

# 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, FEBRUARY, 1990

204

NUMBER 2

## OCC — Out Of Control?

by Mike Keys, President

Back in August, 1989, the Chief Investigator of the San Francisco Police Department's OCC unit intentionally leaked confidential information to the press in connection with the Huerta case. There was no real justification for Dan Silva's misconduct, as all of the information he felt necessary to illegally reveal was going to be available to the attorneys representing Dolores Huerta and the other plaintiffs in connection with the lawsuit they filed in Federal Court against the City and County of San Francisco.

At that time, the Director of the OCC admitted that Silva's conduct constituted a serious breach of ethics, and stated that had Silva not resigned, he would have terminated him.

Mayor Art Agnos and members of the Police Commission were critical of Silva's misconduct, the Mayor emphasizing that there was and would be no cover-up in connection with the Huerta case. Commissioner Gwen Craig stated at a Commission hearing that "if Dan Silva wanted to strike a blow for a stronger OCC, I don't think this was the way. It may instead lead people to question how dependable the OCC is." Commissioner Jose Medina also commented, "I think Dan committed a serious breach of professional ethics, and I think he recognized the seriousness of it by offering his resignation."

### More OCC Misconduct

Evidence that the Silva fiasco was not an isolated instance of misconduct by OCC was made public on Wednesday, January 3, 1990, when the San Francisco Police Commission dismissed all disciplinary charges against Inspectors Frank McCoy and Marvin Dean of the Homicide section, and Inspectors Antonio Casillas and William Kidd of the General Work section. The failures of OCC to properly conduct this investigation and to conduct itself in a manner that meets minimal ethical standards, have been made clear in papers filed by POA attorneys representing the officers. The motion to dismiss the charges that was granted by the Commission was based on clear evidence of the intentional suppression of pertinent information by the OCC. Throughout this case, which involved proceedings in the United States District Court and the San Francisco Superior Court, as well as the Police Commission, OCC consistently misled authorities. On June 14, 1989, 110 pages of hidden documents, among which were documents that directly contradicted the OCC Investigator Lawrence Shockey's representations under oath, were produced. In addition to failing to produce these documents when they were properly requested, the OCC and the prosecution in this case violated State law and its own duty to maintain the confidentiality of Police files and records. The refusal of the OCC and the prosecution to produce the information that they were required to produce pursuant to discovery requests made by our attorneys, and the failure of OCC to

protect the confidentiality of police records, caused McCoy, Dean, Casillas and Kidd to be denied the opportunity to obtain fair hearings.

This case was further complicated by the fact that the Chief of Police had information favorable to the police officers and inspectors withheld from him during his review process and preparation of the charges. This caused the case to proceed unfairly, and in a manner prejudicial to the Officers and Inspectors.

### OCC Still Uncooperative With POA

One might think that given these two recent experiences, OCC would recognize the need to cooperate and work with the Police Officers' Association, and provide assurances to us and the public that in the future, the misconduct would cease. However, OCC has done nothing to indicate that it intends to restore its reputation, nor depart from its hostile attitude toward the POA and San Francisco Police Officers. On the contrary, the POA had to file a lawsuit just last week to compel the Commission, and specifically representatives of OCC, to meet and confer with representatives of the POA regarding hearing procedures that OCC Director Langer refused to meet with the POA over having them implemented by the Police Commission.

In June, 1985, the Commission adopted a set of OCC hearing rules. These rules were subsequently amended on one occasion to accommodate the findings of the Appellate Court, which held in a case involving the POA that the OCC hearing rules allowing complainants access to hearing officers' decisions and/or the Director of OCC's recommendations, violated the confidentiality provisions of the California Penal Code. Then, in November, 1989, the POA learned that the Police Commission had calendared on its agenda for a regular meeting, approval and adoption of additional proposed OCC hearing procedures. The POA had not been notified that the matter was calendared by the Commission, and only learned of it by seeing it on the agenda.

### OCC Refuses To Meet And Confer

Since our method of obtaining input into matters affecting terms and conditions of employment of police officers is to request to meet and confer under the provisions of the Meyers-Milias-Brown Act, we did so verbally, and again in writing. In November, 1989, Langer initially indicated that he would be willing to meet with us. However, he did not respond to our written request for a meet and confer session. Then, on January 1, 1990, we learned that the matter had again been calendared for Commission action at Mr. Langer's request, without notice first being provided to the POA. Our attorney, Vince Courtney, contacted Mr. Langer and inquired as to why he had the matter calendared without first responding to our request to meet over the hearing procedures. Langer responded

(See OCC, Back Page)

## Collective Bargaining — A Yes Vote Is Only Step 1

by Al Trigueiro, Treasurer

As the February issue of the Notebook goes to print, the membership will have decided by their vote in the annual election whether or not to pursue a November 1990 ballot measure seeking collective bargaining with binding interest arbitration. Should the membership endorse this proposal, it will only be the first step in a series which will ultimately determine the likelihood of a collective bargaining ballot measure.

Collective bargaining with binding interest arbitration has been brought before the voters of San Francisco on several previous occasions without success.

Substantial amounts of money, time and resources were used on each occasion to wage these campaigns, and the November election will also have these requirements.

As the POA annual election ballots were being mailed, representatives of our Legislative Committee were holding preliminary meetings with the coalition of fire and airport police representatives. These productive, preliminary meetings were conducted in part to hammer out a tentative budget and to interview four campaign management firms. Each firm submitted a campaign proposal which is in the process of being reviewed and several of the firms will be invited to return for a final interview.

The firm ultimately selected will lead an aggressive grass roots-type campaign that in order to be successful will require the active participation of our entire relationship. You will be called upon to contribute your time and your money. All of the experts agree that this will be the necessary campaign approach. In order to organize and to conduct any successful collective bargaining campaign, an assessment of one-hundred dollars (\$100) per member must be levied. This assessment will be voted upon by our membership in a special election to be held soon. If approved, each member will be assessed ten dollars (\$10) a piece for 10 pay periods.

Local 798 (Firefighter's Union) is currently in the process of assessing each of its members two-hundred dollars (\$200.00) to defray anticipated campaign costs.

Our stock with the community is high

and our chances for success will probably never improve. Yet the campaign will be extremely difficult costly and demanding on all of us. It can succeed because San Franciscans deserve the finest as we provided the City during those tumultuous hours and days following October 17th. Our team along with understanding San Franciscans will unite to bring fairness to deserving emergency personnel.

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Election  
Results  
On  
Back Page

The Notebook  
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We need your articles to make this the best possible newspaper  
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Tom Flippin, Editor  
SFPOA Notebook  
510 7th Street  
San Francisco, CA 94103  
Deadline for March issue:  
Monday, February 26, 1990

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# Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order at 2 P.M., January 17, 1990 by Pres. Thomas Greene in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: V. Pres. R. Kurpinsky and Secretary Robert McKee excused.

COMMUNICATIONS: Following donations received and acknowledged by the Secretary: PIUS LEE — Monthly donation of Police Commissioner's salary; MRS. MARY SOMERFIELD — for assistance by members of Mission Station in located her missing grandson; VETERAN POLICE in memory of Ted Dolan; THE BLEEPER CO., INC — for return of one of their bleepers. Treas. Parenti presented the regular bills, salaries, benefits. Approved.

Treas. Parenti reported the following deaths: KENNETH CARSTENSEN — Born in San Francisco in 1915, Ken was an auto assembly worker before he joined the Department in 1944 at age 29. From the Academy to Richmond for a short stay, then was transferred to Traffic, Solo Motorcycle detail, remaining there for 10 years. Appointed a Sergeant in 1950 he was assigned to Park Station. After 3 years, back to Traffic as Fixed Post Sergeant. Appointed a Lieutenant in 1956, Ken was assigned to the Bureau of Inspectors. From there back to Traffic as Lieutenant in charge of Fixed Post and then as Lieutenant of Solos. Appointed a Captain in 1966, he remained in Traffic and was appointed Captain of Traffic in 1968 where he remained until his retirement for service in 1970 at age 55. Ken received a C/C in 1952 for the arrest of 2 holdup men. He was 75 at the time of his sudden death.

MARTIN CASSERLY: Born in Galway, Ireland in 1895, Marty found his way to San Francisco and worked as a motorman for United Railway until his appointment as a Police Officer in 1928 at age 33. Assigned to Mission, he worked there for 8 years and then had short stays at Headquarters Company and Northern before returning to Mission. He was appointed a Sergeant in 1945, transferred to Richmond. After 2 years there, 2 years at Park, 2 years at Ingleside, 2 years at Taraval,

then back to Ingleside before being granted Military Leave from 1944 to 1946. Marty was returned to Ingleside from where he retired in 1960 on disability at age 65. He was 94 when he passed away.

THEODOR DOLAN: Ted was one of the few, if not the only one, who was appointed a member of the Department while still serving in the U.S. Army. His name was reached on the list in 1943 and the appointment made. Ted was released from the service in 1946, joined the Department at that time. It was his boast that he was the oldest man to join, being 38 at that time. He was assigned to Southern, where he spent a lot of time, this stay for 2 years. The Ingleside for 2, Southern for 4 and Ingleside again for a year. Ted was appointed a Sergeant in 1954 and, yes, he went to Southern. From there to Mission, then to Bureau of Criminal Information, before going to the Police Academy where he taught for 2 years, and then back to Southern where he remained until his retirement for disability in 1962 at age 53. Ted was President of the POA and then represented all members before the Retirement Board for disability retirement. After leaving the Department Ted became active in Local 85 of the Teamsters, finishing there as President. He was 81 at the time of his death.

JAMES WAITE: Another San Franciscan, born in 1925, Jim had been a radio mechanic before he joined the Department in 1948 at age 22. He was assigned to Fixed Post Detail, remaining there for nine years until being transferred to Taraval, where he stayed for 14 years. Appointed a Sergeant in 1971, Jim was assigned to Ingleside. He remained there for 2 years, was transferred to Park from where he retired on service in 1985 at age 60. Jim received the following awards while in the Department — 1965 - C/C for arrest of 3 suspects burglarizing a Golf Club shop; 1965 — C/C for arrest of a suspect burglarizing a residence; 1971 — Bronze Medal — for assisting passengers trapped in a burning auto. Jim was 65 at death.

REPORT OF TRUSTEES — Mr. McIntosh reported that ballots for amending ART V, SEC 3 of Constitution will be mailed before end of the week. Also recommended several changes in the Portfolio which were approved by the Trustees.

NEW BUSINESS: The following Officers were installed by Past President George Jeffery — President — Otto Elvander, Vice President — Thomas Bruton, Treasurer — William Parenti; Trustees — William Hardeman, Kevin O'Connor, James Struken and Robert Kurpinsky (for 1 year to serve unexpired term of Thomas Burton).

GOOD OF THE ASSOCIATION: Pres. Elvander set the next regular meeting for Wednesday February 21, 1990 at 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 3 p.m. in memory of the above departed Brothers. Fraternally, Bob McKee, Secretary

# San Francisco Veteran Police Officers Assn.

FEBRUARY 1990

MEETING: Feb. 13th is our next meeting. Arrive by 11:30 a.m. and visit with your long time friends. The parking is very good. Business starts at 12:30 p.m. sharp. Win a door prize (maybe) and enjoy lunch after the meeting.

MEMBERSHIP DUES: The dues are \$12 per year and over half of you already paid. Send in your check today, INCLUDE a stamped self-addressed envelope and your dues card. INCLUDE your telephone number so we can update the records. Thanks.

OFFICERS AND DIRECTORS FOR 1990: President - Marty Barbero, 1st VP - Al Aguilar, 2nd VP - Rudy Milon, Treasurer - Ray Seyden, Secretary - Gale Wright, Sgt.-at-Arms - Al Perry. Board of Directors: George Cathrell, Bob McKee, Frank Forencich, Sol Weiner, Tom Dempsey, Ralph Lintner and Dick Castro.

FIREFIGHTERS PETITION: Firefighter Jack Skain told us they are using the initiative petition to insure minimum manning of fire equipment, which means adequate manpower and safety for all. S.F. residents, please sign the petition.

PRESIDENT'S MESSAGE: On behalf of your officers and directors, I wish to extend to members and their families a healthy and happy 1990. To all members, my thanks for the honor of electing me to serve as your President. It will be my pleasure to work with you to continue the good fellowship we have shared over the years. The following members will be our Legislative Committee for 1990: Sol Weiner, Tom Dempsey, Jim Stark, Gale Wright and Martin Barbero. One of our duties will be to remain vigilant and check the proposed Charter amendments and make sure they will not affect our pension rights in a negative way. — Marty Barbero, President.

SICK CALL: Harvey Harrison had heart surgery and he is at home recuperating. Homer Hudelson recently had knee surgery and he too is at home.

NEW MEMBERS: Edward L. Edney,

Carl G. Anderson, Michael J. Brady, Hobert Nelson, George F. Matelli, John J. Jordan, Richard M. Gamble, James L. Gray, William S. Hardeman, Donald A. Lemstrom and Robert M. Forni, WELCOME!!

COMMITTEE REPORTS: Jim Cole confirmed the San Jose 18% raise, over 3 years. 4% of it is retro to 7/1/89, 2% as of 1/1/90 ... The SFPOA wants to present a Charter change to voters in November for interest arbitration, a form of collective bargaining, so they can negotiate for pay raises and benefits. Sol Weiner and Bill Reed said our retirement benefits are protected as vested rights, and Bill also said the CAL Supreme Court has ruled in favor of vested rights. But, it could affect future payraises. More on this later. ... The Mayor wants to control the Health Service Board by adding two more seats, of which he can make the appointments. Watch for this in November and vote NO.

UNFINISHED BUSINESS: Second Class postage for our monthly bulletin: M/Weiner S/Perry to spend \$265 for a one-time processing fee charged by the USPO to process our application. Passed.

GOOD OF THE ORDER: Bob McKee says the Widows and Orphans dues are now payable. Changes of address may have caused some members to not get their notices as yet ... Tim Leahy says that root canals and hearing aids are partially covered by HSS. See Page 21 of your benefits booklet for root canals; hearing aids have a 50% coverage with a \$350 limit. Check with them at (415) 554-1715. If you need to visit HSS or Workers Comp, both have moved to 1155 Market Street.

CHANGE OF ADDRESS and/or TELEPHONE NUMBERS: If you have changed either please let us know so we can update the records. Secretary's phone is (415) 731-4765.

Attendance 103

Membership 823

Marty Barbero, President

Gale Wright, Secretary



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### The San Francisco Police Officers' Association

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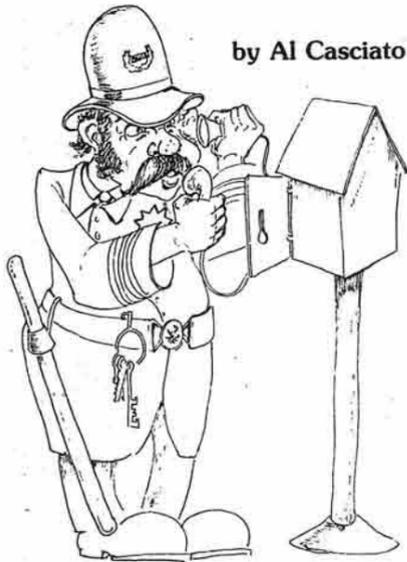
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# AROUND THE DEPARTMENT



by Al Casciato

Recently I was sitting with two friends, one a police officer, the other a private citizen. During our conversation the officer asked the citizen, "What do you think about the police department, and how do you envision us?" The citizen replied by saying, "I think that you guys are doing a good job for what you're up against, court, political, in general, red tape wise. Morale could be a lot better. There seems to be too many interpersonal conflicts between officers of all ranks. There is an old school vs new thoughts, philosophy conflict. There doesn't seem to be enough emphasis on extra curricular activities, such as subordinates, and bosses in order to generate a fiduciary trust for each other and the department." This one perception, from one citizen, on the outside looking in.

Trivia question from Greg Cloney: Name the longest street connecting Market and Mission Streets? Answer at the end of col...No peeking...Make a guess. Challenge a friend...

**Births. Births. Births.**

Marty and Leilani Sacco proudly announce the Christmas Eve arrival of An-

thony Paul 7 lbs. 12 oz. 21½ inches. Future December 24's will be mighty profitable for li'l Tony as he is already being showered with attention from his older siblings, Carol 18, Beth 16 and Paul 14.

Brian and Linda Delahunty welcomed a new addition on December 13, 1989 with the arrival of the lovely Molly Noelle 9 lbs. 8 oz. and 21 inches long.

A little too shaken up to write sooner. Retired Commander Bill, and former officer Shirley Scheffler, were greeted by an after shock on the day after the 7.1 earthquake with the Oct. 18 arrival of William Fredrick 7 lbs. 12 ozs. 18 inches long.

Dave and Sherry Ambrose welcomed their second child on January 28th Monica Marie 7 lbs. 3 ozs. Brother Brian 3 years is excited and thrilled with his li'l sister.

Congratulations to all and best wishes for the future.

Dave Herman is keeping busy in his off duty time by doubling as a business man. Dave is the proud owner of Sutro Cyclery located at 4410 Cabrillo St. So if you're looking for some human powered two wheeled transportation, give Dave a call at 386-3126.

Sick Call: Jesse Brown, after suffering a heart attack, is now on the way to recovery, is out of the hospital, and able to visit with friends. Give a call by contacting Dave Spencer in Personnel at 553-1007.

**Separations:**

Bruce McEachern to New Mexico to join his brother-in-law in the restaurant business.

Francisco Rivero to run the family mortuary business in San Francisco.

Denise Whitlock to the culinary academy and hopefully to Europe where she will study under the great chefs.

Valerie Agard to UCPD Santa Cruz in order to shorten that commute from the country estate in the Santa Cruz mountains.

Good luck to all and best wishes for the future. We'll miss you.

Overheard in Dept. 16. "A defendant to his attorney, "I was seduced by morphine."

I recently received a call from a New York Times reporter who was following up a story, I mentioned about how Ed Collins was being investigated by management control for sending a letter to the Chronicle whose reporter complained to the chief. I questioned whether Ed's freedom of speech was being interfered with, and asked whether ACLU attorney John Crew was interested in the case. The reporter asked to be put in touch with both Off. Collins, and Mr. Crew. The contacts generated a response from the Chronicle and Mr. Crew. See letter in related story this issue.

Trivia Answer: Valencia St.



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# Legislative Committee Report

by Ray Benson, Chairman  
Legislative Committee

The 1990 Legislative Committee met and the focus, of course, was interest arbitration. Discussion of the issue, and the difficulty in winning this kind of ballot initiative, was discussed by all members. Agreement was reached that if the ENTIRE membership did not get behind the issue, winning would be all but impossible.

Plans to get the membership out and into walking precincts was discussed. The Committee realizes it will take nothing less.

Two issues were raised from the floor and passed unanimously by the Committee:

1. The Legislative Committee recommends to the Executive board that the POA explore the possibility of hiring a full time public relations firm.

