of Directors being contested, the number of candidates equal to the number of seats in contention shall be determined by those candidates receiving the most votes. In the event of a tie or lack of a simple majority of the total number of votes cast for any executive office or seat on the Board of Directors, the General Election Committee shall commence within fifteen (15) days to hold a run off election of the tied candidates or the two front runners for an office, in accordance with Article V, Section 5a and 5b of this Constitution. Any such run off election shall be concluded within no fewer than seven (7) and no more than twelve (12) calendar days. (Amended February 1990)
6. All members of the Board of Directors of this Association shall serve in their respective offices until their successors have been installed. Such installation is to be made at the first regular meeting of the Board of Directors following the date of the Annual Election.

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To SFPOA Constitution

ARTICLE VI

REMOVAL, EXPULSION, RECALL AND REFERENDUM

- Any member who does an act which brings upon this Association and its members public condemnation and scorn or is found guilty of a felony may upon conviction be expelled from this Association.
- Any member of the Board of Directors may be recalled or removed for willful neglect in the performance of their duties in relation to this Association or for the commission of any act inimical to the welfare of this Association. (Amended February 1990)
- Provided, however, that whenever such member of the Board of Directors or member is to be removed or expelled they shall be served with a copy of the charges, enumerating the alleged violations of Sec. 1 or 2, of Article VI of this Constitution, forming the basis of their contemplated removal or expulsion. Such charges must be set forth in clear and concise language signed by the President upon the direction of the majority of the Board of Directors. Provided further, that if the officer against whom the charges are pending is the President, then such charges may be signed by the Secretary or any other officer directed to do so by the Board of Directors. (Amended February 1990).
- The Board of Directors of this Association shall constitute the hearing board in cases involving the removal or expulsion of member(s) of the Board of Directors and said board shall also be the hearing board on charges against an individual member(s) and shall order the removal or expulsion of a member of the Board of Directors or member convicted of violations as enumerated in Section 1 or 2, of Article VI of this Constitution. A member of the Board of Directors or member may within ten (10) days following the service of charges, enter any argument or affidavit in their behalf. The Board of Directors shall conduct a fair and impartial hearing which shall be open to all members of this Association, but only in the capacity of observers. The accused member shall be allowed to make an explanation and introduce witnesses before the hearing board. The hearing board and the accused shall have the right to have their legal counsel present before the hearing board. In order that a verdict shall be conclusive, three quarters (3/4) of the full Board shall be in attendance and a three quarters (3/4) vote by secret ballot of those in attendance shall be necessary to legally remove or expel a member of the Board of Directors or member found guilty of an offense set forth in Sections 1 and 2 in Article VI of this Constitution. (Amended February 1990)
- In any case where a recall election of a member of the Board of Directors of this Association is demanded by a petition signed by twenty-five percent (25%) of the total members that he/she represents as a director, or in the case of an officer of this Association by three hundred (300) members and submitted to the Secretary or President, the Board of Directors shall immediately thereafter designate the date for commencing and concluding of such recall election. That date for commencing of such election shall not exceed sixty (60) days after the petition has been submitted to the Secretary or President. The recall election shall run for no fewer than seven (7) and no more than twelve (12) calendar days. The Board shall submit the charges contained therein, to the membership for a vote in accordance with Article V, Section 5 of this Constitution. If a simple majority of the membership voting thereon shall vote for such removal, the Board of Directors shall declare that office vacant. (Amended February 1990)
- In any case where a recall election is submitted to the membership for vote, the accused member shall have the right to submit to the membership his written answer to the recall petition in the official publication of this Association prior to the recall election. The answer may not contain more than 500 words.
- If a member of the Board of Directors should absent himself/herself from three (3) successive meetings without acceptable excuse, their office shall be declared vacant and the President shall appoint a member to such vacancy as herein provided. (Amended February 1990)
- Referendum: Whenever a petition, signed by one hundred and fifty (150) members, calling for a referendum is submitted in writing to the Secretary such proposition shall ((immediately)) be submitted to a vote of the entire membership by mailed ballot in accordance with Article V, Sec. 5 of this constitution. Such referendum election shall commence within no fewer than thirty (30) calendar days from the date the Secretary receives and certifies the petitions and shall conclude within no more than sixty (60) calendar days from the date the Secretary receives and certifies the petitions. Prior to the mailing of said ballots, such referendum petition shall be published in the official publication of this Association. A referendum is defined as the procedure of submitting measures already considered by the Board of Directors to a vote of the entire membership for approval or rejection. A majority vote of those voting shall cause the referendum to pass.
- Rescission: Whenever a petition, signed by two hundred and fifty (250) members, calling for a rescission is submitted in writing to the Secretary or President, such proposition shall ((immediately)) be submitted to a vote of the entire membership by mailed ballot in accordance with Article V, Section 5 of this Constitution. Such rescission election shall commence within no fewer than thirty (30) calendar days from the date the Secretary receives and certifies the petitions and shall conclude within no more than sixty (60) calendar days from the date the Secretary receives and certifies the petitions. Prior to the mailing of said ballots, such petition for rescission shall be published in the official publication of this Association. Such rescission petition must be presented within thirty (30) days of the act which is the basis for such a petition. Rescission is defined as the procedure of submitting measures considered at a quarterly or special membership meeting to a vote of the entire membership. A majority vote of those voting shall cause the prior act(s) to be approved or rescinded.

mitted in writing to the Secretary or President, such proposition shall ((immediately)) be submitted to a vote of the entire membership by mailed ballot in accordance with Article V, Section 5 of this Constitution. Such rescission election shall commence within no fewer than thirty (30) calendar days from the date the Secretary receives and certifies the petitions and shall conclude within no more than sixty (60) calendar days from the date the Secretary receives and certifies the petitions. Prior to the mailing of said ballots, such petition for rescission shall be published in the official publication of this Association. Such rescission petition must be presented within thirty (30) days of the act which is the basis for such a petition. Rescission is defined as the procedure of submitting measures considered at a quarterly or special membership meeting to a vote of the entire membership. A majority vote of those voting shall cause the prior act(s) to be approved or rescinded.

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NASTY

(Continued From Page 1)

quite enough integrity to do what was right. So now, the orders of the day are: "Prosecute the privates for the sins of the generals," as one very competent defense counsel has put it.

Now the Administration — following the initiative of the OCC — manufactures cases against people like Bill Welsh, Tom Lang and Jim Hall — three of the finest, most professional police officers any Department in the Free World could want. And the Police Commission can't understand why these hearings have to "take so long."

Knowledgeable cops in this Department have to rub their eyes to double-check this nightmare!

One of the best trained, most severely limited crowd-control units in the U.S. is deployed under abundant command supervision. After extensive deliberation the unit is explicitly ordered to move what the command personnel judge to be criminal violators. In strict compliance with law and Department policies and procedures, the unit does exactly what it is ordered to do. As has happened hundred of time before, and as every demonstrator fully realizes, one violator sustains physical injury when the lawful use of force is employed, as directed by the officers' superiors.