2. The Legislative Committee recommends to the Executive Board that the POA explore the possibility of having a monthly buffet luncheon at the POA office where an elected official could meet and talk with the membership. This would be an informal meeting to exchange views and ideas and allow the elected official to say a few words on their positions affecting law enforcement in San Francisco and the membership.

The Committee will begin examination of proposed ballot initiatives for upcoming elections and report back to the Executive Board and the membership.



## POLICE POST #456 NEWS

by Greg Corrales

Where There Was No Glory,  
There Was Pride.  
There Was Honor.  
And Always As Americans  
...Duty

Unknown

An excellence movie that is currently playing and getting rave reviews from the critics is "Glory." The film depicts the exploits of the 54th Regiment of the Massachusetts Infantry and has created a great deal of interest in the history of the unit. Few people had ever heard of the 54th prior to the release of film. Because of the sudden interest in the 54th, and since this is my February column. I think it appropriate to have a portion of my February 1988 column reprinted:

Since February has been designated "Black History Month," I feel it appropriate to quote a portion of the inscription to the Fifty-fourth Regiment of Massachusetts Infantry on the Robert Gould Shaw Monument, Boston Common (1897):

"The black rank and file volunteered when disaster clouded the Union cause, served without pay for eighteen months till given that of white troops, faced threatened enslavement if captured, were brave in action, patient under heavy and dangerous labors, and cheerful amid hardships and privations.

Together they gave to the nation and the world undying proof that Americans of African descent possess the pride, courage, and devotion of the patriot soldier. One hundred and eighty thousand such Americans enlisted under the Union flag in 1863-1865."

Perhaps I can sue for royalties! It seems as though the movie was based on my two-year old column. I pledge to donate half of my royalties to Post 456.

I would like to disseminate several items of possible interest.

If you would like to learn more about National Vietnam Vet Day (March 31, 1990), an event sponsored by the National Vietnam War Museum, contact: Yvonne M. Heipler, NVWM, P.O. Box 1965, Gettysburg, PA 17325. Of possible additional interest is the fact that the American Ex-Prisoners of War, Inc. is establishing a National American Ex-Prisoner of War Museum at Andersonville Fund, Ex-POW National Headquarters, 3201 E. Pioneer Parkway, Suite 40, Arlington, Texas 76010-5396.

Of course we all know of America's Tomb of the Unknown Soldier. I would like to pass on a little-known "class act" by the country that my grandparents came from, Mexico. In Mexico City National Cemetery, a small monument erected in 1851 remembers unidentified American dead of the war: "To the honored memory of 750 Americans, known but to God, whose bones, collected by their country's order, are here buried."

We are rapidly approaching the 53rd California Golden Boys' State. Post 456 will sponsor two young men that are presently in the 11th grade. They will be housed from June 23 through June 30 on the campus of the California State University, Sacramento, with plenty of dorms, showers, athletic facilities, adequate classrooms, and plenty of good food. The objective of Boys' State is to educate our youth in the duties, rights, and responsibilities of American citizenship. Boys' State is a program of education. It is a program of practical Americanism. It is a course in practical civics, the purpose of which is to teach the youth of high school age that there is nothing wrong with our form of government, that it has not outworn its usefulness, and that all we need, to insure the well-being of all, is an intelligent and loyal citizenry, and a clean, honest, and impartial administration of all the departments of our government. The names of our sponsors must be submitted within the next several weeks so if you have a young man in the 11th grade you think might enjoy Boys' State please contact me. My work number is 821-8063 and my home number is 255-8667.

The next two American Legion meetings are on 14 February and 13 March at 2000 hours. Meetings are held at the POA Building, 510 Seventh Street. At the conclusion of business refreshments are served hot from Mama Corrales' kitchen. I suggest you start attending meetings because before you know it Mama Corrales will be passing the spatula to Mama O'Shea for the preparation of post-meeting refreshments.

With Valentine's Day coming up I would like to urge each of you to spoil and pamper your valentine and let them know how much you appreciate them and care for them. If you are like me, presently without a valentine, I have a suggestion. I intend to spend February 14 reflecting back on a number of outstanding former valentines and savoring those memories. Let's relish the memories. We don't have any reason to be sad, as I can think of no reason why we shouldn't expect to have many amazing valentines in the future!

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# It's In Your Court

by Bill Fazio,  
Assistant District Attorney



## Crack Babies

A tragic consequence of the ingestion of crack cocaine by pregnant women is the pre-mature birth and often times death of their newborn. The children who do survive are likely to face a life of uncertainty, hardship and physical and mental handicaps. In 1988 approximately 275 babies were born drug-addicted at San Francisco General Hospital, up from 50 in 1985. There is no question that these babies are having a major impact on our society, particularly health services and our educational system.

There is an ongoing debate about the propriety of the involvement of the criminal justice system in this continuing and growing problem. There appears to be no consensus on prosecutorial response, if any, to women who use drugs during pregnancy thus affecting their newborn. The current state of law does not provide or allow for intervention by the criminal justice system against mothers whose drug abuse affects their unborn children. Intervention by the criminal justice system propels one into a raging controversy involving maternal/fetal rights. Just how far does one go, do we intervene in documented cases of alcohol abuse by mothers affecting their newborn, or cigarettes, or excess caffeine consumption? The question "Where does one draw the line?" becomes very real.

One must understand the basic premise underlying the current trend in the criminal justice system that "punishment", rather than re-habilitation, is the purpose of the penal system. The question then becomes how society best deals with the problem. It has been argued that prosecuting chemically dependent women does not make common sense, since women who take drugs during pregnancy do not do so to injure or hurt their unborn, but do so because they are addicted. The problem really is one of major socio-economic issues. It is clear that people have in the past abused drugs, are doing so now and will likely continue to do so in the future. Our efforts then should be directed towards education training and increased expenditures in the health service fields. The prevention of babies born addicted to cocaine must be the primary goal along with the education of mothers to the dangers to the unborn of ingesting drugs while pregnant. The criminal justice system may be used as a method of forcing treatment upon reluctant and recalcitrant mothers. The actual prosecution of mothers whose drug abuse effects their unborn should be limited to those situations involving particularly egregious acts committed by the mother; each case will have to be weighed carefully and independently to determine appropriate action by the authorities.

# S.F. Cop Offers Sick Leave To Pal

by Larry Maatz  
of the Examiner staff

Valerie Agard has served her last day as a San Francisco cop. After nearly eight years on the force, she is moving on. And she wants to leave something behind.

Specifically, she wants to leave her 400 hours of accumulated sick leave to a fellow officer who has been diagnosed with AIDS. And she may be able to do just that.

She could, by common practice, have simply called in sick for her last 10 weeks and turned that period into a paid vacation before her last day of the force Sunday, a respite from police work before she joins the police force at UC-Santa Cruz.

But the vacation, she says, never came under consideration. She has formally requested that her sick leave be passed on to a specific fellow officer.

"I earned it," she said. "I'd like to see it used. If I'd needed it, it would have been mine to use. It turns out that I didn't need it, but I do know someone who's going to."

According to her fellow police officers, Agard's act is quite in character.

"She's a good cop," said Lt. Al Casciato, Agard's watch commander at Mission Station. "She cares a lot about people, puts a lot into her work. She's got a lot of compassion. This is typical of her."

Agard, 38, joined the force in 1982 after breaking off from a teaching career in New York city, coming to the West Coast and finding a home in police work.

A graceful, intense woman, Agard took her field training at Northern Station, then followed up with stints at headquarters and Park Station before transferring to Mission. A member of the narcotics enforcement task force there for six months, she finished up her career on uniformed patrol, walking a beat.

"I like it," she said Thursday night, enjoying a last dinner with her colleagues at a Mission District restaurant. "It's given me a chance to use my intellect, work with people, leave them with something positive, leave something positive behind

when I go home."

It is in the same vein that she wants to leave her sick pay behind. And, on the surface, it would appear that she could.

Under Proposition H, which passed by a healthy margin in November's election, Agard would have the right to do just that, to pass on "unused accumulated sick leave to another city employee who has been determined to be catastrophically ill, and who has used all of his or her vacation allowance, sick leave and compensatory time off."

It seems simple. But it is not. There are, at the moment, two problems to be dealt with.

The first is that, so far, The City has not implemented the charter amendment, even though it took effect Jan. 1.

The second is that her fellow officer doesn't yet need the sick leave — and the language of the amendment refers to someone who "has used" all of his or her sick pay.

At the moment, her request is going through channels, and, although the outcome remains uncertain, Agard has enlisted the help of Supervisor Wendy Nelder to move it along.

Contacted by Agard Friday, Nelder requested assistance from Mayor Agnos in implementing Agard's request. She also plans to introduce emergency legislation before the Board of Supervisors Monday to cover this particular situation, and others like it, bridging the gap until formal procedures are drawn.

"It's only right," Nelder said. "There's no question but what the officer's illness will be ultimately designated catastrophic and will fall under the guidelines of the proposition. Just because we haven't got the machinery in place to do what the voters asked us to do is no excuse. This officer is trying to do the right thing. We should be trying to help her, not hinder her."

The officer who would benefit from Agard's gift has not been identified. He is, Agard said, "someone who I've known since I joined the force, not a mentor or anything, just a good friend, a good cop, somebody I care about."

Reprinted from S.F. Examiner  
January 8, 1990



# FROM THE PRESIDENT

As of this writing, you will have voted on going for a charter amendment for interest arbitration. If you voted in favor of going on the ballot in November for the charter amendment, we will need to assess our membership to accomplish this. In February you will decide the issue.

I know it doesn't make much sense to do it this way but I did not read the current By-Laws correctly which calls for a special procedure in asking for an assessment so it will be done on a separate ballot. I feel you are all adults and would understand if the POA Board asked if you want to go for the charter amendment and to assess yourself at the same time but the current By-Laws won't allow it. To me it not only seems repetitive but costly with the second mailing required. As you can see, we're clearing up some of the By-Laws, but it is obvious we still have work to be done.

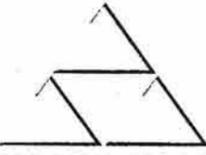
The assessment you will be asked to approve will be \$10 per pay day for 10 pay days, \$100 total. It shouldn't hurt too much because the pre-tax savings will go into effect in February.

Speaking of pre-tax, a good job was done by Paul Chignell in getting the City to let us go forward implementing the pre-tax for us and the firefighters instead of waiting for all city employees who still have some details to work out prior to their going on line.

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# RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



## “Should I Retire?”

I feel certain that there are numerous police officers who have the time and age to retire but are undecided as to what they should do. What will retirement be like, what will I do with the enormous freedom I will be confronted with, are the Golden Years what they imply? A logical and meaningful way to decide your status as to retirement would be to make two columns listing the advantages and the disadvantages. This will at least give you a rough idea how you stand on a scale from one to ten.

Experts who have conducted Retirement Seminars are in agreement that if you planned for your retirement while you were in your 40's, 50's and at least five years prior to actually retiring then your chances for a happy retirement are very good.

However, if you haven't made any plans and are one of those who feel that when it comes around that it will take care of itself, then I can assure you that you will be in for a rude awakening.

If you still enjoy going to work and still find police work intriguing with the excitement, the glamour and a certain amount of freedom that goes with the job then Mike and I would say to continue working. Remember one thing, you're in the driver's seat at this stage of your career and are in a position to retire in the middle of a sentence.

As coordinators of the Retirement Planning Seminars, Mike and I have as our main goals assisting anyone who may be having problems and most of all to assist those who are planning to retire so that the transition of going from an active life to one of inactivity will run smoother.

If any of our brothers are undecided as to what they should do, Mike and I would be only too happy to discuss the problem. We are in possession of three different types of retirement programs, also a test to reveal whether you are actually ready for

retirement. We can be contacted by phone at 861-5060 or write to us at the POA Bldg., 510 7th St., SF Ca. 94114. Needless to say that all means of communications will be held in the strictest of confidence.

### ON RETIRING — PROPERTY THAT HAS TO BE RETURNED TO THE SFPD

When a member of the San Francisco Police Department retires, quits or leaves the Department for any other reason the following property shall be returned to the Property Clerk's Office.

- (1) Star
- (2) I.D. Card
- (3) Riot Helmet
- (4) Batons — 26" & 36"
- (5) Gun belt & equipment
  - (a) Holster
  - (b) Speed-loaders and cases
  - (c) Mace & case
  - (d) Handcuffs & case
  - (e) Baton Ring
- (6) Bullet Proof Vest
- (7) Uniform Hat
- (8) Optional-Can be returned or maintained by you due to the following circumstances.
  - (a) Uniform shirts, pants and jackets
    - (a) If they are serviceable
    - (b) If you did not pass them out to any other member in your unit
- (9) No shoes or boots
- (10) No underwear
- (11) Weapon has to be returned to a member at the Police Range

The only other thing that a member retiring has to do is to report to the Personnel Office, for a retired Identification card with photo.

## The POA Constitution And Bylaws — A Piece of Paper?

by Leanna M. Dawydiak

As a POA member, I am disgusted and outraged at the recent Board of Directors' action of suspending the POA Constitution and By-Laws so that this year's election could be held a week later. That vote, though unanimous, was illegal.

Article IV, Rules of Order, of the POA Constitution and By-laws states: "The rules contained in Robert's Rules of Order shall govern the Association in all cases to which they are applicable, and in which they are not inconsistent with the Constitution and By-laws of this Association." Furthermore, Article V, Nominations, Elections and Installations, paragraph 4 states in part: "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.) the Friday following."

Article V is very clear as to when the election is to be held. Moreover, the POA Constitution and Bylaws are also very clear that Robert's Rules of Order govern this Association in the absence of an applicable section in the By-laws. Robert's Rules of Order, with regard to suspending the Rules, states: "If the By-laws are to be suspended, it should be specifically provided for in the By-laws themselves — otherwise it cannot be done even by unanimous vote."

Apparently this Board of Directors is too busy to know the POA Constitution and By-laws, and, Robert's Rules of Order. All directors and members of the Executive Board have a responsibility to this membership to know those simple documents inside and out so that meetings are run fairly and with an absence of illegal activities. One POA Board member blames the "mistake" on the lack of attendance at the Board meeting of the parliamentarian, Mike Hebel. That is an excuse that an adult should not use. The POA Board is responsible for "mistakes" and must be held accountable to this membership as they are the ones elected by the membership, not the Parliamentarian.

When this Board violated the Constitution and By-laws by illegally suspending it, they demonstrated a cavalier and flippant attitude towards this Association, its founders and its members. Parliamentary rules were developed so that meetings would not become shouting matches or dictatorships. Without respect for the POA

Constitution and By-laws, no one except a chosen few are allowed to participate. Without respect for the POA Constitution and By-laws, there is chaos. Without respect for the POA Constitution and By-laws, it is just another piece of paper. I thought it meant more than that.

## Ted Dolan

by Jim Diggins

Retired sergeant Theodore T. Dolan died on Sunday January 14, 1990. He left a legacy of unselfish devotion to the betterment of working conditions for police officers.

He returned to the police department in 1945 after spending five years in the U.S. Aircorp during World War II.

Prior to his entry into the department, Dolan spent several years as a union organizer on the docks in Hawaii.

In the 1940's, and the 1950's, conditions in San Francisco were such that when police officers needed an increase in pay, or improved working conditions, they were forced to go on the ballot. A \$25.00 raise meant an all out campaign. Dolan was chairman of these campaigns. His leadership brought about the 40 hour work week as well as other working conditions, and several badly needed raises.

He was past president of the S.F. Police Officers Association, and past president of the Widows and Orphans Aid Association.

Dolan was one of the founding fathers of the Police Officers Research Association of California (P.O.R.A.C.), and the National Conference of Police Associations.

He was instrumental in forming the S.F. Police Credit Union.

He served as Welfare Officer for the police association, and in that capacity represented disabled officers before the Retirement Board.

After leaving the department, Dolan became president of Teamster Local #85, and its Welfare Officer.

The Dolan's of this world are few. His accomplishments will remain as a memorial. Ted Dolan was a friend, and a teacher. — I will miss him.

PHILIP VALE  
Vice President

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W.H. PARK, President

# Board Of Directors

## January 16, 1990

### Call to Order - 1500 hours Pledge of Allegiance Roll Call:

Present:  
Rosko, A; Machi, A; Fox, D; Barsetti, D; Paulsen, E; Gardner, F; Java, H; Doherty, K; Shine, K; Alves, Hdqtrs.; Friedlander, Hdqtrs.; Fagan, Insp.; Sullivan, Insp.; Donovan, TAC; Drago, SOBTF; Flippin, Muni; Johnson, Sec.; Trigueiro, Tres.; Chignell, V-Pres.; Keys, Pres.

Excused:  
Maloney, B; Coogan, C; Goldberg, E; Ramlan, G; Conway, I; Cole, Ret.

**President's Report:**  
President Keys requested a 1-week delay in the mailing of the ballots for the annual election (See: Motion #1). This election will determine whether or not our membership wishes to proceed with a collective bargaining charter amendment for the Nov/90 election as well as many other important matters pertaining to Constitutional By-Law changes, as well as M.O.U. ratification. If members approve of the Nov/90 date for the charter measure, then a subsequent vote will be taken for an assessment to help finance the campaign.

**Vice President's Report:**  
V-Pres. Paul Chignell has been given assurances by the controller's office that the pre-tax pension (Cafeteria Plan) benefit for all members will be implemented by the 2/27/90 payroll. This benefit should allow for an increase in your net paycheck depending upon your tax status.  
V-Pres. Chignell also reported on the recent Grievance Committee activities, specifically the handling of FTO appointments. A motion was made in this regard (See: Motion #2) to request a meet/confer with the department administration for the purpose of discussing guidelines for FTO selection by Academy personnel.

**Secretary's Report:**  
The Secretary's Report for the Dec/89 General Membership and Regular Board of Directors' meeting was approved (See: Motion #3).  
Secretary Johnson will meet with representative(s) from Field Operations Bureau of ascertain exactly what the administration has in mind as far as the utilization of police reserves in district stations is concerned and then report back to the POA Board of Directors at the Feb/90 meeting with his findings.

**Treasurer's Report:**  
The Treasurer's Report for the Dec/89 Board of Directors meeting was approved (See: Motion #4).  
Treasurer Trigueiro stated that his proposed budget would be mailed to each representative in the coming weeks for review.

**COMMITTEE REPORTS**  
**Police Services Committee:**  
The December SFPOA Officer of the Month plaque was awarded to Off. Rick Bruce, Park Station, for his community activities and for the role model he has portrayed as a conscientious and dedicated member of our department.

**Federal Litigation Committee:**  
Chairman Willett stated that he would be addressing the following issues at the next Auditor/Monitor meeting pertaining to the Q50 examination:  
• Video retesting of candidates.  
• Use of yellow highlight marker on report review section(s).  
• Reason(s) for not having examiners

present during the video test portion.  
(A subsequent POA bulletin, 90-09, was issued addressing all of the above mentioned issues.)  
The Federal Litigation Committee also reported on the status of the Administration's position on temporary lieutenant appointments. Assistant Chief W. Casey will make his recommendations for such assignment to the Chief of Police after a review of the applications submitted in response to a department teletype outlining the criteria that would be judged in this regard.

**Grievance Committee:**  
(See Vice/President's Report.)  
**Legislative Committee:**  
(Report deferred).

**NEW BUSINESS**  
**Police Reserves:**  
D/C F. Lau, along with Off. D. Callaghan of Field Operations Bureau addressed the Board expressing their concerns over the under-utilization of police reserve personnel and requested the POA's participation in focusing on parameters that may be mutually agreeable as far as the reserves' role with the SFPD. The secretary of the SFPOA will meet with representatives of F.O.B. for clarification purposes and to return a specific proposal to the Board of Directors at the Feb/90 meeting.

**Bley Contract:**  
Deferred pending further negotiations during the week of 1/29/90.

**Patrol Officers' Manual:**  
The department intends to republish an updated version of the Patrol Officers' Manual and Assistant Chief W. Casey has offered the POA the option of participating in an on-going meet/confer process during the preparation of this documents. The Board of Directors subsequently approved a motion (See: Motion #5) allowing for a committee to participate in the review/editing stages.

**California Parole Board hearing correspondence:**  
The Board was encouraged by representatives of the Inspectors Bureau to submit correspondence to the California Parole Board objecting to the release of Steven Burns. Mr. Burns was charged with the murder of Ms. Catina Salarno in 1979 and the release of Mr. Burns would not be in the interest of justice at this time. (See: Motion #6.)

**OLD BUSINESS**  
**FTO Compensation:**  
This matter was deferred pending a meeting with Assistant Chief W. Casey in regards to our latest proposals.

**FINANCIAL REQUESTS**  
Issue: SFPD Lion Dance Team. The honorarium the Board of Directors wishes

to donate to the members of the Lion Dance Team (\$100.00) was passed on to the Community Services Committee for determination.

Issue: Northern California Robbery Investigators' Assoc.  
Discussion: A motion was made to donate \$300 to help stage the NCRIA's 18th annual training seminar.  
Motion: Sullivan, 2nd, Fox; **Voting yes:** Fox, D; Paulsen, E; Gardner, F; Doherty, K; Alves, Hdqts.; Friedlander, Hdqts.; Fagan, Inc.; Sullivan, Inv.; Donovan, TAC; **Voting no:** Rosko, A; Java, H; Trigueiro, Treas.  
Motion passed.

Meeting adjourned at 1900 hours.  
Steve Johnson  
Secretary

**MOTIONS**  
Motion #1 — Johnson, 2nd Shine, Co. K;  
To suspend the POA Constitution to allow for a 1-week delay in the mailing of the ballots for the annual election so that further amendments can be made to the interest arbitration charter amendment. Motion passed unanimously. (V/Pres. Chignell wanted notation made that he was not present at this vote.)

Motion #2 — Johnson, 2nd Chignell, V-Pres;  
To request a meet/confer on the parameters of the FTO candidate interview process. Motion passed unanimously.

Motion #3 — Flippin, Muni; 2nd, Friedlander, Hdqtrs.;  
Approving the minutes of the Dec/89 Board meeting. Motion passed unanimously.

Motion #4 — Gardner, Co. F; 2nd, Paulsen, Co. E;  
Approving the Treasurer's report of the Dec/89 meeting. Motion passed unanimously.

Motion #5 — Johnson, Sec., 2nd, Trigueiro, Treas.;  
To appoint a committee to participate in an on-going meet/confer with the principals redrafting the former Patrol Officers' Manual with the committee reporting back to the full Board of Directors before approving changes. Motion passes unanimously.

Motion #6 — Sullivan, Inves., 2nd, Fagan, Inves.;  
Requesting the Board's formal support in the form of a letter addressed to the California Parole Board, to protest the early release of Steven Burns. Motion approved unanimously.

**SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT DECEMBER 1989**

<b>Income:</b>	
Dues — Active	\$27,479.80
Dues — Retired	1,899.00
Notebook	1,899.00
Misc Income	420.00
	<u>\$29,917.73</u>

<b>Disbursements:</b>	
703 Annual Election	200.00
707 Bank Charges	7.49
709 Board of Directors	42.00
723 Dues Collection	98.64
730 Expense Acct. (Pres.)	400.00
771 Mailing	[148.76]
772 Public Relations	[100.00]
773 Rent	1,722.00
776 Salaries — Office	6,165.64
777 Salaries — Executive	6,048.84
782A Admin. Exp. Supplemental	248.00
Less Withholding	[3,636.58]
796 Retirement President	2,703.84
798 Property Tax	3,422.43
830 Health Svcs/Retirement	2,763.92
835 Insurance	[2,763.92]
855 Political Contributions	[5,000.00]
855A Prop. K	[100.00]
860 Screening	29.00
863 Publication	400.00
875 Davis, Reno & Courtney	9,000.00
875A Federal Lit — Expenses	194.67
895 Sports	421.74
	<u>\$22,793.87</u>

Cash received over disbursements	\$7,116.86
<b>Beginning Cash Balance</b>	
Merrill Lynch	25,017.40
General Account	30,235.99
	<u>\$55,253.39</u>
General Account	47,508.34
Merrill Lynch	15,017.40
	<u>62,525.74</u>
Ending Cash balance	

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# Editor's Note:

Jim Crowley's three part series on abortion has created quite a controversy, both inside and outside the Association. Most of the adverse reaction has centered around two points. First, that Crowley's views should not have been printed in the Notebook; second, that the impression exists that his views and opinions are those of the POA and its members.

In answer to the first charge I must say that I do not believe in censorship. Some types of hate material, of course, deserve no voice, but to censor just because of controversy is wrong. At the same time, the Notebook will not be any one person's forum for spouting the same diatribe over and over. Crowley's series, though long, is the first time that he has written on the subject. In addition, on an issue as big and important as that of abortion there are inevitably times when police action is taken at protests and demonstrations against one side or the other. We should know why as well as "who, what, where, when, etc."

The second charge (that Crowley's opinions are those of the POA) is based in part on my failure to include a disclaimer after the second part of the series. The first was followed by a disclaimer, but I neglected to inform our printers to repeat it after the second. For any confusion or misperception that exists, I apologize. The Notebook's policy is to publish both sides of an issue without making judgments. (For opposing views and opinions, on Crowley's series — see opposite page.) However, Crowley's monthly column on religion is clearly marked as such and is clearly personal opinion and personal belief. One anonymous letter attacking me for printing Crowley's opinions inferred that I should therefore, allow space for a monthly column on the Anti-Christ and anyone else who wants to write. Such invective misses the point. The Notebook exists to serve the POA membership. Members who wish to express their points of view, to inform, to entertain and to complain are welcome to submit material to the Notebook.

## SAN FRANCISCO

### Fellowship of Christian Peace Officers

#### Abortion In America:

#### Conclusion by Jim Crowley, Homicide

Abortion is not a Protestant, Jewish or Catholic issue. It is a Human issue. "If a man loses his reverence for any part of life, he will soon lose his reverence for all of life." Albert Schweitzer. "I fear the power of choice over life or death at human hands. I see no human being whom I could ever trust with such power — not myself not any other." Since the fetus is a creature already alive and in the process of development, to kill is to choose death over life." — Pearl Buck, Nobel Laureate. "What the fuming editorials and harrowing documentaries on the abortion problem do not show are the pictures of radiant mothers fondling perfectly healthy children who would never have been alive if their parents had been permitted to resort to abortion in a moment of despair. Nor is it known how many unwanted children eventually turn out to be the sunshine of the families." — Immanuel Jakobovits, Chief Rabbi of England.

Religious and non-religious people alike object to abortion not because they belong to a particular organized religions but because, for a variety of reasons, they believe it uncivilized to kill one human being at the request of another. The fact that some have religious convictions does not make abortion a religious issue. Those who adhere to the Judeo-Christian ethic concerning the sanctity of all life do so on the basis of four principles:

- (1) that life is a gift from God;
- (2) that human beings are created for eternal life;
- (3) that human life is created for fulfillment;
- (4) that life and death belong in the realm of God's providence.

Departure from strong objection to abortion is a phenomenon of recent date. Historically, it is an abandonment of principles traditionally held in common by both Christians and Jews. There are some who feel very strongly that citizens should be silenced because they belong to a church. But, should not every person, every group, organization or denomination which truly believes that living human beings are be-

ing killed in abortion have the right to oppose this, even if it is approved by the law? Obviously, some would answer with an emphatic "no!"

#### Abortion and the Bible

"For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made;

Your works are wonderful, I know that full well Psalm 139: 13-14

When a woman is pregnant, God himself is forming a child within her; by this work, He reveals His glory. That is why prenatal development is called a "wonderful" demonstration of God's workmanship. This is what God is doing in the world whenever a child is conceived. Although couples may "have accidents" or "make mistakes," God does not. The unborn child's formation and development are also a "fearful" example of Divine creation. This expression of God's involvement with men is cause for gratitude and worship. "My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be." Psalm 139: 15-16

A human being exists when God creates him, not at some later point when he has grown to look like a newborn or has taken his first breath of air. God creates human being at conception. (Psalm 51:5; Job 3:3; Matthew 1:18-20).

Jeremiah 1: 5 declares that the prophet was called to his ministry while yet in his mother's womb. "Before I formed you in the womb of your mother, I knew you. Before you were born I consecrated you; I appointed you a prophet to the nations." The apostle Paul reflects this same eternal knowledge and love of God when he writes to the Galatians: "But when he who had set me apart, even before I was born, and called me through his grace, was pleased to reveal his Son in me, so that I might preach him among the gentiles..." (Galatians 1:15) Saint Paul also assures the Ephesians that "he has chosen us before the foundation of the world...and predestined us to adoption as his children through Jesus Christ according to the kind intention of his will." (Ephesians 1:4-5) If all of this be true, that we have been known and loved in the mind and heart of God from all eternity, then it must also be true for those who have already begun their lives in the wombs of their mothers. Luke 1:35, 39-45 teaches that Jesus was conceived by the Holy Spirit. For Jesus to become incarnate, to become truly human even as He is truly divine, He had to participate in the full range of human experience. From conception to natural death. When Elizabeth, who was six months pregnant with John the Baptist, visited Mary, who was newly pregnant with Jesus, Elizabeth's

unborn son John "leaped in her womb." (Luke 1: 41).

#### Christian History

In an important book published by Harvard University Press, John T. Noonan concludes from his survey of church history that fetal life has enjoyed "an almost absolute value in Christian history." In his excellent overview of the early church's unanimous rejection of abortion, Abortion and the Early Church, Michael Gorman shows that the reason for this stand was concern for the fetus. It is significant that the earliest Christian opposition to abortion arose in Jewish Christian churches with a strong Jewish heritage which did not oppose contraception. Early Christian writers usually condemned abortion in sections dealing with violence, murder and infanticide. "Early Christian opposition to abortion, then did not arise because abortion was seen as a means of interrupting the natural course of sexual relations but because it was viewed as murder." From the early Christian writers on, most Christians over the centuries have condemned abortion." One cannot lightly reject twenty centuries of Christian conviction.

In their remarkable book *Whatever Happened to the Human Race?*, Francis Schaeffer and Dr. C. Everett Koop offer this final thought: People are special and human life is sacred, whether or not we admit it. Every life is precious and worthwhile in itself — not only to us human beings but also to God. Every person is worth fighting for, regardless of whether he is young or old, sick or well, child or adult, born or unborn, or brown, red, yellow, black or white.

If, in this last part of the twentieth century, the Christian community does not take a prolonged and vocal stand for the dignity of the individual and each person's right to life — for the right of each individual to be treated as created in the image of God, rather than as a collection of molecules with no unique value — we feel that as Christians we have failed the greatest moral test to be put before us in this century.

Future generations will look back, and many will either scoff or believe in Christ on the basis of whether we Christians of today took a sacrificial stand in our various walks of life on these overwhelmingly important issues. If we do not take a stand here and now, we certainly cannot lay any claim to being the salt of the earth in our generation.

Will future generations look back and remember that — even if the twentieth century did end with a great surge of inhumanity — at least there was one group who stood consistently, whatever the price, for the value of the individual, thus passing on some hope to future generations? Or are we Christians going to be merely swept along with the trends — our own moral values becoming increasingly befuddled, our own apathy reflecting the apathy of the world around us, our own inactivity sharing the inertia of the masses around us...? (pp. 195-98)

1. John T. Noonan, Jr., "An Almost Absolute Value in History", in John T. Noonan, ed., *The Morality of Abortion: Legal and Historical Perspectives* (Cambridge: Harvard University Press 1970), pp.1-59
2. Michael Gorman, *Abortion and the Early Church*, pg. 81
3. Noonan, *Morality of Abortion*, pp.1-59
4. Francis Schaeffer and C. Everett Koop, M.D. *Whatever Happened to the Human Race?*

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



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## Civil Rights in America

by *Georgianna Low*;  
Recording Secretary, S.F. NOW\*  
*Helen Grieco*;  
Executive Director, S.F. NOW  
*Aurora Garcia*; President, S.F. NOW  
\*National Organization for Women

### DEDICATION:

I would like to dedicate this article to the thousands, and perhaps hundreds of thousands of women who have died, and are still dying today, from back alley abortions. These women knew the risks of seeking an illegal abortion; the health hazards and the possibility of criminal prosecution. One would think that the sordid secrecy and the crushing silence of the experience would be enough to deter anyone. However, these women believed that a worse fate awaited them if they were forced against their will to carry the pregnancy to term. They sought abortion, knowing what the consequences might be, to save their lives. In the process, they suffered a painful and lonely death. We do not know their names, but we mourn them. (Records of back alley abortions were not kept, because of the risk of criminal prosecution.)

We felt compelled to write this article in response to a three part series printed in this paper entitled "Abortion in America" by Jim Crowley. Apparently Crowley expresses his opinion on behalf of the "Fellowship of Christian Peace Officers", although the editor displays no disclaimer on the page. Perhaps Crowley's thoughts reflect the editorial policy of this publication. We believe strongly in the right of all women and men in this country to express their opinions. A democratic process relies on political dialogue. We appreciate the opportunity to voice our feelings on this matter. However, Mr. Crowley's articles, and the implications of their presentation in this paper, disturb us deeply.

First Crowley's implicit and explicit disregard for the rights of women, rights which the police department is commissioned to uphold, impeaches the credibility of this publication, and raises serious questions about the efficiency of the police force. The promotion of anti-woman sentiment, and anti-choice attitudes within police ranks predicates that the laws will not be equally enforced. Clearly Mr. Crowley, and by extension the paper, is encouraging police officers to disregard existing laws which assure women access to the reproductive health care of their choice. We find it ironic that the credo of the "Notebook" is "To promote the efficiency and good name of the San Francisco Police Department and its members". We feel both the efficiency and the good name of the department have been damaged by this kind of invective.

Indeed, our fears of discriminatory enforcement of the law have been realized in front of Family Planning Clinics during Operation Rescue blockades. Operation Rescue's actions go beyond the province of free speech and assembly. They violate the law, by disrupting the practice of private businesses, and by barring women from exercising their constitutional rights. However, with few exceptions, Bay Area city governments, and their police forces, have done a less than adequate job in fulfilling their obligations to arrest O. R. members. That Randall Terry, the notorious leader of Operation Rescue, is cited as a source for Mr. Crowley's article strikes us as no accident. Crowley obviously supports the tactics of Operation Rescue. We must question whether he would be able to execute his duty at the clinics, feeling as he does.

Terry has often compared his strategy of blockading clinics to the principles of nonviolent civil disobedience espoused by the late Dr. Martin Luther King Jr. Mr. Crowley extends this analogy by claiming a parallel between the Dred Scott decision, which denied personhood to blacks, and the Roe v. Wade case, which declared abortion legal. Such an analysis makes a mockery of the principles of the Civil Rights Movement, which sought to extend the rights of all black people in the United States. Operation Rescue, and other anti-

choice organizations, seek to restrict and deny the civil rights of women. Randall Terry and Mr. Crowley attempt to cloak themselves in the sanctity of Dr. King's memory, thereby hoping to justify their disrespect of the law. However, the American public will not be fooled, nor will our justice system. Randall Terry is now behind bars, serving a two year sentence for refusal to pay the \$200,000 fine levied against him for his illegal acts.

Mr. Crowley further attempts to convince the reader by offering inflammatory statements, falsely represented as medical fact. By claiming the support of the medical establishment he exploits our unquestioning faith in science, while playing on our emotions with sensational tales of horror.

The same tactics of propagating misinformation are used by the "Pregnancy Crisis Centers" which he praises so highly. These centers falsely advertise themselves as legitimate Family Planning clinics, yet they do not abide by the regulations applicable to such facilities. Several lawsuits have been brought and won against similar centers and they have been enjoined not to promote themselves as "Pregnancy Crisis Centers." Pregnant teenagers are lured to the centers by the promise of a free pregnancy test. Many legitimate clinics can not afford to offer these tests for free, due to funding cuts, including the recent cut to the budget for the Office of Family Planning. (Thankfully, a bill to reinstate that money was just passed by both houses, and now sits on the the governor's desk.) The young women are then subjected to medical misinformation, and grossly distorted images of the developing fetus. They are not counseled on the option of abortion, an option that is guaranteed them in the constitution.

Mr. Crowley thinks he can get away with the same lies in his article. For instance he asserts that "Medical research...has shown that a unique human life begins at conception." Actually, despite breakthroughs in medical technology, the age of viability remains at 26 weeks. Before that time the fetus is unable to function as a human being outside the body of the mother. Of course the question of what is considered life cannot be answered by doctors. Philosophers, theologians, and political scientists all present convincing arguments for a multitude of "truths", with no consensus. Every person must come to their own conclusions about such a deeply personal issue. Many will certainly decide that they cannot personally opt for abortion, in good conscience. Others will certainly decide that abortion is the only moral choice for them, given their circumstances.

The point is we cannot legislate any person's moral beliefs. We are protected from that kind of tyranny in this country by the separation of church and state. It is disturbing when an officer of the law indirectly expresses contempt for that principle. If Mr. Crowley is experiencing conflict between his religious beliefs and the execution of his duty, perhaps he should step down from his post. This publication's support of Mr. Crowley's contempt for women and contempt for the law, is irresponsible and dangerous.

We certainly do not wish to indict the entire San Francisco Police Department. We do not believe that Mr. Crowley's opinions reflect the convictions of even a majority of the force. We trust that most officers would execute their duty despite personal conflicts. What we would like to suggest is that the editors of the SFPOA "Notebook" should be aware of the power of the pen. Such inflammatory and potentially dangerous material should be presented responsibly and with an even hand.

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## Choice: The Law Of The Land

by *Leanna M. Dawydiak*

"To promote the efficiency and good name of the San Francisco Police Department and its members." That is the stated purpose on the face of the official publication of the Police Officers' Association — The Notebook. If the Notebook is going to continue to publish articles such as the series on abortion, by Jim Crowley, which expresses an anti-choice religious view, then two things must happen. First, the above stated purpose must change to that of the San Francisco Police Officers' Association (not Department). The San Francisco Police Department, as a public agency, must not express a religious view. Second, controversial articles must carry a **bold** disclaimer above the article so all who choose to read will know that the article does not express the view of the San Francisco Police Officers' Association or its members but merely the personal view of the writer.