After attention begins to focus on the one officer unfortunate enough to be closest to the special violator, Lt. Tom Lang decides to learn as much as possible about this officer by reviewing the officer's Performance Improvement Program binder, binders which everyone has been led to believe are NOT personnel files, and about which the Department has allowed the growth of much confusion. Lang finds a memo there containing unsubstantiated references to the officer's personal conduct outside his employment. Lang appropriately removes — but does not destroy — the item due to its lack of factual basis, its reference to non-work-related issues, and the fact that it indicates no acknowledgment of having even been seen by the officer, and advises his superior.

Now we have the REAL culprits behind this Huerta mess! Let's hang 'em!

The MCD investigator states in his report: "There is no evidence to indicate that the information recorded on the deleted page would have altered the outcome of any subsequent investigation."

After the October 25th revelation about the Administration's revision of the report, Mr. Bookin sent the defense counsel the sudden new discovery of the original page, absent the following Department addition:

"The fact that any information was deleted from Officer Achin's Personnel Improvement Program file was not disclosed by" Welsh, Lang or Hall. (Note: G.O. P-14 refers NOT to "Personnel" Improvement, but to the "Performance Improvement Program"; since 1986, the PIP binders have become personnel files for selected purposes, like railroading good officers.)

This enabled the SFPD Administration to rationalize that the accused officers violated Department rules by failing to mention the inappropriate binder memo, even though they were never asked about it, the interrogations never addressed related issues, nothing written by the Department or taught to them ever indicated any relevance to complaint/misconduct investigations, and it bore no logical relationship to the Huerta investigation.

So, as described by former Deputy District Attorney, Deputy US Attorney and defense counsel Jim Lassart, these officers are being prosecuted "for failing to answer questions they were never asked."

Since the Department has now officially (and belatedly) acknowledged that there were two versions of the investigative report, whereas they previously only admitted to one, what else is there that has NOT been disclosed, in this or any other hearing?

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Basics of Investment Analysis

by Elizabeth Rohrs,
Broker/Property Manager

Your desire, as an investor, is to maximize your wealth. Whether your financial goal is to increase current income, provide retirement cash flow, or save for your children's education, you want to make as much as you can, as soon as you can, with as little risk to your money as possible.

You may not be consciously aware of the multitude of factors you take into consideration when you choose one investment over another, but your decision to invest (or not) will be primarily determined by the answers to the following questions:

- 1) How much do I have to put up?
- 2) When do I have to pay it?
- 3) How much will I get back?
- 4) When will I get it back?
- 5) What are the chances of losing my money?

The weight one gives to the answers to each of the questions will be determined by your individual financial goals. As an investor entering the market for the first time with a hard-earned \$10,000 will make decisions based on different factors than will the more experienced investor wishing to re-invest excess dividend income.

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The initial investment is the out-of-pocket cost to the investor. This may be more or less than the stated purchase price. For example, 1000 shares of the XYZ Company at \$10 per share will probably cost you more than \$10,000 because of dealer commissions and other investment costs. Alternatively, if you purchase a discounted \$10,000 note for \$9,000, your cost is \$9,000, not the \$10,000 face value of the note.

When figuring your yield on an investment, remember to use the proper cost figure.

Leverage

The use of OPM (other people's money) can increase your yield. Leverage can allow you to acquire property or securities worth more than the cash you have available.

You use leverage, for instance, when you buy your home. A \$20,000 down payment on a \$100,000 home means you must borrow \$80,000. If your home then sells for \$120,000, you have a 20% increase in value, but you have made 100% on your \$20,000 investment. (\$120,000 less \$80,000 loan = \$40,000 profit).

When the return on the overall investment is greater than the cost of the borrowed funds (positive leverage), you are in the enviable position of making money on someone else's money. Leverage can also be neutral, or even negative (when the investment is earning, say, 9% and you are paying 12% to the bank).

Liquidity

Liquidity is the ability to convert your investment back to cash quickly and without loss of principal. Savings account and money market funds offer a high degree of liquidity — real estate does not.

A certain amount of readily available funds (or highly liquid investments) are necessary to provide for emergencies, unexpected investment opportunities, etc. A price is paid for this accessibility, however. Liquid investments generally offer lower yields.

Marketability

Marketability is the salability of an investment at current market price. Stocks, for instance, are quickly marketable, but a loss in principal may have to be taken because of a change in the market. A marketable investment will offer more flexibility than a non-marketable investment such as

limited partnerships, which are considered long-term investments.

Management

Overseeing a 25-unit apartment complex may be some investor's idea of great fun. Reviewing your mutual fund statement may well be as much as you personally want to handle in the management of your investments.

Remember, however, that you pay for management, whether by free rent (i.e., for the manager of the apartment complex), the mutual fund "load", or limited partnerships' front-end fees.

Time Value of Money

The value of an investment is the worth to you today of future benefits of the investments.

If given a chance between \$1,000 today or \$1,000 next year, the decision would be easy. Inflation may erode the purchasing power of next year's \$1,000 to a value significantly less than today's \$1,000. Also, \$1,000 today can be invested and be worth more than \$1,000 next year.

So what is the value of next year's \$1,000 to you now? If we had the money today, and if we could invest the money at 10% interest, compounded monthly, our \$1,000 would grow to \$1,104.71 in one year. Therefore, \$1,104.71 next year is worth \$1,000 to us now. \$1,000 next year is worth only \$905.21 to us today, using the 10% reinvestment rate used above (\$905.71 invested for one year at 10% will grow to \$1,000).

If you have \$10,000 to invest today, which of the following after-tax cash flows do you believe would give you the highest yield on your money, adjusted for time value?

- 1) A discounted mortgage that will pay you \$1,627.45 per year for 10 years (total receipts of \$16,274.50);
- 2) A Note that will pay you \$16,105.10 cash in five years;
- 3) Stock that will pay you \$1,000 per year for 10 years and then sell for \$10,000 (total receipts of \$20,000);
- 4) An insurance annuity that will pay you \$1,000 per year for life;
- 5) Land that can be sold in 10 years for \$25,937.42 cash.

Surprisingly, each of the above investments would give you an identical Internal Rate of Return (IRR) of 10%. Theoretically, an investor wishing to realize a 10% gain would be indifferent to the investment chose.

Risk/Reward

To meet your own financial goals, you will consider a range of possible investments, from the most conservative to the riskiest:

- Savings Accounts — among the safety (and lowest yielding) of all investments;
- Stocks/Bonds — higher risk, higher potential return;
- Mutual Funds — risk and return vary greatly;
- Real Estate — reasonably low risk, excellent (long-term) potential return;
- Commodities — not an investment for the faint-of-heart.

As you can see from the above, the return on your investment is largely a function of the risk you are willing to take with your funds.

Summary

When you are presented with a possible investment, be sure to evaluate it in light of your needs. Evaluate the risk you are running compared with the potential return, and never, never risk more than you can afford to lose. If it sounds too good to be true, it probably is!