This country is a democracy, built on many unique principles. Two are free speech and the separation of church and state. Jim Crowley exercises his free speech by expressing his anti-choice view on abortion in the Notebook. However, in doing so, he has tread on the rights of this membership to be free from religious views in their workplace. This publication does not just get mailed to POA members but is circulated widely throughout City government and public buildings primarily by using the Department's and the City's internal mail. Furthermore, the Notebook is a vehicle for getting information out to members — a way of keeping up on what is going on within the Department.

Most articles in the Notebook discuss current concerns of police officers as those concerns relate to their job — the M.O.U., the City leadership, the POA leadership, equipment, peer counseling, uniforms, weapons, etc. .... When articles appear of a non-police nature, it is usually an issue that the POA has taken a position on, and politics being what they are, such issues generally get some play in the paper. Abortion is clearly not police-related and it is unlikely that this issue is one that the POA will take a position on in the future. That being the case, what is abortion doing in the POA Notebook?

Now for the position espoused by Jim Crowley; as stated earlier, this country is a democracy in which the separation of church and state is a cornerstone. The founders of this country were fleeing just the type of religious oppression that anti-free choice forces would force upon us — religious dogma of their choosing.

The Notebook is seen by many non police officers as a paper that reflects the police mentality and philosophy. In many ways, it does just that. Therefore, to publish a series of articles that promulgates an anti-free choice position (especially without a disclaimer like last month's arti-

cle) is to lend credence to recent criticisms that the San Francisco Police Department is biased in favor of anti-choice forces,

The integrity of the San Francisco Police Department's crowd control policy has been called into question with allegations of special treatment of Operation Rescue participants when they illegally blockade family planning clinics that provide abortions and birth control to women. Jim Crowley's article creates the illusion that The San Francisco Police Department and its members agree with his anti-free choice view. The San Francisco Police Department does not have any view but an objective one because in this country, the police must uphold the law without favoritism or bias. Furthermore, it is unlikely that a majority of police officers in this Department would share his view either. In fact, many police officers, both women and men, believe strongly in a woman's right to choose.

The law of the land is pro-choice with a woman's right to choose being protected. This Police Department upholds that law.

## Pro-Choice

by *Belinda Kerr, #1817*

One P.O.A. member's opinion in response to the Cops for Christ article on abortion.

Individual rights are not only guaranteed by the Constitution of the United States and California but truly what makes this country greater than any other country in the world.

For every woman who has experienced pregnancy, there exists an individual, separate comprehension of what that pregnancy feels like and what it means to her. By whatever means a man and woman have come together to conceive a potential life, it is ultimately the woman's decision to carry the pregnancy to term or to terminate it. If that right to choose is taken away from a woman by law or force, then women are no better off than breeding animals. Women must be allowed to keep control over their own bodies.

Fortunately, the law in this country still supports a woman's right to choice. If we, as citizens of the United States of America and the State of California, continue to uphold our Constitutions by allowing individual choice and keeping the separation of church and state, we will continue to live in the greatest country in the world.

**Editor's Note: The opinions stated in these articles are those of the authors and do not necessarily reflect those of the SFPOA or the San Francisco Police Department.**

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## BIG NATE'S BARBEQUE

Former Golden State Warrior and NBA star Nate Thurmond will debut his never-before-revealed secret barbeque sauce at the opening of his new restaurant — "Big Nate's Barbeque" — in February. Specializing in savory smoked ribs, chicken, beef brisket and links. "Big Nate's Barbeque" will offer take-out and delivery service from 1665 Folsom Street (between 12th and 13th street) in San Francisco's South of Market area.

Thurmond, well-known and loved by Bay Area basketball fans for blocking the scoring drives of his opponents, has also been known to "slam-dunk" quite a few ribs and chickens into his famous 6-foot-11-inch frame! He's decided it's time to share his family's secret barbeque recipe with San Francisco...and he's bringing it right to the front door!

"I'm looking forward to moving into the delivery end of the business, because right now, San Franciscans have to go to Oakland for the best barbeque in the Bay Area," says Thurmond. "Now, we'll bring it on home to you."

Big Nate's will cook up its authentic barbeque in real brick smoked ovens that are the key to quality smokehouse texture and flavor. And Thurmond is no stranger to quality cuisine — or the restaurant business. For ten years he owned and operated "The Beginning" on Fillmore Street, critically acclaimed for bringing 'down-home' soul food to San Francisco in a first-class style.

As an opening special, Big Nate's will offer all San Francisco firemen and police officers a 10% discount on any purchase (both take-out and delivery) for the first three months we are open. This discount will be offered to all current police officers and firemen who present ID.

As of the February 22nd opening, Big Nate's Barbeque will be taking orders for special combo plates, single-item and side orders at (415) 861-4242. Food service will run from 11 am to 11 pm Monday through Thursday and from 11 am to 3 am Friday and Saturday (closed Sundays).

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by Joe Reilly

## Direct Deposit Puts Your Money to Work

### Time is money

With direct deposit, you don't have to worry about:

- Convenience — One problem with payday is that everybody else gets paid when you do. That means all your co-workers queue up at the credit union to make deposits at the same time. Everybody tries to stay cheerful, but it's frustrating.

The National Automated Clearing House Association (NACHA) reports that state treasurers, surveyed about why their states made direct deposit available to employees, said convenience to recipients was the primary reason.

And, in addition to convenience, you'll save time. One estimate says direct deposit can save eight-and-one-half hours a year otherwise spent waiting in payday teller lines. Just imagine, you'll never have to give up another lunch hour to deposit your paycheck.

Are you concerned that you won't know for sure how much money's deposited? That's not a problem either — you'll get an earnings statement on payday that shows the net deposit, as well as how much was withheld for taxes, company savings plan, or any other withheld amounts.

- Stolen or misplaced deposits — The Treasury Department reports that more than a million — yes, million mailed Social Security and government pension checks are lost, stolen, or late every year. Loss of your check is an inconvenience at the least. At worst, it could deprive you of needed funds. Direct deposit eliminates risk and assures you safety with no loss of convenience. More than 18 million Social Security recipients use direct deposit, and not one of those payments has ever been lost.

- Timely deposit — When you receive a check, there's often a delay before you can deposit it. Even if you live paycheck to paycheck and need the money right away, there's a chance you'll forget to

## Whoops!

Didn't hit anything important: Lance Grangruth of Hermantown, Minn., was firing 2-inch nails into a garage wall on a construction project when he rested for a moment, setting his pneumatic nail gun on a support beam. A moment later a co-worker bumped the gun and it went off. Grangruth heard it, but didn't feel anything and thought all was normal until he went to take his hat off — and couldn't. The nail had nailed Lance's hat securely on his head, driving about one-and-a-half inches into his brain. "I didn't actually feel it go in," Lance said. "I tried to take my hat off and couldn't." A doctor in Duluth removed the nail and told reporters Grangruth shouldn't suffer any serious effects.

deposit the check, or something may come up to prevent you from getting to the credit union.

With direct deposit, time — and forgetfulness — are not problems. Your deposit is made on time, consistently. You get paid even if you're not at work, say, if you're ill, on vacation, or on a business trip. It's also a great help to people who work shifts and have trouble getting to the credit union during normal hours.

- Access to your money — Even following the legislation that reduces check holds, it's possible a check won't be credited to your account immediately. But direct-deposited funds "clear" automatically. You can write share drafts or checks right away, or use an automated teller machine (ATM), without concern that your paycheck funds haven't been credited.

- Earnings dividends promptly — Direct deposit assures that your check earns interest as soon as possible. If you have to make the deposit in person, any delay postpones when your money starts making money.

And what a difference a day makes! One bank study showed that people who have paychecks deposited directly have account balances 10% higher than other customers. In another study, account balances were as much as 33% higher for direct deposit customers. The differences were attributed to the typical one-and-a-half to two-day lapse after payday before checks were deposited. (The higher balances also may be due to different money-handling practices among direct depositors.)

NACHA estimates, based on a study of how people are paid, that American workers could have earned more than \$500 million in additional interest in 1987 if they'd been paid by direct deposit.

- Confidentiality — Because your "check" passes through fewer hands, your financial affairs stay private.

### Payroll deduction

Match direct deposit with payroll deduction, and you have a powerful pair of money management tools working for you. Payroll deduction describes what happens to your deposit when it gets to the credit union.

For example, say each payday you use payroll deduction to put 5% of your paycheck into savings and you have the balance deposited to your share draft account. You also might make a loan payment to the credit union, automatically. You accomplish three things at the same time, at no loss of your time: 1) You build your savings, 2) fulfill a debt obligation, and 3) make funds available immediately to pay other obligations and use for recreation.

An article on credit unions as an employee benefit in *Personnel Journal* says that one of the credit union services members appreciate most is automatic payroll deduction. Almost 95% of members belong to credit unions already offering payroll deduction. Saving is easier when you pay yourself first with payroll deduction.

If you have questions about this member service, ask the people at SFPCU.

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

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

## And The Winner Is...



SFPD introduces 'Ballet For Stress Management' to the Academy curriculum. The next recruit class will perform 'Swan Lake' at graduation ceremonies. — Sgt. Joe Reilly, SF Airport Police

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# The Convoy Through Mozambique

by John Ehrlich

To get to Malawi from Zimbabwe I could fly or take the convoy. Since flying was at least \$100 more expensive each way, I took the convoy through Mozambique. It's my usual policy not to go into countries where a war exists or at least stay far from the areas where I could be a target. I talked to knowledgeable people in Zimbabwe and they all said that there had been no incidents at all for at LEAST a year on the convoy so I got a transit visa for Mozambique and set out.

Mozambique is a former colony of Portugal. After a prolonged war the Portuguese left in 1975. They left with everything of value which could be taken including their expertise. Mozambique had only a very small group of natives who had been educated as the Portuguese didn't really believe in doing so. The new government was Marxist which didn't help either. They also had problems with the white governments of Rhodesia and South Africa as they instituted sanctions and let the guerilla movements have bases. An anti-government guerilla movement was sponsored and financed in retaliation. This movement is still waging a nasty war.

In a continent of poor countries Mozambique still ranks near the bottom. There are food shortages and the inhabitants have little. Since doctors, clinics, schools and any educated person are targeted by the guerillas they are scarce outside the cities.

The main African road runs through Mozambique from Malawi to Zimbabwe. This road is vital to the economy of Zimbabwe. The army of Mozambique is not noted for its fighting ability. Given these two pieces of information, it's obvious why the army of Zimbabwe handles security on the road.

Six days a week they run a convoy. They

start out at 0700 at each side. It takes around four hours to get to the midway point which is the small city of Tete. There is a Zimbabwean army base here so it's safe. After a couple hours the convoy reforms on the other side of town at 1300 hours for the 3-4 hour journey to the opposite border.

I was able to hitch a ride in a VW bus from a couple I met at the Youth Hostel in Harare. I paid them a few dollars for expenses but got a ride all the way from Harare to Blantyre one of the main cities in Malawi. We left around noon on a quiet Sunday in Harare. I said goodbye to my friend Rick who was flying home later in the day. It was a beautiful ride to the border. The landscape was green with pretty rock formations for much of the way. We arrived at the border while it was still light. There was a small village, a bar with a small restaurant attached, a couple official buildings and the army camp. The bar was lively. Good African music from various countries was on the speakers. Darts were being played. There were a mix of truck drivers, soldiers, and border officials. I set up my tent outside where I wouldn't be run over by a late arriving truck and went to sleep early.

The Zimbabwe border officials start up 0500-0530 hours so I packed up in the dark. After clearing customs we drove the half mile to the Mozambiquan side. We breezed through and then saw that most of the trucks had cleared the night before. There were around 30 trucks and three private cars. Our convoy was small. There are usually 50-70 trucks and the day before there were over 100.

At first light a patrol is sent to scout the road for mines and any unusual activity. An armored car followed by an armored personnel carrier leads the convoy. Private vehicles go next followed by the commercial trucks. The commercial trucks are very large with three rear axles instead of the two we see here. Midway through the convoy is another armored car with a couple more bringing up the rear. There was nothing Third World about the armored vehicles. They all had fixed heavy machine guns and some were turreted.

The road was originally paved. One major section had thankfully been recently repaved. The rest is truly bad. There are large potholes and craters that must be negotiated at 5 mph. The trucks back up at these frequent points. The truck drivers do an amazing job of maneuvering the big

rigs around the holes. They also have to be experts at jury rigging repairs.

The countryside was rolling grasslands with occasional villages and their associated farms. People would come out to watch the convoy. Their clothes were in tatters and they would stick their hands out hoping someone would toss anything out the window. Some of the truck drivers did carry things for that purpose.

The city of Tete was on the banks of the Zambezi river. It's in a pretty location. We drove around town a little bit. There was very little color. It was Sunday but it didn't look like there would be much for anyone to purchase in the stores even on a regular day. Most of the buildings hadn't been kept up since Independence 15 years ago.

There are two bridges to be crossed. They were badly weakened by tanks so now only one big rig can cross at a time. It's a bottleneck especially if both convoys arrive at the same time.

The afternoon ride was uneventful. We arrived in Blantyre around six. The journey back to Zimbabwe was different. I didn't have a ride. Instead of an easy hour ride it took 8 hours to get to the border.

I was told that the bus started at the station at 1300 hours. On arrival I found that it was scheduled at 1400. It finally arrived at 1600 packed as it started at the market place a half mile away. I always try to get on at the first stop to get a seat. The thirty of us waiting crammed on. Then the bus broke down before it even left. Another bus showed up at 1700. I was able to get a seat on this one. It was a local bus with lots of stops. We arrived at the last stop at 2100. I walked the last 2 kilometers with a couple nuns who lived in a mission by the border. It was a beautiful walk under the stars with no moon. I didn't get upset with all the delays because all I needed to do was get to the border before the next morning. In Africa I leave lots of time and expect things to go wrong. As it would be an early start I didn't set up my tent. I put down my pad, got into my sleeping bag and covered myself with a poncho.

I slept fitfully because I wanted to be at the front of the line. So when things started stirring at 0430 I was up quickly. It took over an hour to get through Malawi formalities. I asked various truck drivers for a ride. I negotiated a ride for \$10 with the owner of a new Volvo truck.

There were 40 trucks at the Mozambique border. Going though with the drivers was a whole different experience. The drivers drive the route regularly and have made friends with some of the officials. Most had presents of some kind. There were sacks of potatoes, oranges, and vegetables. I even saw a few bottles of liquor and pairs of athletic shoes.

I noticed that the army units seemed more alert and even more tense when we started out. When we passed the shell of a burnt out truck I began to understand. The driver told me that it happened a couple days before to a local truck not on the convoy. It made slowing down for the potholes and waiting for other trucks a little more exciting. The driver told me that the rebels attacked the lead passenger car in the convoy wounding one person. The army units gave chase but no one was caught. I was listening to the BBC daily because of events in China. I didn't hear it mentioned. I took a shortwave radio with me just to get the news. In most places in Africa it's the only way to find out what's happening. Many leaders have found out they have been overthrown while listening to the BBC.

I got through with no problems. I was back in Harare in time for a late dinner at the nice Italian restaurant near the Youth Hostel.

Next month: Malawi or maybe Botswana.

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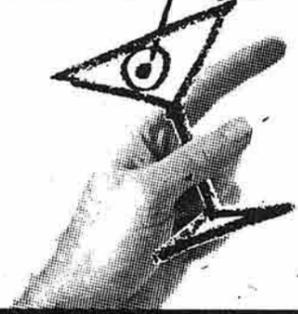
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# POA Expert Responds to Q50 Problems

January 2, 1990

Duane W. Reno  
Davis, Reno & Courtney

Dear Duane:

I am writing this letter in response to your request made during our phone call on the morning of January 2. In that phone call, I confirmed that Steve Johnson, Secretary of the POA, had told me that some problems in the audio taping of candidate answers had been encountered in the Q50 patrol simulation exercise. You indicated to me that six candidates experienced this technical difficulty, and that the City provided a retest to them. You also indicated that the POA was very concerned that such retesting might put those six candidates at an advantage in that exercise because it was a retest for them. You then requested that I respond in writing to a series of specific questions which you posed. You further indicated that these questions and answers would then be shared with the POA on a meeting scheduled for Tuesday, January 9, at 1:00 at the POA offices in San Francisco.

Your questions, and my responses to them, are as follows:

**Q.** Why were audio tape recorders used to record candidate responses rather than having live raters there to score the responses as they were given?

**A.** Consent Decree Division (CDD) and Personnel Decisions, Inc. (PDI) opted for the use of tape recorders for several reasons. (1) The felt that it would have been difficult, if not impossible, to locate and bring in the number of raters needed to carry out live scoring at the time. They were also concerned about the expense, but that was a secondary issue. (2) They indicated that the candidate answers would have to be tape recorded anyway so that a permanent record of the responses could be retained. (3) The scoring criteria were not worked out at the time, and so grading of the answers could be put off until the scoring system was developed provided that the candidate answers were recorded on tape. With live raters, scoring system development and rater training would need to have been done prior to test administration, and they believed there might not be enough time to accomplish that.

Since the use of audio tape and later scoring would not in itself endanger the validity of the test (since the scenarios were

developed in a valid manner), I did not veto the idea. Scoring was (and still is) a critical matter, but that was (is) something to be dealt with in the future. Nevertheless, I expressed my concern about the possibilities of technical failure at the time these decisions were being made. Further, I specifically indicated that I wanted each candidate to confirm with the proctor that the equipment was operating properly before the exercise began. I was assured that such a procedure would be carried out. It would be useful to obtain an accounting of these failures to determine what went wrong.

**Q.** Can the patrol simulation exercises be eliminated from the test by just counting the other exercises as the full test?

**A.** In my professional opinion, it would not be proper to eliminate this exercise. I say this for two related reasons. First, there were knowledges and abilities measured in this exercise which were not assessed elsewhere in the test. To discount these knowledges and abilities would create a situation in which the exam was no longer testing what it needed to test. Because the test would no longer represent the job, it could no longer be used as a valid way to select people for the job. Second, the weighting of the component exercises were based directly on the job analysis. Eliminating the patrol simulation would change the relative weight of the other components. These new weights would be biased, however, because the test would then itself be a biased representation of the job.

**Q.** Is there a way to determine if the six candidates benefitted as a result of their second testing?

**A.** In any absolute way, no, there is no way to determine what benefit, if any, resulted from retesting. It is possible to look at the matter indirectly, and come up with a statistical estimate, however. This statistical approach would examine two issues:

First, we could see how well these six candidates scored on the patrol simulation exercise compared to all other candidates. If they were the six highest scorers, for example, we might have cause for concern (although they might have done that well on the first testing — one never knows for sure). If they all scored relatively poorly, their standing in the overall list will probably be fairly low, and retesting would become a nonrelevant issue because of their very low chances for promotion.

Second, we could see how well these candidates scored in the other exam components relative to all other candidates. Specifically, based on the other candidates, we could statistically determine the rela-

tionship between performance on patrol simulation and the other exercises (correlation and regression analyses). We could then predict the patrol simulation scores of the six candidates from their scores on the other exam components. If their actual scores were higher than the statistical predictions, we could suggest (but not prove) that the candidates benefitted from retesting.

**Q.** The possibility of retesting all candidates who are willing has been raised. Are there any problems with this?

**A.** Yes. The problems are: equivalence and time.

**Equivalence:** Should this procedure be agreed to by the City, there is no way that the same materials can be used again. Enough time has passed that any security surrounding the examination has been lost. Should the patrol simulation be readministered, a whole new set of scenarios would have to be developed, scripted, and videotaped. Although the new exercise would need to test the same knowledges and abilities, it would be difficult (although not impossible) to match it to the original on difficulty, complexity, and relevance. If a large number of candidates retook this exercise, the problems we have seen for the six candidates would be magnified to the point that comparison between those taking the new and those who took the old would be very difficult (although not impossible) to make.

**Time:** CDD and PDI have been scrambling just to keep up with the court mandated time table for hiring new Q35s and Q50s. Given the time required to produce a new patrol simulation, I can see no way to meet the current hiring deadline.

**Q.** Along a different line from the above questions, there is the possibility that more and more candidates came into the test knowing about it through security leaks as the week went on. Should the raters of the patrol simulation listen to the tapes of candidates chronologically? Should these raters get tougher in their grading for candidates taking the exercise later in the week to compensate for the security problems, or can the later test scores be "corrected" in some way to compensate for any advantage those candidates may have had?

**A.** This question presumes that some later candidates did better because they learned something from some earlier candidates. While the presumption sounds reasonable, we do not know its truth for sure. The only way to examine (not prove) the presumption is to score all of the tests in an unbiased way, and then arrange them chronologically to see if a trend over days is found. To score the tests in an unbiased way, the tests should be randomized with respect to time. For example, candidates taking Scenario A, Form 1 would be scored by the raters in a random order. To see if a trend over days is present in the test scores could then be answered by using statistical techniques.

Assume that the worst is found from the above analysis, that test scores get higher as the week of testing progresses.

Although it would be tempting to conclude that the better scores resulted from security leaks, the alternatives that those tested later in the week might just have done better without inside information or that they benefitted from a couple of more days of study cannot be eliminated.

The above question deals with compensating for or correcting the scores if it is shown that scores are getting better over the week. Compensating in the actual scoring is not appropriate because, in my view, the scoring must be done in an unbiased way in the first place to determine if the performance in fact changes over the week. Therefore, the judges scoring the answers should not know when during the week the candidate was actually tested. The only thing that the judges should be concerned with is the quality of the answer in front of them. Every answer should be judged against the scoring standards only, and not against what day of the week the candidate was tested. Once the judges complete their unbiased scoring, others can look to see if there was a trend over time.

If a trend of improving scores over the week is found, then the issue of doing some kind of "correction" procedure comes into play. This sort of correction would have to be a statistical procedure by which scores of candidates tested later in the week would be reduced by a certain amount. The consequences of using such a correction are substantial. Since it would presumably be impossible to single out individual candidates whose scores would be corrected, everyone's score on a particular day would have to be changed by some amount. Candidates who knew nothing about the test would receive the same penalty as those who learned in advance of the material. Since the former candidates would be hurt simply because of the date of their appointment, something over which they had no control in the first place, they would, I am sure, find such a correction unacceptable.

Not to impose any correction, on the other hand, means that those who acquired the inside information probably (but not certainly) would be permitted to gain an unfair advantage which would be reflected in their scores. That means, in essence, that the candidates who did talk about the test to others who were scheduled later in the week hurt themselves as well as those who were scheduled earlier in the week. Neither consequence is very attractive, but assuming that we could not prove that the inside information resulted in better test performance, and assuming that many officers scheduled for later in the week did not learn of such information prior to their appointment, I do not see how using a correction procedure can be justified.

I hope that my answers addressed the intent of your questions. I will see you at the meeting scheduled for January 9 at 1:00 at the POA office. Give me a call in the meantime if the need arises.

Sincerely,  
Larry Meyers, Ph.D.

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## ASLET Seminar

Three hundred and sixty eight law enforcement trainers, representing 41 states, Australia, Canada, the U.S. Virgin Islands, and the United Arab Emirates participated in the "Third ASLET International Training Seminar" on January 9 - 13, 1990 in San Diego, California during "National Law Enforcement Training Week." Conducted by the American Society of Law Enforcement Trainers (ASLET), and officially hosted by the San Diego, California Police Department, this seminar was the largest international gathering of law enforcement trainers ever held in the United States. These law enforcement trainers had the option of attending any of the fifty different topics with seven instructional sessions running simultaneously throughout each day.

Participants were able to choose from any of five training tracks which included: Management/Supervision of Training; Firearms Training; Motor Skills Training; General Training; and Specialized Training. This conference serves as an international clearing house for research and curriculum development in the areas of law enforcement training and education. Virtually all types of trainers were in attendance, from Academy Directors and Defensive Tactics Trainers to Academicians and Field Training Officers.

Letters of good wishes and congratulations were received from President Bush, FBI Director William Sessions, U.S. Attorney General Dick Thornburgh, and other top law enforcement and political figures. The annual awards banquet speaker was Director Charles Rinkevich of the Federal Law Enforcement Training Center in Glynco, Georgia. Plans are now underway for the "Fourth ASLET International Training Seminar" to be held in West Palm Beach, Florida on January 8-12, 1991. Enrollment will be limited. For further information please contact ASLET, 9611-400th Avenue, Box 1003, Twin Lakes WI 93181-1003 or phone (414) 279-5700.

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LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED AND RECORDINGS WILL BE PROHIBITED.

**TUITION:** \$125 per person if names are received by 5 P.M., Friday, March 9, 1990 (includes Gang Manual). Persons registering after March 9 must pay the regular tuition of \$140. Registrations may be made by either telephone or mail. To qualify for the special \$125 tuition, telephone registrations must be received by 5 P.M., March 9, and written registrations must be postmarked no later than March 9. Visa and MasterCard accepted. **If your new fiscal year is about to begin, we will not bill you until after that date if you so request.** We will also gladly adjust other billing procedures to accommodate the needs of individual departments.

Requests for refunds will be honored up to 5 P.M., Tuesday, March 27, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed for cancellations received after 5 P.M., Friday, March 30.

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**SIGN-IN / TIMES:** Sign-in and receive course materials on Wednesday, April 4, from 7:30 A.M. to 10 A.M. Class will begin promptly at 10 A.M. on Wednesday, and conclude at 3 P.M. on Friday.

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# SFPD: Shake-up, shake-out

Reform within police department must be matched by budgetary, citizen support

For more than a year, the San Francisco Police Department has been under political siege, focusing on improving its effectiveness, accountability and internal discipline. Now, Chief Frank Jordan has announced a major shake-up to create clearer lines of communication and responsibility.

His move also is a shake-out. A civil city must have respect for law and those who risk their lives to enforce it. Yet, a police department that asks for respect from its city likewise must be respectful of citizen rights and sensitivities.

The police department's problem has been external and internal. Some in this liberal city have an ambivalent attitude toward law enforcement, in that they like police protection but don't like police. There has been an assumption that cops could be politically attacked without jeopardizing the level of police service itself.

Some skillful activists of the left, with ideological axes to grind and scapegoats to seek, have made the police their target in hopes of discouraging enforcement of laws at demonstrations, or in attempts to create publicity and political issues.

But through its own mishandling of a number of well-publicized incidents, the police department has contributed to its own public bashing. For note that major complaints have arisen in the rather narrow area of crowd control, and not in the more general areas of crime-fighting. The alleged involvement of the chief's brother

and three other ranking officers in the cover-up surrounding the Huerta affair turned a basic misconduct case into an embarrassing fiasco. Further charges of harassment have been made over a Castro street demonstration last October, in which officers allegedly forced hundreds of individuals off the street and into shops.

The strengths of this department come from its fierce attachment to The City. Traditionally, most cops were born in San Francisco, and as a reflection of the city, the department has been known for its tolerance. But too many officers have become strangers in their city, pushed out by high housing costs, alienated by social changes, angry that they must work in worn uniforms and drive wrecks for cars. The department remains 224 officers below the authorized level of 1974. It is projected to lose 90 officers in the next six months.

The new command structure creates responsibility with accountability. Chief Jordan has initiated a number of discipline cases aimed at street cops, but those in the middle ranks have burrowed into the bureaucracy and have been immune from change. This shake-up will make the station captains more accountable to police directives from the chief's office, and will allow the street cops to know better what the chief wants done.

Jordan has taken a giant step to restructure and reorient his department. Now, City Hall and the public need to make similar efforts to support him and his stretched — and stressed — department.

Reprinted from S.F. Examiner  
January 9, 1990

# POA To Meet and Confer Over Disciplinary Procedures And Several Other Matters

by Al Triguero, Treasurer

Supervisor Terence Hallinan has prepared a charter amendment that could result in a significant improvement in our disciplinary procedures. Specifically, his amendment would authorize neutral hearing officers or arbitrators to hear and decide certain disciplinary matters heretofore heard only by the Police and Fire Commissions. The POA has long favored the utilization of experienced arbitrators with experience and expertise in employment and police cases, and has requested to meet and confer with representatives of the City over this important proposal. Jim Ferguson, President of Firefighters Local 798, has indicated that firefighters also favor the charter amendment and we will therefore coordinate our efforts with Local 798.

The Police Commission has also indicated its desire and intent to modify the SFPD's disciplinary procedures. At Commissioner Keke's urging, the Commission recommended authorizing one Commissioner to hear certain disciplinary cases and then have those cases decided by the Commission with the other commissioners utilizing transcripts of the hearing. The good news here is that Commissioner Keke also proposed meeting with the POA over the proposal, considering utilization of neutral hearing officers or arbitrators as well, and investigating and exploring the charter amendment being prepared by Supervisor Hallinan, mentioned above.

The obvious counter-proposal by the POA when we meet and confer is that all disciplinary supervisors and terminations be subject to arbitration, by arbitrators ex-

perienced and with demonstrated expertise in employment, labor and police cases.

Finally, the POA Executive Board, President Keys, Vice-President Chignell, Secretary Johnson and myself, have agreed with Assistant Chief Casey to participate in regular, weekly meet and confer sessions over all open matters within the jurisdiction of the Police Chief and the Police Commission.

We will report on the progress of these meetings in each issue of the Notebook.

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# 10851 Award



Thirty-five San Francisco police officers received recovered vehicle theft awards.

Thirty-five officers from the San Francisco Police Department received the "10851 Award" from the California State Automobile Association (AAA) and the California Highway Patrol for receiving 435 stolen vehicles, arresting 168 auto theft suspects, and breaking up a suspected vehicle ring.

Presenting the Awards were Police Chief Frank M. Jordan; CSAA San Francisco Manager, Frank Bemis and CHP Golden Gate Division Vehicle Theft Coordinator, Lieutenant Harry Wilson. (See attached list for names of award recipients.)

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

Craig Tom	Master	12	5
Robert Clevidence	Master	8	6
Bob Davis	Master	11	6
Ronald Banta	Master	12	3
Patrick Tobin	Master	12	3
Barbara Brewster	Master	13	3
David Fontana	Master	6	6
Keith Sanford	4th	12	6
James Selby	4th	12	3
Keith Singer	4th	12	3
Wendy Frisk	4th	12	5
Paul Lozada	4th	13	3
Dean Sorgie	4th	12	7
Mike Bolte	3rd	6	6
Stephen Bosshard	3rd	6	6
James Gaggero	3rd	6	6
Ralph Kugler	3rd	12	3
Theodore Tarver	3rd	6	6
Robert Miller	3rd	40	4
Sgt. David Roccaforte	3rd	12	4
Joseph Boyle	3rd	15	3
John Peterson	2nd	6	6
Daniel Mahoney	2nd	8	6
Sgt. David Roccaforte	2nd	Theft Ring	
Anne Mackenzie	2nd	12	3
Tom Yuen	1st	12	3
Candace Fukunaga	1st	17	4
Sgt. Dirk Beijen	1st	8	6
Peter Siragusa	1st	7	7
Pierre Martinez	1st	13	6
Robert Velarde	1st	14	6
Rowland Wing	1st	15	3
Warren Yee	1st	12	3

OFFICER	AWARD REC.	ARR.
Eugene Yoshii	8th 6	6
Eugene Yoshii	7th 12	3
Stephen Zimmerman	7th 13	4
Eugene Yoshii	6th 12	3
Albert Lum	Master 31	3

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# Gangs of Old San Francisco

by Kevin J. Mullen

Two juveniles and two adults were charged yesterday in a gang-related shooting in the Mission District and this year's count of serious crimes attributed to teenage gang members climbed to more than 90. Police speculated that the incident was part of a continuing feud between gangs from the Valencia Gardens housing project and from the Potrero District.

—San Francisco Chronicle, June 6, 1989

On Sunday, August 6, 1876, Patrick McCarthy, David Condon, James Mungan and several other young members of the Hayes Valley Gang went "wilding" in the southern part of the city. They started at midday in a grocery/saloon at 24th and Mission streets, where McCarthy became embroiled in a dispute with a bartender over payment for his drinks. The group then moved on, in three rented buggies, to the Seven Mile House, harassing passers-by along the way.

Later in the evening they returned to the Mission District, to a saloon at 24th and Howard (South Van Ness), where they broke up the place and stole cigars and whiskey before making their way to another saloon at 14th and Valencia streets (near the home grounds of the modern-day Valencia Gardens Gang) on their way back to Hayes Valley. Again they started a fight, which ended when McCarthy struck a man over the head with a whiskey bottle, injuring him fatally. At his trial the next year, at which one of his fellows gave evidence against him, McCarthy was convicted of manslaughter.

As the young gang lords of present-day San Francisco neighborhoods swagger jealously over their claimed turf, caparisoned in the colors of their local "set," they traverse many of the same streets claimed by hoodlum gangs of an earlier day. For it was in the San Francisco of more than a century ago that the word *hoodlum* was coined, to describe the young criminal gangs that then held sway.

A number of origins of the word *hoodlum* have been advanced, but all trace its source to San Francisco in the early 1870s. It is most likely to have derived from the Bavarian German *hodalump*, which means exactly the same thing. Southern Germans made up the largest foreign language group in San Francisco in the 1870s, and many were small merchants, keepers of the combination grocery store/saloons that the hoodlums often graced with their presence.

The middle decades of the last century were a particularly violent period in American urban life, as the workshop gave way to the factory just as great waves of Euro-

pean immigrants arrived to compete for jobs with native-born Americans in the rapidly changing economy. Young urban white males, cast adrift from the usual societal anchors of small-town America, came together — in response to some primal impulse — on the street corners of the burgeoning cities, and formed themselves into territorial or "turf" gangs. In adolescent San Francisco of 1870, by then a city of 150,000 spreading to new neighborhoods to the west, east and north of the old core city, there arose a group of perhaps 500 young male hoodlums, ranging in age from 12 to 30 years.

Like their philosophical counterparts presently tormenting the city, the loosely confederated gangs organized themselves into groups of 30 to 40 members that jealously guarded their turf from interlopers from other neighborhoods. "In the days long gone by," wrote an old police officer in the 1920s, describing the hoodlums of 50 years earlier, "quite a number of young men would assemble every evening on different street corners in different sections of the city, and quite a number of amateur criminals sprang up among them from these associations."

The Kearny Street Gang hung around the cheap lodging houses at Kearny and Pacific streets. The Telegraph Hill Rock-rollers roosted at the top of the hill at Montgomery and Alta streets. The Russian Hill Gang claimed the turf of the opposite heights across what is now Columbus Avenue, and the North Beach Gang, with headquarters on Francisco Street adjacent to Meiggs Wharf, held sway not far from the area now claimed by the Bay Street Mob.

South of Market were the Folsom Street Gang and Tar Flat Gang, headquartered in a saloon at First and Mission. There were also the Brannan Street Gang (Sixth and Brannan) and the Brady Street Gang, which ruled the area near the San Jose Depot at 12th and Market, while the Old Mission Gang held the turf surrounding 16th and Mission streets.

In the Western Addition flourished the Hayes Valley Gang, located near the turf of the present-day Page Street Posse. Farther north, in the territory now held by the Out of Control Gang, and the Space Age Monsters, the Sunrise Gang were the lords of the 1870s.

Also like their successors of a later age, the hoodlum gangs were given to distinctive dress. "The 'hoodlum' is remarkable for his clean-shaven face," wrote one contemporary journalist, "his wide baggy pantaloons, his high-heeled boots, and his low

stiff-brimmed hat. His back hair is combed against the grain, made stiff and puffed out by the application [of a] profuse quantity of hair oil, the front hair being brought well down on the forehead and made to [lie] flat, with an occasional semi-quiver, resembling embroidery."

A favorite pastime of the hoodlum gangs was to fight with police officers walking isolated foot beats. Law enforcement institutions before the middle of the 19th century, dating from a rural and small-town America — a few constables and badly organized night watches — were totally inadequate to the task of controlling the street gangs that plagued American cities. One institutional response to the urban violence of the period was the creation of municipal police departments similar to the modern ones. For the first time in the United States, large bodies of officers were organized along quasi-military lines to deal with unruly mobs.

Most of the time, though, officers walked their beats by themselves, out of contact with their stations or their officers. They were fair game for the hoodlum gangs. "Assaults on police officers are now of almost daily occurrence," wrote the editor of the San Francisco Bulletin on September 15, 1873. "Yesterday morning, about half-past 2 o'clock, Officer Forner, while passing along Broadway Street above Dupont [Grant Avenue], was struck in the back with a brick, thrown by a hoodlum named Bill Harrington."

The officer arrested his assailant but was then set upon by his hoodlum friends, members of the Hill Boys. An officer from an adjoining beat arrested one of the rescue party, but while he was transporting the arrestee to the station, another of the hoodlums knocked out Forner with a cobblestone, and Harrington escaped. He was later brought to justice.

The same day that the Hayes Valley Gang rampaged through the Mission District in August 1876, Jack Rudolf and another hoodlum accosted an Officer Keuscher at Montgomery and Broadway streets, and without provocation Rudolf struck the officer in the head with a revolver, knocking him unconscious. The hoodlums then went to McVey's saloon at Green and Stockton, where they terrorized the premises at gunpoint. Two officers came on the scene, and after an off-and-on gunfight through the streets of North Beach, during which one officer received a bullet through the collar of his coat and Rudolf was shot through the hand, the hoodlum was finally captured, hiding in a tree in Washington Square.

The San Francisco Police Department today maintains a roll of honor, a memorial to the officers who have fallen in the line of duty, in the lobby of the Hall of Justice on Bryant Street, where present-day hoodlums can often be seen lounging about, waiting for their day in court. The first officer listed on the memorial, John Coots, died in 1878 at the hands of a hoodlum named John Runk.