A Note To Our President

by Bill Marweg, Burglary

In reading "From the President" in the November issue of the Notebook, I feel a need to respond. As a POA member I have become disenchanted with the increasing negative personal comments printed in the Notebook from time to time. The latest comments by our President calling Chief Jordan a "cheap shot artist" and a "fool" are, in my opinion, reaching below the belt. First of all, any mature adult who cannot realize that labor and management will often disagree on labor issues is simply not in touch with reality. Mike Keys often speaks of his duty to support the membership he represents. Does he not understand that the Police and Fire Chiefs also have the same duty to the Mayor who appoints them? This has been true of every Chief I have served under since Tom Cahill; and I am sure it will be true in the future. Frank Jordan needs no defense from me or any other person. Nonetheless, anybody who knows or has worked with the Chief during his career knows that he is neither a "cheap shot artist" nor a "fool." In my opinion, Chief Jordan is a good and decent man who sincerely cares about Police Officers. On October 23rd I was attending a meeting which was also attended by Chief Jordan. I was talking with him when I was

informed about two of our officers who had just been shot by a 187 suspect and were enroute to SFGH by ambulance. With no fanfare, he immediately arranged to leave the meeting to go to the hospital.

His departure was so quiet that very few in attendance even knew what had occurred. He sought no publicity or notoriety; his only concern was the well being of the officers. Perhaps this will paint a better picture for our President of the man he called a "cheap shot artist" and a "fool."

I find it particularly offensive that a man we elected to represent all of our members would stoop to comments this derogatory and personal and that he would have them published in the Notebook. As previously stated, there will always be differences between management and labor or more specifically between the POA and the SFPD Administration. Nonetheless, if we as an organization are going to prosper and be successful in the future, I, for one, feel it is time to stop the negative personal type comments and attacks. Surely they can serve no good purpose in the eyes of the public who read the Notebook and support us as a professional organization. In closing, let me say I personally like and respect Mike Keys; however, I strongly feel his conduct as our President needs reexamination.

Senator Kopp Citizen Of The Month? What A Joke!

by Paul Chignell

On October 23, 1990 the POA Board of Directors announced that State Senator Quentin L. Kopp was "citizen of the month". Unfortunately I was unable to attend the meeting when Kopp was given his award or I would have made my comments at that time.

However, the membership should know that Quentin Kopp is not and has not been a friend of the working police officer. He doesn't deserve any award but does deserve a strong rebuke.

Kopp has consistently opposed working condition improvements for police officers and contributed to the demise of pension and other benefits. He then wraps himself up in the cloak of a law and order politician, authors legislation that passes the legislature virtually unanimously and calls himself our friend.

Next month I will describe the Quentin Kopp record in detail from the time he began his tenure on the Board of Supervisors in January 1972.

By the way, this year Kopp voted against binding arbitration in the state legislature and refused to endorse our recently passed Proposition D.

More on this next month.

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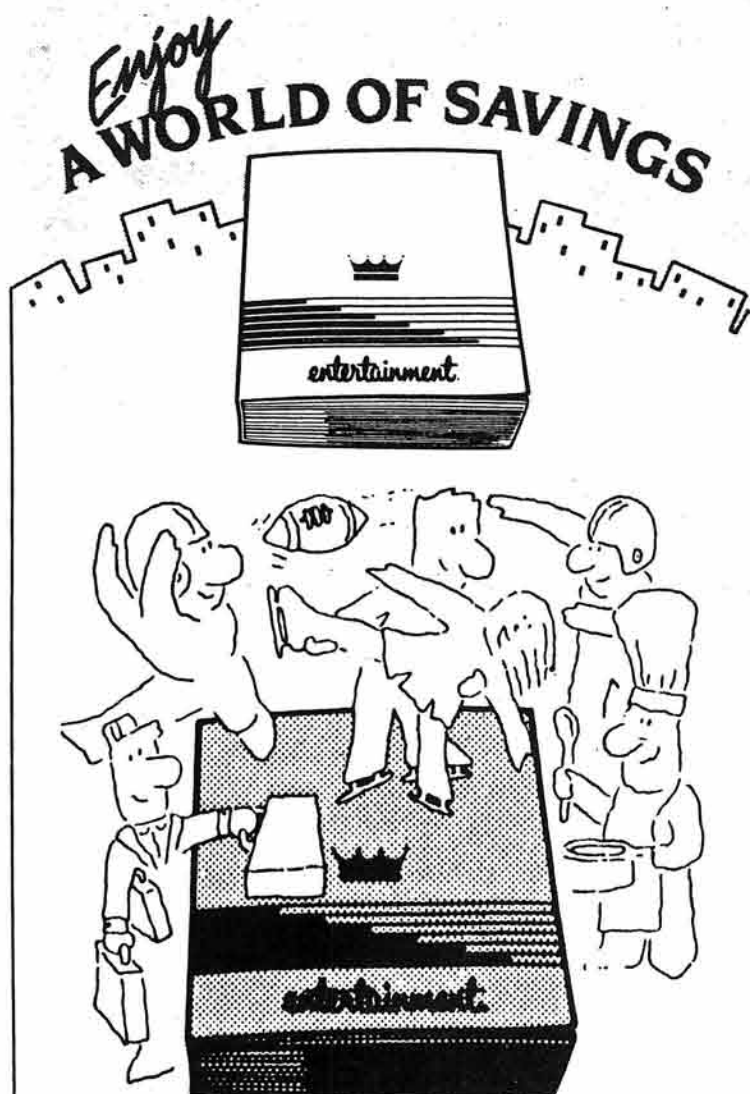
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Letters

Congrats

Mike Keys, President
San Francisco Police Officers
Association
510 - 7th Street
San Francisco, California 94103

Dear Mike:

Congratulations on the passage of Proposition D. The voters of San Francisco saw Prop. D as a labor issue and were enthusiastic in their support. I'm sure you will agree that police officers and fire fighters in San Francisco have fallen behind other cities in wages and benefits. Binding arbitration will be a step in the right direction in correcting this situation.

Your two years as the P.O.A. President has been a success. Your success can be measured with your efforts on two major issues, the defeat in 1989 of Proposition K, the Deputy Sheriff's Charter Amendment and, despite the lack of cooperation from a few members of your Association, your many hours of work resulted in the passage of Proposition D, a historical change for San Francisco.

I want you to know that working with you has been a pleasure, and I hope you will reconsider and run for re-election as President of the P.O.A. Whatever decision you do make regarding your future, the Airport P.O.A. wishes you the best of luck.

You have been a friend to the Airport Police and to me personally. I thank you!

Sincerely,
John Scully
President

Help!

Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103

Dear Tom,

In your November Notebook, page 19, column 1, "S.F.P.D. Golf Club News", the end of the article states, "Remember, our club is open to all current and retired members of our Department."

That is all well and good, but how about a lead, if only to prevent the need for super sleuthing, as to whom to contact for joining both the S.F.P.D. Golf Club and the NCGA.

By the way, I think you are doing a very good job with your paper.

Sincerely,
Michael Maloney
S.F.P.D. 2014

Boo

Thomas G. Keane,
Reporter
San Francisco Chronicle
901 Mission Street
San Francisco, CA 94103

Mr. Keane:

Your front page article of November 27th was ignorant, mis-representative and idiotic.

It is clearly your liberal and mistaken opinion that more and more discipline of police should be the highest priority of police administration. What happened to the arrest and aggressive prosecution of criminals, protection of victims and the general public, and the reduction of blatant illegal activity on the streets of our fair City? They may not be a priority to a bleeding-heart like you, but I'm certain that they are to our

citizenry as well as our new Chief of Police.

Your article left a lot to be desired.
Lou Bronfeld

Boo II

Letters to the Editor
San Francisco Chronicle
901 Mission Street
San Francisco, CA 94103

Editor:

Your reporter Thomas G. Keane wrote a misrepresentative account of Police Chief Willis Casey's swearing in, on the front page story of November 27th.

I heard Chief Casey's speech, and while reporter Keane spends the majority of his article emphasizing more discipline of police, in actuality the Chief clearly stated that his emphasis would be on fighting crime.

It is obvious that Keane's liberal and mistaken opinion is that more and more discipline of our hardworking police should be the highest priority of police administration. What happened to the arrest and aggressive prosecution of criminals, protection of victims and the general public, and the reduction of blatant illegal activity on the streets of our fair city?

There have been over a million four hundred reports of incidents made by S.F. Police so far this year with every few complaints of misconduct. Keane should be reminded in his reporting that arresting criminals and protecting citizenry are the stated foremost goals of this City's Police Chief, just as accurate non-opinionated reporting should be the goal's of your paper's reporters.

Lou Bronfeld

'12 DAYS' PRICE LIST

The cost of Christmas cheer seems to go higher every year. To brighten your holiday, check out the list below. The price of gifts listed in "The Twelve Days of Christmas" dwarf any expenditure you're likely to make!

Partridge in a pear tree	\$27.48 (Partridge, \$15; tree, \$12.48)
2 turtle doves	50
3 French hens	15
4 calling birds	280
5 gold rings	600
6 geese-a-laying	150
7 swans-a-swimming	7,000
8 maids-a-milking	30.40
9 ladies dancing	2,417.90
10 lords-a-leaping	2,686.56
11 pipers piping	947.70
12 drummers drumming	1,026.68
TOTAL	\$15,231.72

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POLICE POST #456 NEWS

by Greg Corrales



As one of the best years of my life is drawing to a close, I am looking forward to the coming year with great expectations. With the new year and a new Chief of Police, I think that this is an excellent time to renew our resolve to be the best police officers, and to make the San Francisco Police Department the best police department in the world!

One of my hobbies is anecdotes and quotations. I am going to devote this month's column entirely to quotations that we can rely on throughout the coming year to guide and assist us in the performance of our duties and the performance of our lives throughout 1991.

The first quotation is my personal response to the many friends in the SFPD who have asked me how I can possibly maintain my enthusiasm and love for the SFPD: "The man who wins may have been counted out several times, but he didn't hear the referee." — H.E. Jansen

January: "What is the recipe for successful achievement? To my mind there are just four essential ingredients: Choose a career you love ... Give it the best there is in you ... Seize your opportunities ... And be a member of the team."

— Benjamin F. Fairless

February: "Think ahead of your job. Then nothing in the world can keep the job ahead from reaching out for you. Do it better than it need be done. Next time doing it will be child's play. Let no one or anything stand between you and the difficult task, let nothing deny you this rich chance to gain strength by adversity, confidence by mastery, success by deserving it. Do it better each time. Do it better than anyone else can do it."

— Harlow H. Curtice

March: "However mean your life is, meet it and live it; do not shun and call it hard names. It is not so bad as you are. It looks poorest when you are richest. The fault-finder will find faults even in Paradise. Love your life." — Henry David Thoreau

April: "Bite off more than you can chew, Then chew it.

Plan more than you can do,

Then do it." — Anonymous

May: "I always remember an epitaph which is in the cemetery at Tombstone, Arizona. It says: 'Here lies Jack Williams. He done his damndest.' I think that is the greatest epitaph a man can have — when he gives everything that is in him to do the job he has before him." — Harry S. Truman

June: "Whenever you are asked if you can do a job, tell 'em 'Certainly I can!' Then get busy and find out how to do it."

— Theodore Roosevelt

July: "Let me tell you the secret that has led me to my goal. My strength lies solely in my tenacity." — Louis Pasteur

August: "One ought never to turn one's back on a threatened danger and try to run away from it. If you do that, you will double the danger. But if you meet it promptly and without flinching, you will reduce the danger by half. Never run away from anything. Never!" — Winston Churchill

September: "The man who is worthy of being 'a leader of men' will never complain about the stupidity of his helpers, the ingratitude of mankind nor the inappreciation of the public. These are all a part of the great game of life. To meet them and overcome them and not go down before them in disgust, discouragement or defeat — that is the final proof of power."

— Wm. J.H. Boetcker

October: "Never play cards with a man named Doc. Never eat at a place called Mom's. Never sleep with a woman whose troubles are worse than your own."

— Nelson Algren

November: "Success is the child of Audacity." — Benjamin Disraeli

December: "When you get into a tight place and everything goes against you, till it seems you could not hold on a minute longer, never give up then, for that is just the place and time that the tide will turn."

— Harriet Beecher Stowe

And finally, a quotation which I have had hanging on my wall for many years: Nothing in the world can take the place of persistence.

Talent will not; nothing is more common than unsuccessful men with talent.

Genius will not; unrewarded genius is almost a proverb;

Education will not; the world is full of educated derelicts.

Persistence and determination alone are omnipotent

— Ray Kroc

Please attend the Post meetings at 2000 hours on the second Tuesday of every month at the POA Building. Please remember the many Americans who are far away from home this Christmas in your prayers. Please have a safe and joyous Christmas. I sincerely wish for all of you the happiness that I have found. Merry Christmas!



For additional information
Phone PAL 821-1411

POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



Chief Jordan, Jack Immendorf, PAL Board honors William Rigney and Guy Milano of Pacific Bell for their Community Service to the PAL.

Mega Man Joins Forces With Cops To Help Bay Area Kids

In what may be the first program to "recycle" home video games, children throughout the Greater San Francisco Bay Area will be invited to donate their used games for the benefit of less privileged kids this holiday season.

"Holidays are a time for giving as well as receiving. We're encouraging children to experience the pleasure of giving by donating one or two of their Nintendo games to kids less fortunate than themselves," says Joe Morici, senior vice president of Capcom USA, one of the largest licensees of Nintendo games. Capcom USA has joined forces with the San Francisco Police Activities League to coordinate the program. In return for donating used games, the gift givers will receive coupons entitling them to a \$5 rebate on the purchase of their next video game from Capcom USA.

Here's how it works. Starting on November 23rd, the day after Thanksgiving, kids wishing to donate old games will bring them to their local police stations. The PAL will collect the games and distribute them to children. One group of recipients will be the 300 children from the Tenderloin who will attend PAL's annual Christmas Party on December 22nd at the Sir Francis Drake Hotel.

To let kids know how they can "recycle" their video games, 1,000 color posters were placed in schools throughout the City.

Children can donate their games up until Christmas and have until January 31, 1991 to send in their rebate coupon with proof of purchase to Capcom USA.