In the early morning of June 12, 1878, Coots arrested an ex-convict named Charles Wilson, who with 17-year-old

John Runk, another member of the Hill gang, had been harassing the women advertising their wares from the windows in the brothels on Pike Street (now Waverly Place). As the officer walked his arrestee down the few blocks to the jail at Kearny and Washington, Runk walked up behind the officer at Clay Street and Brenham Place and shot him in the head. Officers from nearby beats quickly responded and arrested the two culprits. Runk was later tried, convicted and hanged in November 1879.

The principal victims of the hoodlums, though, were the Chinese. Relations between the Chinese and working-class whites had been strained since the Gold Rush days. But conditions grew even worse in the economic depression that seized California and the nation during the 1870s. Just as the hard economic times hit, thousands of Chinese laborers, released from work on the newly completed transcontinental railroad, flooded into San Francisco looking for work. Unable to comprehend the complex reasons for the economic situation, working men in San Francisco focused on the Chinese as the sole reason for their problems.

It was from this group of disaffected workers that many hoodlums came, and in this economic environment that they rose to prominence. The Telegraph Hill Rock-rollers were so called because of the practice of rolling large stones down their hill on any hapless Chinese who might be crossing an intersection below. Other hoodlums south of Market would drop stones from the top of the Second Street Cut at Rincon Hill onto wagonloads of Chinese immigrants being transported from the Pacific Mail Steamship dock to their new homes in Chinatown. Lone Chinese who wandered into areas claimed by the hoodlum gangs literally took their lives in their hands.

Things came to a head in July 1877. That month, a large group of working men met in the sandlots near the present Civic Center in support of striking railroad workers in Pennsylvania. Taking advantage of the confusion caused by the crowd, a number of hoodlums split off and began to attack Chinese wash houses. It was all the small police department (of 150 officers) could do to contain the mobs that night as they tried to invade Chinatown. In the following days the disturbances became general. Before they were brought to an end, the militia was called out and a "pickhandle brigade" of 5,000 citizens was formed to impose order on the city.

The forces of order were commended for their performance at the riots, but not everyone was satisfied with what the regular justice system was doing about the hoodlum problem. When a gang of young hoodlums, rioting at a circus at Seventh and Mission streets in 1874, killed a watchman with a thrown cobblestone, "there was a great outcry in the community at this crowning deed of hoodlum barbarity," reported the San Francisco Bulletin, "and the police were compelled to bestir them-

(See GANGS, Page 17)

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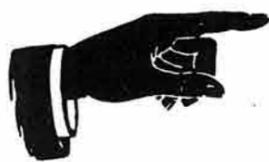
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# GANGS

(Continued from Page 16)

selves in the detention of the perpetrators." But when one of the two convicted defendants was sentenced, as a juvenile, to one year in the Industrial School "unless sooner discharged according to law," the paper

remarked, "That is what it costs to stone a citizen to death."

Some didn't wait for the justice system to resolve their problems with the hoodlums. In January 1873, John McCormack, a conductor on the Bayview streetcar line, evicted John Coughlin for refusing to pay his fare and "ruffianly behavior generally." A week later the hoodlum again boarded the

car and began to harass McCormack. The conductor tried to avoid trouble, but when the rowdy pulled a Colt revolver and fired at him, McCormack drew his own Smith and Wesson and shot Coughlin in the head three times, "resulting," according to a Bulletin reporter, "in the latter being permanently subdued."

One way or another, though, by the end of the following decade the hoodlum gangs had pretty much passed into history. Some would say it was because the understaffed police department was finally strengthened. In 1878, in the face of continuing depredations by the hoodlums, the state Legislature authorized an increase in the police department from 150 to 400 members. Thereafter the department was reorganized into two major districts, and police substations were established near the stamping grounds of the hoodlum gangs.

Others might point to the adoption of a technological innovation that reduced the hazards of lone patrolmen to hoodlum assaults provided a ready response to riots or other emergencies. Officers still patrolled alone, but in 1889 a call box-patrol wagon system was established that placed telephones on beats connected with district stations, where patrol wagons staffed by two or more officers stood by to answer an officer's call for help. No longer were of-

icers completely isolated on their beats.

A change in police policy in dealing with hoodlum gang members was also offered as a reason for their decline. "Not until about 1890," comments Herbert Asbury in his class "Barbary Coast," "did the San Francisco police learn what the New York police had already known for more than 50 years — that the best cure for hoodlumism is the frequent application of the locust or hickory to the hoodlum's skull. Once the police has acquired this knowledge, the power of the rowdies rapidly declined."

Or perhaps the demise of the gangs was assured by improving economic conditions in the decades following the 1870s, after which the previously unassimilated underclass was absorbed into the political and economic mainstream of the city.

The events of the 1870s, when fists, bricks and brass knuckles were the weapons of choice, seem almost quaint when one considers today's murderous assault rifle attacks. But perhaps some small comfort can be taken in the fact that the earlier hoodlum era did come to an end. Surely we will find a way to beat the gangs of today.

Reprinted from  
San Francisco Chronicle  
October 19, 1989 — "This World" Section

## Moving Up... Moving On...

### TRANSFERS

Effective Date: 1/13/90

NAME	FROM	TO	REASON
GURNETT, LAWRENCE Deputy Chief (1572)	Investigations Bureau	Administrative Bureau	Chief's order
REED, FRANK Deputy Chief (1881)	Patrol Bureau	Inspector's Bureau	Chief's order
LENNON, MICHAEL Commander (1271)	Traffic	3rd Patrol Division Headquarters	Chief's order
NELSON, ISIAH Commander (869)	SOB/ Headquarters	1st Patrol Division Headquarters	Chief's order
FIFE, ROBERT LWLP Captain (967)	Traffic P & TC	FOB Hdqtrs Det. to Inspector's Bureau	Chief's order
GAMEZ, FERNANDO Captain (141)	Patrol	FOB/ 3rd Patrol Division	Chief's order
GLEESON, JOHN Captain (1710)	Staff Inspection	Juvenile	Chief's order
GOAD, DONALD Captain (648)	Patrol Headquarters	Traffic P & TC	Chief's order
HEBEL, MICHAEL Captain (1898)	Juvenile	Mission	Chief's order
HETRICH, TIMOTHY Captain (1696)	SOB/Task Force	Richmond	Chief's order
KOTTA, PAUL Captain (845)	Richmond	FOB/ 2nd Patrol Division	Chief's order
NEWLIN, JOHN Captain (1390)	Investigations Administration	Narcotics	Chief's order
WELCH, WILLIAM Captain (1010)	Patrol	FOB/ 1st Patrol Division	Chief's order
MARON, DAVID Lieutenant (1929)	Patrol Headquarters	Inspector's Bureau Room 400	Chief's order
RIBERA, ANTHONY Lieutenant (418)	Investigations Room 400	Management Control	Chief's order

### PROMOTIONS

Effective Date: 1/11/90

CASEY, WILLIS Deputy Chief (991)	Administration Bureau	Chief of Staff	Promotion to Assistant Chief
LAU, FRED Commander (1967)	Patrol	Field Operations Bureau	Promotion to 0400 Deputy Chief
BRUSH, MICHAEL Captain (1138)	Mission	2nd Patrol Division Headquarters	Promotion to 0488 Commander

Effective Date: 1/13/90

TEDESCO, JAMES Lieutenant (1558)	Management Control	Staff Services	Promotion to LWLP Q80 Captain
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*I have many references, including my husband, Barry Johnson, Burglary Detail, San Francisco Police Department.*



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## Reprint

I wonder if the American Civil Liberties Union is going to jump on this one. Ed Collins from Co. H was a bit angry with the way the *Chronicle* covered the accident and subsequent passing of Officer John Blessing. Well, Ed wrote a letter and hand carried it to the newspaper. The letter was read and the Editor and Reporter were shocked by the language used by Ed. So shocked were they that they delivered the letter to the Chief of Police who immediately had Management Control commence an investigation to see whether or not Ed should be brought up on charges and disciplined. Well, whether Ed's letter was in good taste or not, the *Chronicle* has the option of printing or not printing it and the option of responding or not responding to it; but to file a complaint with the Chief is clearly an attempt to stifle the free speech of an individual merely because he is a police officer.. How about it, John Crew?

Lt. Al Casciato  
"Around the Department"  
SFPOA Notebook  
510 7th Street  
San Francisco, cCA 94103

Dear Lt. Casciato:

Well, since you asked.... Of course, the ACLU supports the free speech rights of police officers. In fact, there is an entire chapter devoted to First Amendment rights in the ACLU's 208-page handbook, *The Rights of Police Officers* (published by Avon paperbacks).

In your December column you describe an officer who is apparently being investigated because he wrote an angry letter to the *Chronicle*. A few questions need to be answered, however, before evaluating this situation. Did this officer write the letter on SFPD letterhead or otherwise claim or appear to represent the official views of the department? Did the letter contain any specific threats against particular individuals? Was the letter written or delivered while the officer was on duty and in uniform? If the answers to these questions are "no," the ACLU would certainly be concerned if the officer is facing discipline for nothing more than an angry letter.

What was the result of the investigation? Was a formal "complaint" actually filed? If so, the City Charter and General Order L-1 would require that the complaint be referred to the OCC for investigation. If the OCC is not investigating, perhaps no "complaint" was filed.

Now that I've tried to answer your question, how about answering one of mine. The ACLU supports the free speech rights of police officers — does the POA support the free speech rights of lawyers?

Last year the POA held a press conference to announce that it was filing a formal complaint with the State Bar seeking an investigation and discipline of an attorney who apparently publicly stated his willingness to represent people accused of killing police officers. The ACLU would certainly have no problem with the POA holding a press conference to condemn what it saw as an irresponsible statement. But instead of responding to this attorney's free speech with some free speech of its own, the POA formally sought punishment of this attorney for his statement. If the POA wants to protect the free speech rights of the officer described in your column, why would it seek to stifle the free speech of this attorney?

(By the way, feel free to contact me at the ACLU if you have any questions in the future. I see items in the *Notebook* normally only when someone brings them to my attention or when I can grab an extra copy when I'm at the

Hall of Justice. If you contact me directly, I can get you a quicker answer.)

Sincerely,  
John M. Crew  
Director  
Police Practices Project

John Crew, Esq.  
Attorney At Law  
ACLU  
1663 Mission Street, Suite #460  
San Francisco, CA 94103

Dear Mr. Crew:

Thank you for your letter regarding my December column about Officer Ed Collins. I have contacted Officer Collins and he would be more than happy to sit down with you and discuss his case under the attorney/client privilege.

In response to your question regarding free speech for lawyers, it is my personal belief that everybody has a right to free speech. Unfortunately the complaint process is used by institutions, organizations and individuals to stifle others but again that is my personal opinion.

I am purchasing a subscription to the *Notebook* for you in order that you may receive it in a timely manner so you can keep abreast with the concerns of the membership of the San Francisco Police Officers' Association.

Sincerely,  
Croce A. Casciato  
Around the Department

December 1, 1989

Ms. Jennifer-Valerie Collins  
San Francisco

Dear Ms. Collins:

I appreciate your writing to us about your father. I also understand your strong feelings about the situation that was developed.

It is important that you and he know that no editor of *The Chronicle* has complained to the chief. No editor feels that the letter originally sent to us was a threatening one.

I have conveyed this feeling to Chief Jordan and have emphasized that neither *The Chronicle* nor its editors seek any action against Officer Collins.

I also explained to Chief Jordan that *The Chronicle* regrets the unfortunate error in the first spelling of John Blessing's name. Our immediate reaction was to publish an obituary with the correct spelling. We followed that with a prominent story and photograph of the funeral that saluted Officer Blessing's career and service to the city.

Again, I wish to emphasize that *The Chronicle* understood the emotional feeling that must have led to the writing of the first letter. And, again, it has been made plain to the chief that *The Chronicle* has no complaint against Officer Collins.

Sincerely,  
William German

*Editor's Note: Despite Mr. German's comforting words, a complaint is being pursued against Brother Collins who will be represented by John Crew, ACLU.*

## More Crew

February 5, 1990

Mr. Michael Keys, President  
SFPOA

Dear Mike:

Last November, you authorized me to invite the ACLU's John Crew to attend meet and confer sessions between the POA and representatives of the Office of Citizen Complaints, concerning hearing procedures prepared by the OCC. You explained your desire to extend such an unprecedented courtesy to the ACLU in order to attempt to improve relations between the OCC, the ACLU and the POA, and to demonstrate your willingness to continue to cooperate with them, despite the Silva fiasco.

I extended the invitation to Mr. Crew, agreed to notify him when OCC Director Langer agreed to meet, and further

explained the POA would agree to expedite the meet and confer process in order for the Commission to implement the hearing rules as soon as possible, something both the OCC and the ACLU were desirous of.

At the January 10, 1990 Police Commission meeting, Mr. Langer explained to the Commission that he had not responded to the POA's request to meet over the hearing rules, and that he would not in any event meet and confer with the POA over the matter, based on the City Attorney's advice that he did not have to do so (the City Attorney is extremely conservative in her opinions regarding employee and union rights). It was then that Mr. Crew took the opportunity to chime in.

Despite the courtesies you extended to him by the POA and his knowledge of our offer to expedite the meet and confer process, Mr. Crew argued before the Commission against the POA having input through the meet and confer process, attempted to characterize the POA's position as a delay tactic, and made no mention of our offer to include the ACLU in the POA's own meet and confer session over this matter.

There is an old maxim that comes to mind: "Burn me once, shame on you; burn me twice, shame on me." I suggest the POA not extend any further invitations to the ACLU's Crew to participate in meetings regarding OCC or any other matter.

Yours truly yours,  
Davis, Reno & Courtney  
Vincent J. Courtney, Jr.

## Use 911

Sandra Cherniss Smith  
Police Dispatcher  
San Francisco Police Department  
Communications Division  
Hall of Justice  
850 Bryant Street  
San Francisco, CA 94103

January 12, 1990

Mr. Warren Hinckle  
San Francisco Examiner  
110 5th St.  
San Francisco, CA 94103

Re: Your column dated December 31, 1989:  
HARD TO GET A COP WHEN YOU NEED ONE

Dear Sir:

Enclosed please find copy of Bill Mandell's column (he, too, writes for the Examiner) entitled "Why People Don't Call The Cops"; and my letter, dated July 12, 1989 which verifies the inaccuracies therein printed.

Upon reading your fellow columnist's article, you can certainly see, as your readers did, that your column was not original but merely, a duplication of Mr. Mandell's work; with a few changing of words.

You are to be commended, however, for your concern over the welfare of a baby who (and I quote you) "was blue with cold and logy and still." (I confess to looking in the dictionary for the word logy since it was a word unfamiliar to me.)

Your story unfolds with your call to Central Police Station and you apprise the readers of the geographical location which is two blocks away. Once again I must repeat this important fact which was told to you upon calling Central. The police are dispatched from the Communications Division and not, the individual police stations!!!!

You go on about this helpless child by explaining that "the baby lay blue and motionless" and a few sentences later you write that "The baby's head was limp."

Quite frankly, sir, you leave me in a state of bewilderment.

Why did you not immediately dial 911 and request an ambulance?

You're a parent! You're the father of three children! If one of your children had been lying there — blue and

# Letters

motionless — would your first thought be to call the police?

As I continued reading the printed matter bearing the same inaccuracies originally written by Mr. Mandell I knew I would once again, reiterate in true form, the procedures followed to insure emergency assistance.

Quite simply: IN ALL CASES OF EMERGENCY DIAL 911.

Well, after you wasted invaluable time, you finally do call 911. And still, no request for an ambulance. Instead, you inform the dispatcher to "light a fire under Central Station."

Due to her professional capability the emergency call was prioritized thusly (A priority meaning — DISPATCH POLICE IMMEDIATELY) and a Police Officer (affiliated with the Central Station) arrived on the scene within three and a half minutes.

The diligent officer not only spent an excessive amount of time searching the grounds of Washington Square Park but also searched the surrounding area; unfortunately, to no avail.

You were able to bring some mirth into your duplication of fiction however, and I laughed aloud as I read your comments to several of my friends. (Who just happen to be North Beach Bar Business people.)

Come on, Mr. Hinckle, you've been around so you know for a fact that when people are out having fun in a bar — no one wants the "cops" around. Not you, not the Bar People and certainly, not the customers.

And, just for the record: Not only is there a Central Station Squad Car designated for North Beach; but also, a Beat Man.

"Apparently nobody in North Beach expects a cop to come when you call one" you wrote. Oh, were this but true; many of those who break the law, would be beholden unto Central Station.

It would seem to me, that somewhere in the vast domain of journalism there is written that two basic principles to be adhered to, by a journalist, would be truth and verification of facts. You, Mr. Hinckle, have not adhered to either.

You are deluding yourself about the Police Department and most certainly, those officers from Central Station.

How soon you forget! How soon most forget!

Where are the thanks? Where is the appreciation for all those who chose police work as their career?

Unfortunately, I do not have the time to write the volumes listing the multitude of calls placed by citizens to the police for their assistance and these same calls put to rest competently and efficiently.

I will, however, bring forth the excellence of performance exhibited throughout the disastrous events occurring within the past few months.

During the earthquake the police representatives from all departments worked diligently to insure security and safety for all San Franciscans. They stood at fixed posts for over sixteen hours going without sleep to protect all of us.

And then there was the bizarre, horrendous crane incident in which it was the Central Station Police Officers who responded to that site within moments to offer their assistance and once again, stood diligently throughout the night to prevent any mishap.

An explosive device was found at a downtown department store just a few weeks ago and once again, it were those Central Station Police Officers who quickly effected security and safety for the people.

I think you will have to agree with me that without the expertise of the San Francisco Police Department, all of us would be forced to face a devastation of such degree; leaving us lost and helpless.

Respectfully submitted,  
Sandra Cherniss Smith  
Police Dispatcher

# Letters

## Parole?

Mr. John Lyons  
Parole Representative  
California Medical Facility  
Vacaville, Calif. 95696-2000

Mr. Lyons:

I have just learned, to my absolute disbelief, that the Department of Corrections is about to consider the early release of Steven Burns CDC20341. I find it appalling that a cold, calculating, cowardly piece of sub-human refuse actually stands a chance of returning to the "free world" after the crime he perpetrated against a defenseless eighteen year old girl.

Burns had manipulated the correctional system by posing as a so-called "model prisoner" while never acknowledging the horribleness of his crime against the Salarno Family. When Burns is released, there is no doubt in the minds of rational citizens that Burns will seek revenge against the family of Catina Salarno. You owe Steven Burns nothing... you owe the Salarno family peace of mind.

There is something dramatically wrong with a California Penal System that considers the release of a vicious killer after but a ten year sentence, when a non-violent criminal like Jim Bakker is sentenced to a half century for defrauding his willing supporters.

I hope with all my heart that you come to your senses and remand this bastard to the absolute maximum term allowed by law. A law that Burns flaunted and is now attempting to manipulate to his advantage. The lives of real people hang in the balance, and their well-being is dependent upon you doing the right thing.