Capcom USA, which is based in Santa Clara, California, is the number two ranked company among the more than 50 that design and manufacture games for the Nintendo Entertainment System. Capcom emphasizes non-violent, family-oriented entertainment. Many of its games feature popular Disney characters, such as Chip 'n' Dale, Donald Duck, and Mickey and Minnie Mouse. In late November Capcom released Mega Man 3, the latest adventure in the extremely popular Mega Man series.

The Odell Fund

The PAL received a grant of \$120,000 from the Odell Fund. These funds were donated to start up a "Junior Pee Wee" football team and to refurbish old equipment and buy new equipment. The Seahawks look mighty zippy in their new uniforms, thanks to you, Mr. Thomas M. Neville of the Odell Fund.

Battle Of The Badges

The Battle of the Badges was the first of its kind — putting Moscow's "Sbornayas" in the ring against California's "Men in Blue." After months of protocol and "red tape" the match at the Civic Auditorium on November 10th took center stage with five matches and one heavy weight exhibition.

The idea of the "Battle of the Badges" was instituted by the New York Police Department. On October 20th, the first of three matches for the Moscow Police Department in the United States was held in New York. On November 3rd, Denver hosted the second match and the final match was in San Francisco.

Boxers of the California Police team were recent winners of the Police Olympics held last summer in Sacramento.

This exchange is to continue with a rematch in Moscow in May of 1991, then back here in October of 1991 and again in Moscow in May of 1992.

A press conference was held at the Sir Francis Drake Hotel on Monday November 5th. Attended by Senator Quentin Kopp, Supervisor Terence Hallinan, Captain Gleeson, General Alexei Bugayev, members of the Moscow Boxing Team and Boris Vasev of the Consul General's Office. The Sir Francis Drake donated two nights of lodging as did the Fisherman's Wharf Marriot.

The Moscow Police Boxing Team "Sbornayas" operate under the umbrella of the Dinamo Sports Society. For the past ten years, this team of 20-25 people have taken part in Moscow Championships against sports clubs of the USSR Ministry of Internal Affairs.

Each member of the team is an active member of the Operations Section of the Moscow Police in the Criminal Investigation Department and the B.H.S.S.

The Moscow Police Boxers are well-known for their discipline, enthusiasm and selflessness in training and competition.

The team was made up of technically competent and experienced sportsmen: Ury Gagarin, Nicholas Sazonov, Oleg Savinkov, Ury Kuzmichev, Valerius Urshvitch, Victor Kupryashkin, Seigei Lomakin, Alexander Butov, Anatole Kozlov, Valeri Gilatov and Vladimir Elizavetin.

After many months of painstaking negotiations and surprises, the police boxing teams of two of the world's greatest powers finally tested their athletic prowess in the ring. The final count was California 3 and Moscow 2.

Special thanks go to the Stagecoach Restaurant, 44 Montgomery, for their opening dinner; Jack Immendorf, PAL Board Member, for sponsoring Tuesday's dinner at the Wok Shop; the U.S. National Park Service for a special tour of Alcatraz; Pier 39 Cable Car Tours for a city tour; the Police Athletic Club, especially Mark Hurley and staff for a homedown BBQ and for allowing the Moscow Boxers to train on Wednesday and Thursday. Also, thanks go to Jeanne Hurley for gifts from the Giants and for a tour of Candlestick Park. Captain Martell and Ben Vigil of Northern Station delightfully impressed the General and his troops with a tour of the station. Bernie at the Kezar Club sponsored Thursday's dinner which was viewed on Channel 20. The POA sponsored a dinner at La Fe's on Friday and the boxers were guests of the International Police Association at the Holiday Inn in Concord for a Sunday brunch. Walter Mooromsky and Xenia Kaplin deserve a special thank you for volunteering their services as interpreters.

Thanks to all.

Do you want a Battle of the Badges t-shirt? \$4.00 at Viva Tee Shirt, 1250 Pennsylvania Avenue, 550-0233.

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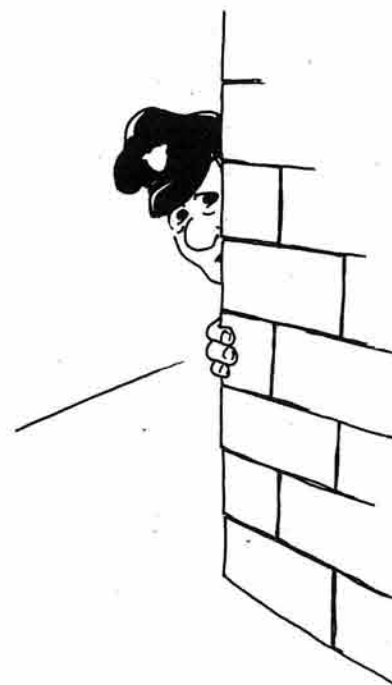
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A Memory I'll Never Forget

by Xenia Kaplin

On Monday, November 5, 1990, fourteen Moscow police officers arrived in San Francisco to take part in the "Battle of the Badges" boxing match with the California boxing team. Seven days later, they left having lost the match, but won the hearts of all they met.

I was one of three interpreters assigned to the group by the PAL office, and I would like to share my impressions of their visit with you.

First, a quick run-down of facts and events. During their week-long stay, our Soviet guests were shown numerous sights of San Francisco, including Alcatraz, Chinatown, Fisherman's Wharf and several shopping malls. They had delicious dinners at such places as the Stagecoach Restaurant, Kezar Club and Hard Rock Cafe, visited Slim's Night Club and in general got a sense of what makes San Francisco "The City."

Since all the boxers were members of the Soviet Militia, it was of interest to them to see how our police system operates. They were taken on a tour of Company E and the Hall of Justice where they paid a visit to the Chief of Police. They watched a SWAT team demonstration and saw a special weapons display at the Academy, took a ride in on-duty patrol cars and had brunch with members of the International Police Association at the Concord Holiday Inn.

During their stay our Soviet guests were interviewed for a spot on Channel 20, NBC news and the Soviet TASS network. They also answered many questions about themselves and their work as they came in contact with numerous members of our police force — exchanging facts and figures.

Saturday, November 10th was the day of the boxing match. With a good showing from both sides, the California Boxing team won and our tired Soviet visitors were ready to go home.

If I had stopped writing at this point, I would have covered all the obvious points, mentioned pertinent facts and left out completely what I feel was the most important ingredient of the visit — the feelings that developed between people who were meeting each other for the first time.

When my friend Vera Rogulsky (from the PAL office) first asked me to help translate, I thought I would be interpreting formalities between a group of big, burly boxers and our S.F. police officials. I could not have been more mistaken. My "stereotype" boxers came in a surprising range of sizes and weights and what I translated ranged from the "necessary formalities" I'd envisioned to private exchanges of family life and interests.

I've tried to connect all the images tumbling about in my mind with a single thread — something that would express the central mood of the visit — and I keep coming back to the worlds of Soviet cadet Oleg. During a prefight NBC interview, he said the following, "I am very glad to finally meet American people one-on-one, as ordinary people, soul to soul, without political overtones." These words "soul to soul" echo in my mind. I feel the visit truly pivoted around them as time went on: the Brotherhood in Blue meeting and sharing their understanding of one another. Granted, their trip here was based on an exchange of sport interest and police force connection, but it rapidly encompassed a



The gang's all here

third factor — the exchange of feelings between people who found a common bond. We truly came to care for our visitors, and they responded overwhelmingly in kind.