My prayers are with you...  
Rene C. LaPrevotte

SFPOA  
510 7th St.  
San Francisco, CA 94103

Dear Friends,

On September 3, 1979, our daughter was murdered. Catina was nineteen years of age and was about to begin her course of study at the University of Pacific, when her life was brutally ended by another human being. A young man by the name of Steven John Burns, who had befriended our family for four years prior, shot and murdered her.

We survived the shock of Catina's death and the even greater shock of the unfairness that lies within the criminal justice system. In fact we went on to start a group known as Justice for Murder Victims. The sole purpose of this group is to fight for the rights of victims.

However, there comes a time when we all need help. And we are writing because now is that time. Steven John Burns (C-20341), is due for a review by the parole board on 3/28/90 for the possible granting of a release date. He was sentenced to seventeen years to life and now, ten years later he is up for parole. Yet he has still not shown any remorse for his crime. We are asking our friends to write a letter in opposition to his release.

The address is:  
Mr. John Lyons  
Correctional and Parole Representative  
California Medical Facility  
P.O. Box 2000  
Vacaville, CA 95696-2000

We are not seeking revenge. We are seeking justice. Justice for anyone and everyone who has been or will be a victim of a violent crime is our concern. A letter from you, our friends, will help us and the parole board to deny his parole.

We have enclosed some sample letters you may wish to follow or to give you ideas. We would appreciate you

and your friends sending a copy of the letter you write to us at P.O. Box 16065, San Francisco, 94116. Many times the parole board letters are lost in the business shuffle. This way we can make sure that they receive a copy of your letter at the hearing.

Thank you on behalf of our family and the other victims we may be able to help. All letters are kept strictly confidential and will only be seen by the parole board.

Sincerely,  
Mike & Harriet Salarno

## Commissioner

John Kecker, Commissioner  
San Francisco Police Commission  
850 Bryant Street  
San Francisco, California 94103

Dear Commissioner Kecker:

I appreciated having had the opportunity of meeting with you the other morning and, as discussed, the following items are what our Executive Board members feel should initially, be subject of a Police commission ad hoc committee study.

**Automatic Weapons:** (i.e. .45 handguns/9mm handguns) The utilization of automatic handguns by all sworn personnel has been approved by the Uniform & Safety Committee. Our members need the extra firepower these handguns provide and, in the event of a gun "takeaway" there would be additional margins of safety inherent in the weapon itself. Needless to say, the issuance of this item would also provide an excellent psychological "advantage", so to speak, for a membership who has thus far been outgunned by San Francisco gangs.

**Juvenile Processing:** Our department is still operating in the 1800's as far as this procedure is concerned. Patrol units, after arresting a juvenile, must drive to the Hall of Justice for initial processing (photos/prints) then to the Youth Guidance Center (Woodside/Portola Drive) for incarceration. The entire process takes approximately one hour (on a good day).

**Hospital Prisoner Booking:** Speaking of the 1800's...If a patrol unit arrests a suspect who needs medical treatment (not minor stuff), the suspect must be taken to San Francisco General Hospital for evaluation, x-rays, treatment etc., etc., and the arresting officer must stand by, sometimes for hours, until the suspect is "admitted" formally.

Both Youth Guidance Center and SFGH bookings must and can be streamlined. There is no reason for the delays our members presently experience. Officers should simply take a suspect to either YGC or SFGH, turn them over to appropriate authorities (e.g. YCG Staff/Institutional Police) and leave.

**Field Training Officers/Patrol Officer II: CAREER DEVELOPMENT!!** Our members need to have something to look forward to other than a "shot in the dark" promotional every 6 years. The Administration has been extremely lax in providing anything positive as far as career development is concerned in the lower ranks. I have no idea whatever happened to Chief Jordan's Professionalism Committee???

A good career development plan would do wonders for morale (keeping in mind that both Patrol and the bureau of Investigations should be involved).

There are many other issues that should be addressed, but for now, we feel these particular matters are the most important.

Members of the Executive Board would be glad to meet with any committee members designated by your commission in order to facilitate the research necessary to implement these changes.

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

## Thanks

January 12, 1990

Chief Frank Jordan  
Deputy Chief Fred Lau,  
Special Operations Bureau  
San Francisco Police Department  
850 Bryant Street  
San Francisco, CA 94103

Dear Chief Jordan/Deputy Chief Lau:

On behalf of the Colma Police Department, I would like to extend our appreciation to your Tactical Division officers Robert Del Torre #2043 and Bernard Sullivan #1173 for their services on January 6, 1990.

Three San Francisco and one Daly City female juvenile originally reported to your officers from Potrero Station on January 5th that they had been kidnapped from the Serramonte 6 Theatres, Colma and released in the area of McLaren Park, San Francisco.

On January 6th, Officer Del Torre assisted our investigating officers Sgt. Colm Quinn and Officer Kenneth Leytem by sketching a layout of the suspects residences and adjacent area pending their identification by the victims. After the first suspect was positively identified by the victims via a photo line up, Officer Del Torre watched suspect/s residence in San Francisco with Officer Sullivan while our case was being prepared to seek an arrest warrant for him.

The officers contacted the suspect's father and arranged for the suspect to return to the residence where he was detained. While there, the first suspect identified the second suspect, who we had received information on previously, and he was also detained at his residence in San Francisco pending the arrival of Sgt. Quinn.

Officers Del Torre and Sullivan assisted Sgt. Quinn in the transportation, interviewing, and booking of the suspects at County Jail 1 before their eventual booking into the custody of San Mateo Sheriff.

Their assistance was invaluable to our case and aided in the speedy arrest of the suspects. The incident was later determined to have occurred entirely within San Francisco and General Works Detail Sgt./Inspector Robert Derby #1090 is now conducting the investigation.

Again, we appreciate the fine inter agency cooperation between the officers of San Francisco Police and our officers.

Respectfully,  
Art Dollosso  
Chief of Police  
Colma Police Department

To The Membership,

Thank you very much for your thoughtful and considerate contributions to the memorial fund for John's children Matt and Jolene.

The Blessing Family

## Dr., Dr.

November 14, 1989

James Y. Soong, M.D. A.P.C.  
909 Hyde Street, Suite 234  
San Francisco, California 94109

Dear Dr. Soong:

You wrote to our office last August requesting status on two complaints that had been filed against you by Workers' Compensation patients.

Both cases were closed out at the complaint level as it was determined that there had been no violation of the Medical Practices Act.

I trust this answers your concerns.

Sincerely,  
Karen M. Harrison  
Consumer Services  
Representative

Ed. Note: The Police Department doctor, Dr. Parson, asked Dave Spencer of Medical Liaison to pass this letter along for reprinting in the Notebook.

## Why?

Mr. Tom Flippin, Editor  
POA Notebook

Mr. Flippin,

The continuing series of articles currently being printed by Jim Crowley are inappropriate for the POA NOTEBOOK to print.

The articles are highly sensational personal opinion on the most controversial and inflammatory issue currently in the political arena. This newspaper and its membership have always been at the forefront of political maneuvering in this city. Why then, is our paper espousing a political opinion on this issue?

There are certainly other forums available to Crowley to express his religious dogma- maybe a letter to the editor, or a brochure printed at his own expense, not member's dues. To give these articles full page spreads directly across from the Board of Directors minutes for several editions, gives an imprint of a POA endorsement to articles comparing abortion to the Holocaust and preaching an anti-pro choice stance. This is not only offensive, it's unprofessional, not in line with current law, and has absolutely nothing to do with police work.

When we discussed this issue you stated these were Crowley's opinions and you wouldn't censor them. Then perhaps Jim Crowley should no longer have a byline in the NOTEBOOK, and should express his opinions as letters to the editor like the rest of the membership.

Officer S. E. Manheimer

## Sick Call

Tom Flippin Editor  
SFPOA Notebook

Dear Tom:

Retired SFPD Solo, Jim Gallagher, presently lives in Reno. On January 13, Jim blacked out apparently from Hypoglycemia (Diabetes), while working out in a private gym on an exercycle.

He fell backwards and fractured both shoulders and shoulderblades. He is in great pain and discomfort and is very down. No mobility because of the injuries. He will probably be out of service for some time.

He cannot answer the phone, nor can he raise his arms at this time.

We are sure he would appreciate hearing from the guys by a card or letter, which would be read to him by nurses or his wife when he returns home.

It looks like a long recuperation period for him.

Presently in Washoe Medical Center  
Pringle and Mills Streets  
Reno, Nevada 89520

Home: 1417 Foster Drive  
Reno, Nevada 89513  
Phone: 702-322-2985

Thanks,  
Ed McMills

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# POLICE ACTIVITIES LEAGUE

Ron Exley  
Dir. Program Development



## PAL CORNER

### Most Adults Have The Wrong Idea About Today's Youth

Everyone knows that a small percentage of teenagers commit a disproportionate amount of crime. What we often don't realize is that teens are twice as likely as the rest of the general population to be crime victims. What we overlook is the tremendous energy, capacity and desire of youth to contribute to society. What we forget is that in the long run, we are dependent on our young people. They are tomorrow's workers, parents, leaders. Their relationships to crime - whether as perpetrator, victim, or problem solver - affects everyone's future. The challenge is to give youth a meaningful stake in their communities, now and into the next decade.

According to the National Crime Prevention Council, a majority of teenagers - urban, rural and suburban - say they feel most adults perceive adolescents negatively, and that this perception is wrong. They offer a plea to be seen as responsible, caring, principled people, individuals who should be granted the right to experiment and make mistakes as they grow from children into adults. Mood swings, erratic attention spans, and high energy are all hallmarks usually overlooked in that teenagers are idealistic and thirst for commitment and recognition.

We are faced with a choice - we can focus on pathologies and delinquencies or we can rethink attitudes and myths about adolescence. We can isolate young people, or we can engage them in activities that decrease their risk if victimized, give them a sense of stake in the community, and make our neighborhood safer, better places to live.

### Drug Addicted Babies

They endure painful withdrawals during the first weeks of life and are expected to grow up with lasting medical, intellectual and social problems.

Having ingested cocaine or other drugs in the womb of an addicted mother, these babies are born into a living hell. If they can survive strokes and a restricted blood supply to the brain in the womb, they then face a childhood of hyper-irritability, stiff limbs, muscle cramps and developmental delays. Many experts fear permanent brain damage as well.

Through the direction of Lt. Alex Stevens (Juvenile) each month the 49ers or athletes from New World College visit Dr. Wong's Clinic for Crack babies at San Francisco General. The following month

they will attend the Youth Guidance Center to share their experiences with the youth.

### Doing Wrong For The Homeless by Emperor Norton

When it comes to dealing with homeless families, it's easy enough to figure out what the city does wrong. It crams entire families into single hotel rooms or carts them off to apartments that could not pass the standards of safety and decency required by the city's own housing code. And it has done it at mind-boggling cost.

The hard part is figuring out how to do it better.

Since the beginning of the decade, when the "new" homelessness began to manifest itself as a major problem in the city. The city has ladled out some \$15 million to house and feed homeless families.

If you think it's costly to house the homeless in drug-ridden hotels, what of the cost of providing decent homes for all who need them. The Geneva Towers are 100% better than a rat-infested hotel in the Tenderloin. When the City Center and Apollo Hotels closed, the families were moved to the Geneva Towers.

I order the city to renovate some of the boarded-up housing it already owns and make the units available to the homeless. Jump homeless families ahead of others on the public housing waiting list, evict families whose members are accused of drug trafficking or of taking advantage of housing vouchers made available by the federal government. The prospect for much more progress from these sources is dim, and the homeless population is still growing.

The city has been criticized by homeless advocates for poor planning - dealing with homelessness as though it were a temporary, emergency problem rather than the permanent problem it now appears to be. But in the early 1980's when we started our shelter program, no one understood the changing nature of homelessness.

The homeless were considered the "odd" individuals, mentally troubled people who slept in cardboard boxes or on steam grates. Their numbers swelled because of "deinstitutionalization" which released mental patients deemed capable of being treated as outpatients.

But many of today's homeless are families, often headed by mentally stable working adults. The problem for these families is not their mental but their economic state. They simply earn too little to afford housing in this expensive city.

I'm appalled that our city was enriching the owners of squalid hotels by stacking entire families into a single room, but I also

know that to insist that city officials approve only decent accommodations of adequate size is to increase the demand for free housing.

San Francisco, like cities across America, is doing a poor job of housing its homeless. But I haven't a clue as to how to do it much better. Do you?

### Letter To The Chief

We want to thank you for speaking at our annual NCCSI holiday luncheon, which this year sought to recognize the efforts of the San Francisco Police Activities League (PAL) during their 30th year. We were inspired by your description of the bond that develops between police officers and youth through PAL programs. We command police officer involvement with youth and likewise believe that your programs can help them enter productive lives in our society.

The gifts that our membership brought to the luncheon were to support PAL's efforts with the students of the Leonard Flynn School. We all smiled when the children sang Christmas carols during the meeting, and enjoyed joining them when requested by music teacher Anne Vaaler. Teacher Claree Lash made sure each of the children received one of the gifts brought to the luncheon. The remaining gifts will be given to school principal Marlene Callejas. She will

give them to the children with good school performance or particular need. Finally, we all appreciated Michael Pritchard's extra effort to attend the meeting and his gift of humor helped cement the yuletide bond between us.

This program was also made possible by the enthusiasm of Ronald Exley. Ron's support of the idea and his help in contacting the Leonard Flynn School were essential to the entire program. Ron's support and the presence of officers Fong, Hebel, Keys and Mollo underscored the PAL's principle of youth and police together.

From: Clea Powel of Pacific Gas & Electric  
Ed Adamczak of Pacific Bell  
Tom Youngdal of Kaiser Permanente

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# POLICE ACTIVITIES LEAGUE

Ron Exley  
Dir. Program Development



## Admitting You're Wrong To Avoid Responsibility

by Joe Mollo, President

"It's all my fault" was the most popular excuse of 1989.

Politicians, sports heroes and ordinary people are saying it when almost anything goes wrong. It's the strange new way to avoid taking responsibility for a mistake they've made.

It makes the person saying it sound modest, and that by saying it's their fault, people will think that it is not.

Another apparent advantage of the ploy is that it almost demands a denial from the person it's directed at. The listener is obliged to say, "It's not your fault at all."

A few months ago, I heard at the Park Commission that Emperor Norton should take the blame for something that wasn't his fault.

"I wasn't there," he said. "It's all my fault." The implication there was that if he had been there, everything would have been perfectly done.

He didn't say it was the carnival people's fault.

You hear the I-wasn't-there-it's-all-my-fault excuse everywhere in politics.

Richard Nixon used it during the Watergate affair. Ronald Reagan used it during the Iran-Contra hearings.

The false-modesty claim of responsibility has been used for years but seems to be more popular than ever. For example, if you're walking along the street and bump into someone when you aren't looking where you're going, the person you've almost knocked off his or her feet often says, "Excuse me," or "I'm awfully sorry." It doesn't matter that it was clearly your fault. The other person says, "Pardon me."

You don't want to get into a fight proving it was your fault so you nod and smile and leave feeling like a fool because you know it was your fault.

## PAL Lost A Friend

PAL youth marksmanship programs lost a friend, Nathan Posner, in January. Nathan was the owner of the San Francisco Gun Exchange for the past 42 years. It's the largest gun dealership in Northern California. Just one example, Nathan donated 5-target revolvers for the beginning of the pistol program.

Thank you Nathan

## PAL Hunter Safety

The PAL Hunter Safety just completed another successful year with 165 of 178 candidates successfully completing the course and received their certificates. Their ages ranged from 12 to 60.

This ten-hour course, given over four evenings, covers conservation, sportsmanship and emphasizes safe gun handling. All first-time hunters in California, regardless of age, must take a Hunter-Safety class and must achieve an 80% score on a 100-question test in order to obtain a hunting license in this state.

The most common comment to certified instructors, Bill Leet (Southern), Tom Morris (retired) and Bruce Toloski is "sure opened my eyes — I didn't realize all of the things you should know before you go hunting." Classes for the 1990 hunting seasons will begin sometime in April. Call the PAL office the end of March at 821-1411, for information and reservations.

## PAL Pre-Junior Golf Program

The first ever joint golfing program between the Recreation and Park Department and the PAL will be offered to San Francisco youth ages 8-14 in March at Harding Park Golf Course.

The cooperative pilot program will initial-

ly be made available to the first 25 children to sign up with PAL. Instruction by the Harding Park Golf Pro at the golf course driving range will be provided for 8 weeks, one hour per week with assistance from several off-duty police officers who play golf. The PAL is looking for Police Officers as Instructors. Good chance to get a lesson in also.

Lessons will cover the different types of golf grips, etiquette, posture, swing, warm-up, putting and use of different clubs in order to give the students a basic understanding of the game. Golf clubs, range balls and putting facilities will be provided free.

As part of the program, a free round of golf at either Jack Fleming or Golden Gate golf course will test what each student has learned during the 8th week as they play along for nine holes with their teachers.

Due to the limited number of students able to participate, sign up your son or daughter as soon as possible by calling the PAL 821-1411 today.

## Check These Basketball Winners

DIVISION	TEAM
6th gr. girls	Quakes, St. Emydius
6th gr. boys lower	Salesians, Boys Club
6th gr. boys middle	Reds, Boys Club
6th gr. boys upper	Salesians, Boys Club
7th gr. girls	Quakes, St. Emydius
7th gr. boys lower	Bears, St. Philip's
7th gr. boys middle	Players, Corpus Christie
7th gr. boys upper	Quakes, St. Emydius
8th gr. girls	Knights, All Hallows
8th gr. boys lower	Cardinals, St. Joseph's
8th gr. boys middle	Falcons, St. Paul
8th gr. boys upper	Hawks, Star Of The Sea

The winners of the 1989 Basketball League seems to be a who's who of the future winners of the CYO league. Great season, 88 teams.

Congratulations to all and especially to Vera Rogulsky and Mark Ballard for their hard work, Joanne Dillon for the scheduling of games and Bob Twomey for the coordination of the referees. Thanks to Mission Dolores, St. Emydius, St. Johns, All Hallows, St. Vincent De Paul, St. Thomas for Presidio, Aptos, and Oceanview for the use of their gyms.

## Bay Area Sports Hall Of Fame

The Bay Area Sports Hall of Fame has continued its tradition by awarding San Francisco PAL with a grant of \$2,500. This grant will be used for the Boxing Program.

Thanks to Mr. Lou Spadia

## Miss Pearl's Jam House Celebrates A Carnival For The PAL's Tenderloin Children's Project

Friday and Saturday, February 23rd and 24th, Miss Pearl's Jam House in association with the PAL's Tenderloin Children's Project presents two nights of continuous live music. Featuring Steel Bands, Salsa, Lambada, Brazilian Music, and Rock & Roll. Island food and Pearl's potions will be available. Costumes. 7:30 P.M. until \$10.00 at the door.

## PAL Welcomes Rich Andrews

On January 20, 1990, Rich Andrews joined the staff at PAL. Rich is the newly appointed Program Coordinator at PAL. He has been in the department for 9 years and has worked at several stations including Taraval, Central and most recently Potrero station. Rich has been married to his wife Elena for 18 years and has two sons, Vincent age 11 and Nickolas age 2.