To illustrate, let me share few impressions with you. I'm riding in a patrol car at night with a member of the Soviet team and one of our S.F. sergeants as driver and "host." The initial exchange between the two men is courteous and formal questions and answers about the car computer, statistics and methods of operating. As time passes, a sense of camaraderie begins to emerge. The questions get more specific, more personal. The Soviet policeman says that although they speak different languages and come from different countries, no one can really understand them as they can each other, because they share a special bond through the kind of work they do. Our sergeant answered that in America, we use the term "Brotherhood in Blue" — a phrase immediately understood by the Russian. I felt privileged to observe a bond form between the two men that almost made it possible for them to communicate without me. I interpreted back and forth as fast as I could, but in time I began to sense that as soon as I'd said some key word, their heads would begin to nod in the affirmative and apparently the rest was already understood before it left my mouth. I could not help thinking that night of what might happen in this world if we were able to multiply this kind of one-on-one meeting by hundreds of thousands. Who would be left to want to hate or fear another if they saw their "enemy" as the same man or woman they were themselves, only under different colors.

Moving from the introspective to the "sublime" I suggest the readers ask Vera Rogulsky where the squad car she rode in went that night. Does Mitchell Brothers ring a bell? Yes, it is the place you think it is and Vera, being the professional she is, made the "supreme sacrifice" and followed the men in to (in her words) "do my duty." I am still not clear about what she interpreted in there that night, but she's definitely been a changed woman since. We have to keep pulling her off table tops and her skirt length has risen by at least 3 inches!

Vera hit the entire jackpot that night since the next stop was to the scene of a family argument in the projects — 8 floors up. The projects left a lasting impression on the two Soviet policemen with Vera. They told me it changed their view of America drastically, from an intangible "ideal" to something they could relate to in terms of their own problems with alcoholism and housing shortages in Russia.

Now picture the Soviet visitors surrounded by an advancing force of S.F. policemen — that was part of the great SWAT team demonstration at the Academy and a great ice-breaker. Our guests joined in wherever they could with gusto — interested in trying out all they could, first hand. They were impressed and intrigued by the special weapons display and delighted by gifts of plastic cuffs and other souvenirs to show and share at home. I don't know who to credit with the idea of taking Polaroid pictures of the Soviet militiamen posing with American weapons and in action with our SWAT team, but whoever is responsible deserves a big hand. The Soviet team members were given "instant memories" and they were obviously delighted.

On a non-professional level, the mall shopping trips overwhelmingly placed "first." It was touching to note that the men chose to purchase mostly things for their wives, mothers and children. Until Walter



...And in this corner...

Mooromsky (our chief interpreter) provided everyone with a size comparison chart, it was difficult to help our visitors with their purchases. Vera Rogulsky used a unique measuring method. Putting aside thoughts of personal embarrassment, she helped numerous team members choose bras, underwear and hose with a great deal of graphic hand language. Her questions matched her movements, "Is she bigger than I am here, this much? Smaller?" There was a good deal of laughter, but as a result of Vera's thoughtfulness and effort, there will be a number of very happy women in Moscow today.

Vera was not unique in her attentiveness and consideration towards our Soviet guests. The whole PAL staff needs to be commended for a great job well done. There were no set hours for anyone that week, it was a case of do what needs to be done, then drop into bed exhausted only to begin again early the next morning.

The effort put forth by the PAL staff appeared to me to be an even combination of doing their job and having their "job" become a personal interest as well. I recall Officer Rich Andrews echoing what I think was on everyone's mind the night before the Soviet team left. We all seemed to be in a strangely quiet mood after the geared-up pace of the past week — Rich broke the silence by saying, "Now I know how a woman feels when she has a baby. I think I've got post-partum blue." There had been so much camaraderie and genuine friendship built up between the PAL staff and the Soviet visitors, none of us was willing to "let go" just yet.

S.F. was the third and last stop for our visitors. They had fought in New York and Denver before arriving here and were now tired and homesick for their families — ready to be re-united. Yet they too felt mixed emotions — the pull of home and the regret of parting with new friends.

I witnessed over and over again how genuine the affection of the Soviet team members was for Ron Exley, Officer Rich Andrews, Officer Jim Gaan, Vera Rogulsky and Monica Lamb. They were showered with souvenir insignias, medals and banners. In fact, Ron's Emperor Norton uniform now sports so many Russian medals, we may have to address him as "Emperor Nortonski!"

The Soviets' admiration and affection for their American police "counter parts" was obvious and it was returned. I think Rich and Jim gave our guests everything that was not permanently attached to their bodies to take home and remember their S.F. stay.

Monica Lamb shone as our own "Miss America." Just about every man on the Soviet team gallantly showed his devotion to her. When Ron Exley jokingly announced himself to be her father and offered to auction her to the highest bidder, the first offer was a flat million dollars! You should have seen Monica blush!

There are other people connected with the PAL organization who deserve to be mentioned and thanked. Bruce Portner, who volunteered his time, talent and resourcefulness; Joe Mollo, without whose "yes" to the project there would not have been a visit; the PAL fearless leader, Captain Gleeson; and last but certainly never the least, the spouses of the PAL members. Rich, Ron and the Captain's wives came to support the PAL team and offer friendship and hospitality to the

Soviet members.

Rich and Ron's children were welcomed by the Russians, who were missing their own. By the end of the visit, there were plans in the making of whole classrooms corresponding on each side.

What started out as a sporting event ended as more than just a good-will visit — it ended as a bond between people which will hopefully continue and be expanded in the future.

To end, I think a separate and special thank you should go to Mr. Walter Mooromsky, the chief interpreter for PAL. His only connection with the organization is his family connection to Vera Rogulsky, yet he donated his time for the full length of the Soviet team's stay. His quiet dignity and professional expertise are trademarks of the true diplomat. He was an ambassador of good will as well as an interpreter representing PAL and the S.F. police force with the dignity and respect they so richly deserve.

Sweet Inspiration
Ric Williamson
Vice President

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San Francisco, CA 94114
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Eight days together



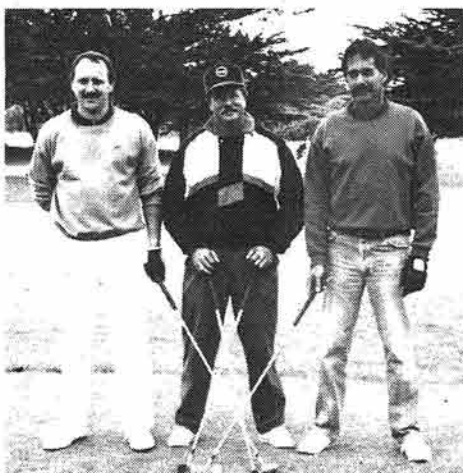
SPORTS



Loons Nest Loonies



B. Omholt, W. Omholt, D. Frakes, P. Bouldoc.



E. Garcia, J. Wyman, C. Anzore.



L. Landini, B. Lorin, M. Brady.



R. Daniele, J. Buono, F. Machi, A. Stellini.



R. Parenti, J. Harms, B. Roualdes, G. Mar.



B. Vigil, J. Allegro, D. Everson, M. McDonough.

Swimming News

by Don Matisek

The swimming team finished off the season with the Corporation Games in Honolulu, Hawaii. In between the many parties and dinners given for the team and their wives by friends on the Honolulu P.D., they picked up a grand total of 161 points.

In the 50 meter freestyle Howard Kyle placed 3rd (a medal), Frank Petuya 5th, and Don Matisek 7th. In the 100 freestyle Kyle again picked up a medal, taking 3rd. Petuya placed 4th, and Matisek 5th. In the 50 meter backstroke Kyle placed 4th, Matisek 5th, and Petuya 6th. In the 100 meter backstroke Kyle took 3rd (a medal) and Matisek 4th. Petuya, our lone swimmer in the fly, placed 6th in the 50 meter fly and 4th in the 100 meter fly. In the fin race, a new race for the team, swimming in the 30+ age group Petuya finished 4th in the surface 100 meter fin race. Kyle placed 4th, Petuya 5th, and Matisek 6th. Moving up to the 200 meter fin race Petuya placed 4th and Matisek 5th. Kyle placed 4th in the 50 meter breaststroke, 3rd in the

100 meter breast, and 4th in the 200 meter free. The team finished this off with a 5th place in the open division pyramid relay. After the meet some of the group went on to Maui to do the tourist things before returning home.

Next year, the plans are to swim in the California games in Oakland and the World Police and Fire Games in Memphis, Tenn; there has been some talk about the Northwest Games and the Nevada Police Games in Las Vegas.

You swimmers who have been putting off getting into shape should think of the great places the team and their wives have gone in the last five years. San Diego; San Jose; Las Vegas; Vancouver, B.C.; Edmonton, Alberta; and Sydney, Australia. Future games are scheduled for Washington, D.C.; Colorado Springs, Colorado; and Birmingham, Alabama. We hear that there's a lot of women swimmers in the department. There is good competition in that division in the games. If you have any questions call Frank Petuya Co. B, days #1373 or Don Matisek Co. K Adm., days #1621.



J. McKenna, M. Dudoroff, J. Dudley, D. Panina.

Membership Drive

The Loons Nest Golf Club an N.C.G.A. affiliate, is having a membership drive for 1991. The membership committee is now accepting applications for consideration. Membership is open to active and retired members of the S.F.P.O.A. and close friends or relatives. Players of all levels are encouraged to apply for membership. Dues for one year is twenty-five dollars. This brings a golfer into the Northern California Golf Association handicap system and make one an affiliate of the United States Golf Association.

The Loons Nest has several tournaments each year, including the highly

prized Club Championship, the Trinity Construction/Loons Nest Invitational along with some fine road trips to the Carmel area.

If you are interested in applying for membership, please cut out and fill in the form below and send it to:

Loons Nest Golf Club
Membership Committee
C/O
Ed Garcia or
Warren Omholt
Northern Police Station

Hicks Realty & Mortgage

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MEMBER S.F.P.D.
CO. E



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Address

City, State, Zip

If you are currently a member of another NCGA affiliated club, please list the name of the club and your current handicap.

Current Club Affiliation

Current Handicap



SPORTS



by Dennis Bianchi

Topping the list of Department running news this month is Stan Buscovich's return from the New York City Marathon. Stan is being modest and secretive about his time, only saying that he finished on his own two very sore legs and that the New York Police Department had more than 30 runners to challenge him. Stan's longtime running pal, and ex-Department mechanic, Jim Ryan was there to give it his all again, but the two veteran marathon runners were outnumbered and out-run this year. The plaque that has been exchanged between our Departments now rests with the NYPD. Let's see how many runners we can challenge them with in July 1991 at the San Francisco Marathon.

Several members have hinted to me that they're interested in running a marathon. It can be done and done well, with the proper training program. Six months seems like a long way off, but if you start training now on a small scale and build up to your desired goal, you will be pleasantly surprised at what you will have accomplished.

There are several books available for those of you who want to find a good training program. In addition there are groups everywhere that want to help you. One of my favorite groups is the American Running and Fitness Association. For a small yearly fee they provide a newsletter that will help you run better and will explain fitness, health and nutrition in terms even I can understand. They also provide a "clinic by mail" for very specific and personal questions. They are not the only such group, or necessarily the best, but I subscribe to their philosophy and literature.

There's still time to get together a four-person team for the Christmas Relays. This December 16, at 0900 hours, the fun begins. Each member runs one 4.6 mile lap around Lake Merced and there are plenty of divisions, including a Law Enforcement Division. The current record for that division is held by this Department and that was in competition against numerous agencies, including several fire departments.

The annual S.F. Zoo Run is January 20, 1991. You have the choice of running three or seven miles in and about the Zoo. This run always has one of the year's best t-shirts and is a great way to start the year.

The Year in Review

1990 was a most complex year. The women runners of the Department again made their talent known. They were exemplified by Willa Brown who won two Gold Medals in the Summer Games this year and then showed an ex-pro football player that she can run and tackle off the track. This last October she raced after this crook, caught him and brought the law-breaker to his just reward. That is typical of Willa and also a fine example of what

running and staying in shape can do for all of us.

The Department won a decent number of awards at the Summer Games but throughout the year it appears we suffered more than our fair share of injuries and no-shows. At a recent basketball game I was asked "How is the running team doing?" I gave the best answer I could think of at

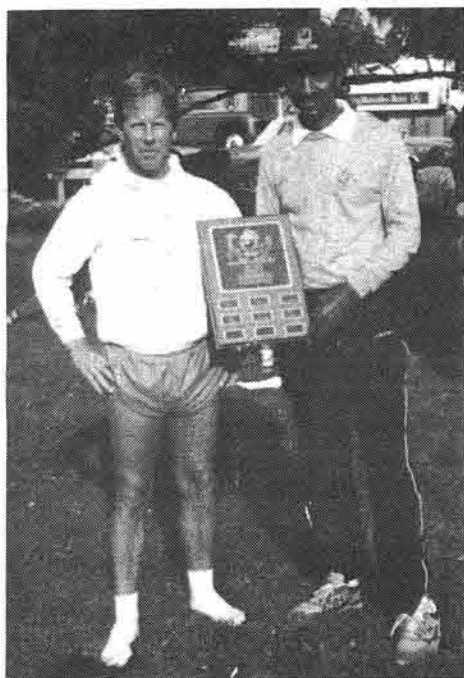
the time. "It appears we're getting older and fewer in number." I've finally heard a faint whisper from the younger ranks that you too are interested. That is music to my ears, and the ears of the other Master Division runners. Get out on the training trails today. Show up for a few races, just for the fun of it, and then never look back. Instead, just do it!



Jim Ryan & Stan Buscovich at the start of the 1990 New York Marathon.



Stan (far left), against the New York team... the definition of alone.



Stan presents the S.F.P.D./N.Y.P.D. Marathon trophy to the president of the N.Y.P.D. Runners club.

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ON THE STREET/Tom Flippin



Funny...But True

by Tom Flippin, Editor



RING-A-DING-DING: Police said they had arrested Michael Cesar, 48, and five bicycle messengers Wednesday in the Greenwich Village comic book shop the service operated from.

New York police pulled the plug on 1-800-WANT-POT, a toll-free telephone number for a \$30,000-a-day drug operation that used bicycle messengers to deliver marijuana anywhere in Manhattan.

"People telephoned in orders of marijuana to Cesar, and he had it delivered by messenger," said prosecutor Sterling Johnson. "These people got marijuana delivered like most people send out for coffee."

IF THEY WEREN'T SO DUMB, WE'D NEVER CATCH THEM: Nearly \$100,000 worth of stolen art and artifacts was recovered by San Francisco cops recently.

A man appeared at the burglary detail, said he knew the whereabouts of the missing items and claimed the \$1,000 reward posted by the owner. Inspectors Mike Mahoney and Dennis Maffei told him he had to provide a little more info before he got the reward.

The would-be bounty hunter reduced his price a couple of times but the cops insisted on knowing where the goods were. "At my godfather's," he replied. They suggested he call his godfather, then traced the call, went to the address the guy had called and recovered the stolen property. After arresting the unlucky tipster they discovered that he read about the reward while at the Hall of Justice, waiting to appear in court on an auto theft charge.

IT'S ALL IN THE TIMING: About a dozen animal rights protestors disrupted traffic in Sonoma when they marched against the "mass slaughter of turkeys for holiday meals. The protest occurred the day before Thanksgiving outside of the Willie Bird Turkey farm.

The owner, Willie Benedetti, was quietly amused by the protestors. He told reporters that he sold more than 50,000 turkeys to Bay Area markets, but all the birds were shipped out a week before Thanksgiving.

"These guys are a little late," he said.

VICTORY

(Continued From Page 1)

Jay Holle
Mitchell Holohan
Reagan Howe
Dan Inocencio
Steve Johnson
Bob Johnston
Ralph Kugler
Rene Laprevotte
Terence Laubach
George Leong
Robert Link
Karen Lynch
Frank Machi

"They should have been here a few days ago."

GAS MONEY...OR BUS FARE?: A San Francisco man was arrested in Fresno after asking drug counselors for gas money. No, he wasn't charged with panhandling. Instead, Ronnie Baby Foxy (real name, according to police) was charged with Grand Theft Auto. It seems he stole a Muni bus, drove it 200 miles to Fresno, ran out of gas and asked for money to take the bus back to S.F. Fresno police notified Muni authorities who apparently were unaware that the bus was gone.

Muni offered no comment.

ADW — DRUMSTICK: Scott Nelson, 33, Midwest City, OK., spent part of Thanksgiving in jail after his wife, Jackie, signed a complaint accusing him of assault, said Police Maj. Brandon Clabes.

Jackie Nelson, 24, told police her husband got angry and threw a turkey and a pie into the parking lot at their apartment complex after he discovered the bird was not thawed.

When she gathered up her children to leave, she said Nelson hurled the frozen bird at the car, breaking the windshield.

She said he then grabbed her and threatened to assault her with the turkey before she got away and drove to the police department.

WHO DID WHAT...WITH WHO?: Thomas Marshall, a convicted killer from Mendocino County, is appealing his murder conviction on rather unique grounds. He claims the prosecutor slept with his lawyer...and maybe with the judge, as well.

The prosecutor and his defense attorney were supposedly embroiled in a bitter paternity suit at the time of his trial. The prosecutor has admitted having an affair with Marshall's attorney and won court-awarded child support for their son. She denies arguing about her personal life with the defense attorney during the murder trial. She also denies another of Marshall's charges: that she said, "a lifetime of being sodomized in prison" was a satisfactory alternative to the death penalty.

Marshall also charged that one witness has said the prosecutor claimed that her son was really fathered by the presiding judge at his trial. Both have denied having a sexual relationship.

All this sounds like a great movie script...but will it be "Presumed Innocent" or "Fatal Attraction"?

John R. Mambretti
Ben Manning
Kevin Martin
Mike McEachern
Diane McKevitt
Kevin McNaughton
Lea Militello
William Minkel
Jim Miranda
Pamela Mitchell
Mike Moran
Stephen Morimoto
Brian Nannary
Jerry Neitz
Julie Neitz
Dave Oberhoffer
Henry Parra
Rich Pate
John Payne
Beth Pedrodalasol
Matt Perez
Bruno Pezzulich
Mike Philpott
Diarmuid Philpott
Gile Pursley
George Rosko
Don Ross
Marty Sacco
Keith Sanford
John Schmolke
Luis Schonborn
Walt Scott
Michael Serujo
Mark Shea
Mike Shea
Henry Shishmanian
Dorothy Shurtleff
James Spillane
James Strange
Roy Sullivan
Bob Swall
Tom Taylor
Carl Tennenbaum
Dennis Tomason
Dave Tussey
Don Woolard
Mike Yalon
Randy Young

Prop D Volunteers — Firefighters

Emie Aitken
Bob Anderson
Mike Belcher
Mike Bello
Kevin T. Bouey
Mike Braid
Dave Britt
Kevin Callaghan
Don Carlson
Dave Carroll
Mark Castagnola
Jim Castro
Art Citron
Hary Conry
Mike Cunnie
Fernando DeAlba
Sue DeMartini
Dan Dente
John A. DiLuzio
John Duensing
Jim Duensing
Bud Dunn
Willie Durkin
Charlie Eckberg
Mike Estebez
Tim Ferguson
Ed Gee
Thad Golas

Lloyd Goldberg
Rick Goodsell
Jim Goodwin
Dave Grainger
Al Gughemetti
John Hanley
Tom Harvey
Gordon Heiner
George Hill
Kelly Holt
Ken Jones
Ted Kawaguchi
Al Kazarian
Steve Kazarian
Phil Kiely
Tom Kohmann
Dennis Krueger
Tom Kuhn
Willie Landivar
Darryl Leong
John Logue
Ben Lujan
Ken Lundie
Don Lyons
Lonnie Magnuson
Al Markel
Leo Martinez
Eileen McCrystle
Jim McDonagh
Gary Montague
Mike Morris
Bob Moser
Dan Murphy
Jerry Murphy
Tim O'Brien
John P. O'Shea
Mindy Ohler
Skip Ohlson
Anita Paratley
Al Paul
Ed Perricone
Dennis J. Petty
Gary Plimley
Rich Pogre
Jerome Polizzi
Walt Posey
Jerry Quarrels
Mike Rolovich
John Ronan
Nick Rosso
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Patrick Ryan
Tony Sacco
Dan Salazar
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Joe Scheibold
Rich Siebert
Pat Skain
Jim Smith
Steve Smith
Terry Smith
Jim Smyk
Phil Stevens
Jerry Sullivan
Dennis Sutter
Ed Talaterian
Paul Wallace
Dick Walsh
John Walters
Pat Wettland
Charlie White
Patrick White
Larry Zamarchi
Ray Zanini

P.S. My apologies to those individuals who may have been inadvertently left off the list. This list does not pretend to be complete.