Rich's new assignment is to help in the development, recruitment and coordination of new and existing programs; e.g. sports, homeless, Oceanview and others.

Rich believes that if these programs are to continue and develop in the future it is imperative that we all work together for the youth of our city.

Please feel free to contact Rich at 821-1411, anytime with your comments and suggestions regarding PAL and related programs.



## Timeaward

### "The Prestige Award Clock"

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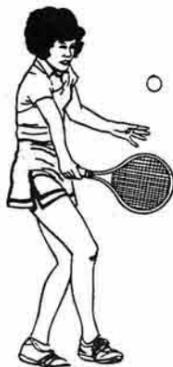
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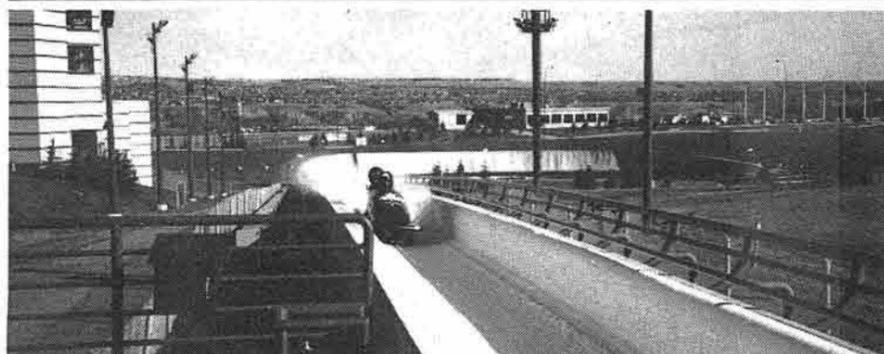
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WE WOULD APPRECIATE IT!



# SPORTS



Snow and ice spray everywhere trying to stop a 450 lb. sled at 70 plus m.p.h.

## Bob Del Torre Saga Continues

On the day that the rest of San Francisco was basking in the heroics of the S.F. 49er's Super Bowl victory, Bob Del Torre of the S.F.P.D. and his partner Bob Squeri, the official San Francisco Bobsled Team, were back home from Canada and were basking in their own outstanding accomplishment. While others were content to admire the athletic accomplishments of others these two athletes were out creating their own legends.

From January 25 to 27 the bobsled team competed in the Alberta Cup Race, held at Canada's Olympic Park in Calgary, Canada. This was the site of the 1988 Winter Olympics and several teams present for this event had been competitors for the '88 Olympics. There were teams from Canada, New Zealand and Great Britain. There was also one U.S.A. team, the San Francisco Bobsled Team. Some of the competitors had completed hundreds of runs on this track and others around the world. The S.F. team had had only three practice runs, but Del Torre had been down the track with the Canadian four-man team in 1989.

On their first run they flew down the course in a personal record time of 1:04. This means that at times they reached 70 miles per hour on what is basically a curving, twisting, dangerous sheet of ice. Sounds sane to me, right? Well, the second trial run proved just how much fun this sport can be. On turn six, of the 14-turn course, the team failed to make the correct turn and flipped over, at a very cool 50 miles per hour. Cool, you ask? Well, approximately three-fourths of a mile and eight turns later the sled, with both driver and brakeman aboard, slid through the finish on its topside. I believe this gives new

meaning to the expression, "Shiver me timbers, mate."

Because both competitors had remained in the sled, the run counted and the team qualified for the next day's qualification runs. Lucky guys. On Friday the 26th, the team had two successful runs and were now qualified for the race on Saturday. Really lucky, huh? Bob peeled back the arm of his jumpsuit to display just some of the bruising he had sustained on the ride he completed upside down. It was hard to tell any difference between the blue of the jumpsuit and the blue of his arm. The arm was probably darker and certainly more colorful. This was the result of sliding at 60 miles per hour with a 500-pound sled on top of you. I told Bob that when I was assigned the Mounted Unit that the cardinal rule was: Rider on top, horse on bottom, always. Never the other way around. On well, some of our Mounted Unit members get that wrong occasionally too.

The day of the race the team, battered and bruised, opted to go for it, and did they ever. This team is truly a novice duo and they were competing against world-class bobsled teams, several of which had been Olympic competitors. They were obviously not expected to be anything but dead last, and far back at that. The team did San Francisco proud. They came in twelfth and their competitors were all admiration and respect for their gritty, tough, and respectable display.

The team will be returning to the bobsled tracks again soon. Keep your eye focused on this paper for more in the continuing saga of this courageous duo. When you see Bob Del Torre wish him luck and give him a pat on the back or a tip of your hat. He's earned it.

## Calgaro Cries He Doesn't See The Ball Enough

### Northern Upset By Gnats

by Bob Putts

In taking a look at Division I, you would have to pick the FBI as the favorite team. Ed Gurinsky and Jerry Lewis have gone on a nationwide scouting mission to recruit young healthy agents to the Bay Area. But breathing down their necks, we have another youth movement in the Narcotic Task Force. Despite losing the infamous barrister, Dale Allen, Matt Hanley has orchestrated a run-and-gun offense which is led by the comeback player of the year: Kurt Bruneman. Gerry D'Arcy and Dave Feingold are the key factors on the boards and do an excellent job of filling the lanes on the break.

If you are a slave to the saying that "a fine wine gets better with age," then you

have to lean towards the Central Station Team. Jimmy Deignan once again has dusted off the old relics — Calgaro, Venters, Rodriguez, and Rodriguez...and led them to the basketball "quarts." Gerry Calgaro (You don't make MVP passing the ball) is the team scoring leader with a 15 point average. Giving the Central station team a run for the playoffs is a tough CHP (Redwood City) team. This team is led by the outside scoring bombs of Halog (10 3-pointers), and the overall play of coach Craig Suhl.

Filling out Division I, we have a disappointing HQ team. This team could have been a major factor but for the injury to Ed Chow. Herb Jones is the team leader, and his 5 3-pointers in one game were almost enough to upset the NET team. However, NET's Kurt Bruneman responded to the challenge with 31 points and the victory 69 to 63. Charley Mahoney lost his supporting cast of Anzore (the Golf) and Murphy (to whatever) as his Ingleside team fell to a Miserable 1 and 5 record. Charley's only victory came at the hands of the CHP SF team. This team was led by the scoring of Shawn Chase and his league-leaging 118 ts. Shawn was the bright star on a team which went 0 and 8 and is bound for Division II next year.

In reviewing the season of Division II, we find a strong Northern Station team at the top of the heap, 7 and 1. Northern was led by the inside play of Jim Calonico and Steve Collins and the outside 3-point shooting of Mark McDonough (11) and Ben Vigil (8). Northern's only loss came at the dirty hands of the Northern Gnats. This spirited team of athletes was led by the scoring magician, Steve Roche (french). Tom Newland was the team's main outside threat, which left the board work to O'Brien, Pearson, and the popular O.C.L.T. Bill Petrie.

When we speak of Division II, we usually think of defense rather than putting points on the board. Take for example the Tac vs Inspectors game. Tac, which is led by the scoring of Barry Cooper and Jerry Donovan, lost to the Inspectors 44 to 32. But the real story was the defensive gem turned in the first half, where the halftime score was 15 to 8. Inspectors were led throughout the season with the scoring of Don Carlson and Phil Dito. Dito went for a season high 22 points in their victory over Mission station 48 to 45.

Mission Station was a big surprise this year with the impressive play of Mike Gallegos and Mike Moran. Under the careful eye of Al Casciato, this team has an excellent 5 and 3 record and two impressive wins; one over Potrero 61 to 52, and the other over Northern Gnats. Potrero is also a team to reckon with, as Chris Knight (back from Vallejo) and Jerry Langford are two tough hombres under the boards.

Park Station is in second place in Division II with a 6 and 2 record. Joe Curtin and Steve Geiseger are the scoring threats and rely on Bob Barnes to clear the boards. Central II (1 and 7) and Muni round out the Division II. Central II is led by the scoring of Mark Porto and John Biel. Bennie Fong is the team coach, and is constantly going to the doctor (Don Ross) for basketball advice.

Muni, which is still waiting for its coach to show up, was led by the league three-point champion Pete Kozel (16) and Wayne Horn.

NEXT: THE PLAYOFFS

#### S.F.P.O.A.

#### BASKETBALL STANDINGS (1/25)

DIVISION I		
FBI	8	1
NET	6	3
CHP (RED)	5	3
Central	5	4
HQ	3	5
Ingleside	1	5
CHP (SF)	0	8

#### DIVISION II

Northern 1	7	1
Park	6	2
TAC Div	5	3
Mission	5	3
Northern 2	5	3
Potrero	4	4
Inspectors	3	5
Central 2	1	7
Muni	0	8

#### SCORING LEADERS

#### DIVISION I

Chase(CHP)	118 pts
Calgaro(A)	116
Bruneman(NET)	98
Mahoney(H)	89
Halog(CHP)	89
Suhl(CHP)	85
Gurinsky(FBI)	82
Lewis(FBI)	80
E Rodriguez(A)	76
A Rodriguez(A)	75

#### DIVISION II

Roche(E2)	110
Calonico(E)	108
Curtin(F)	102
Burkeley(D)	89
HOM(Muni)	80
Geiseger(F)	78
Kozel(Muni)	77
Cooper(Tac)	76
Moran(D)	73
Newland(E2)	73

#### THREE POINTERS

Kozel(Muni)	16
McDonough(E)	11
Chase(CHP)	10
Halog(CHP)	10
Horn(Muni)	10
E Rodriguez(A)	10
Bruneman(NET)	9
Burkeley(D)	9

## Attention Golfers

### The Loon's Nest Golf Club Presents

Second Annual Trinity Engineering/Loon's Nest Golf Club Invitational Golf Tournament

Where: Mountain Shadows North, Rohnert Park, Calif

When: 4-27-90, Shotgun start at 1300 hrs

Fee: \$60.00 This includes: Green Fees, Cart Fees, Drink tokens, Buffet at Smitty's after the game, Tee Prizes, Trophies, and Gift Certificates

Format: 4 Man Scramble (minimum combined handicap of 40)

Prizes: Trophies and Gift Certificates for each team member of the first five place teams.  
Trophies and Gift Certificates for four closest to the pin holes.  
Trophies and Gift Certificates for four long drive holes.

I know that April is four months away, but it's first to pay — first to play. We had a great time at the last tournament in Bennett Valley, but we had to turn quite a few players away. So get your money in early to be assured of a spot.

If you wish to play in a specific foursome, send in the names and ALL the money for that foursome at the same time. Send in your shirt size also, as it hasn't been decided just what all you will get for a Tee Prize.

Make your checks payable to LOON'S NEST GOLF CLUB and turn them in to Warren Omholt or Ron Parenti at Northern Station.



# SPORTS



## Running Shorts, Briefly

by Dennis Bianchi

January just isn't a runner's favorite month, at least not this runner, and not this January. There were a few runs scheduled, including the annual Zoo Run that I signed up for and then failed to show up for, but I'm sure there were Department members out there giving it their "New Year's resolution" best. This month and next are so cold, dark and frequently wet

that it takes a large dollop of self-discipline and an awareness of the health benefits involved in good aerobic exercise to get out on the training trails. I was presented with a new Gore-Tex running suit for Christmas so now I have no excuses for not running just because of rain. I tried it. I like it. Providing, of course, that the wind is not so strong you can't make any headway. Running in the rain at a leisurely comfortable pace is like returning to childhood. It's play, it's fun and, with the right clothes, it can be done regularly and be good for you. There are plenty of fun races coming up these next few months so force your way out the door in the early mornings with your run-

ing shoes on and prepare yourself for a few of them. Here's a short list for you to consider.

February 11, in Oakland at 1000 hours is the annual Valentine Day Run. It's a 10k run or a 5k walk. February 18 in Berkeley at 0900 hours is the Berkeley Challenge for Charity 5 or 10k run. On February 24 at 0900 hours in Mill Valley is the John Muir Monumental 7.2 mile and 5k run. For those of you interested in running a marathon there are several to pick from, starting on March 4 with the Los Angeles Marathon. On March 11 at 0700 the Napa Valley Marathon in Napa will be held. With some good luck and a few training runs between now and then, I hope to make that one myself. The Big Sur International Marathon (really tough!) and the hallowed Boston Marathon, scene of many fine performances by runners from everywhere, will be held in April.

For the women runners who have managed to read this column all the way to this paragraph I would like to point out a race just for women. On Sunday, April 8 in San Francisco's Golden Gate Park at 0830 hours the Bonne Bell run and stride 5k and 10k race will be held. I know there

are women distance runners in this Department who are either keeping a very low profile or putting off competing for reasons of their own, but this race is an ideal spot to begin to form an S.F.P.D. women's running team, even if it's only one or two of you. Start running today, and be there on April 8.

### Newlin Knows Swimming

Captain John Newlin, recently taking the reins at Narcotics, is made of stern, durable stuff. Last July, John ran his first marathon and finished with a smile. Apparently he has plans for bigger tougher challenges. To begin this new year he volunteered to take the "test" swim from Alcatraz to Aquatic Park on New Year's Eve in preparation for the annual Dolphin South End swim, held every New Year's Day. Captain Newlin began swimming in the Bay on a regular basis less than a year ago and took on the swim with the aid of a small pilot boat to guide him in. Sixty-four minutes after diving in he arrived at Aquatic Park. The water temperature was a bracing 50 degrees. A large round of applause from his co-workers and friends, myself included, is in order. Outstanding! Congratulations. It looks like a triathlete is in the making.

## Postponement



The Truckee Lions' Sierra Sweepstakes Sled Dog Races have regrettably been postponed to the weekend of February 17-18, 1990.

Because this event is sanctioned by the prestigious International Sled Dog Racing Association (ISDRA), it is mandatory that the racing surface of the trails be in a con-

dition that is safe for the dogs to run upon. As everyone know, the Sierra has had an erratic snowfall so far this season. The Race Committee has waited until the last possible moment to make the excruciating decision to postpone the event. This date was the latest we could wait to notify mushers, some of whom travel great distances to compete. They too are disappointed by the postponement, but have experienced these conditions before. The mushers would not want to risk serious injury to their valuable racing dogs and are members of ISDRA particularly because that organization guarantees a safe trail along with other guarantees for events.

Again, the Truckee Lions Club's race committee is sorry for this inconvenience and we hope the people of the press, television and radio will hang in there with us and notify the public accordingly. We are greatly appreciative of all of the publicity and public service announcements for our charitable event. We will mail out a press release in early February regarding the races on the President's birthday weekend of **FEBRUARY 17-18, 1990**. We hope you will support us then too.  
**PRAY FOR SNOW!**



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12 May - 2:00 PM Depart Hotel Playa Conchas Chinas  
3:50 PM Depart Puerto Vallarta on Mexicana Flt #976  
6:25 PM Arrive in San Francisco

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## ON THE STREET/Tom Flippin



### OCC

(Continued from Page 1)

that instead of meeting with the PAO, he contacted the City Attorney and obtained an opinion that meet and confer sessions between OCC representatives and the POA were not required because the matter was not within the scope of representation, and that it did not involve any changes in terms and conditions of employment, in any event.

At the January 1 Commission meeting, POA attorney Vince Courtney again requested that the Commission not act on the matter until the POA was given the opportunity to meet and confer over the rules. He pointed out that, contrary to Langer's representations, the OCC procedures being proposed conflicted with already-adopted OCC hearing rules, and said the POA wanted the discrepancies clarified before the Commission acted. It is indisputable that we were correct. The hearing rules already in effect state: "Hearsay evidence may be used for the purpose of supplementing or explaining other evidence, but shall not be sufficient in itself to support an ultimate finding. However, the taped or written statement of any person who is not in attendance shall not be treated as hearsay evidence when it can be shown that the person whose statement is offered is either unable to attend due to a change of residence which would prevent a reasonable person from attending, or that the person cannot be located after reasonable means of locating him have been exhausted."

The OCC hearing procedure being proposed on January 10 differed from the above-mentioned rule in that it stated only: "Taped statements of any person which

were gathered pursuant to an Office of Citizen Complaints investigation, whether under oath or not, shall not be treated as first hand evidence, since a hearing is not a court of law, and that there is not right of cross-examination."

These two provisions, one contained within the rules and the other contained within the hearing procedures proposed by director Langer, are obviously quite different. There were other discrepancies between the rules and the hearing procedures including, for example, the provisions regarding continuances. The rules earlier adopted by the Commission had a more liberal policy wherein continuances were to be granted at the discretion of the hearing officer. By contrast, under the hearing procedures recommended by Langer, no continuances whatsoever were to be granted within five days of a scheduled hearing.

#### OCC Should Be Disbanded

We have filed a suit in Superior Court to compel the Commission to meet and confer with the POA regarding the OCC hearing procedures. While we expect to win this case, we have more serious problems with the OCC. At this point, I concur with our Vice President, Paul Chignell, who in the January edition of the *Notebook* called for the disbanding of OCC. As he pointed out, neither the public nor the Police community have been served well by this organization. Their continued refusal to cooperate with us, together with the negative experiences our attorneys have had with them in attempting to properly represent our members leads me to conclude that the OCC not only has lost its credibility, but has no intention of attempting to work in a constructive manner with San Francisco Police Officers.

## Election Glitch

by Steve Johnson, Secretary

The annual internal POA election this year concerned the election of only two members of the Board of Directors because only two seats were contested. According to the Constitution and Bylaws, the election was to commence "at 8 a.m. on the fourth Monday of January and continuing until midnight the Friday following."

Because the Board wanted to provide the general membership with the opportunity to vote by secret ballot on several other matters, including our MOU, the interest arbitration Charter Amendment proposal, and certain Bylaw changes, we hoped to include those matters on the ballot that was going out for the two contested seats. However, because we were unable to get these other matters ready by the fourth Monday in January, it appeared we were going to have to send out two separate ballots, within a relatively short period of time, and thereby incur the expenses we had hoped to avoid.

In an effort to resolve this problem, I made a motion at the Board of Directors' meeting preceding the fourth Monday in January, the effect of which was intended to permit the ballots to be mailed out a week later than the date that was specified

in the Bylaws. Because the intent of the motion was to save the POA time and money, and had no apparent effect on the election itself for the two contested seats, the Board unanimously adopted the motion.

Shortly afterwards, I was notified by Vice President Chignell, who was not present during that segment of the Board meeting, that the Board of Directors had no authority to suspend the Bylaws. I immediately contacted our attorney, and Vince Courtney concurred, advising us that in fact the action taken by the Board was inappropriate. Apparently the Association does have the ability to suspend its own rules when doing so is not in conflict with its Constitution or Bylaws, or with fundamental principles of parliamentary law. However, the POA Board of Directors is simply not authorized to suspend the Bylaws, and ought not to have done so.

As this issue of the *Notebook* goes to press, I am planning to contact our parliamentarian, Mike Hebel, and determine with him what effect, if any, this error might have on the election over the two contested seats. We will report on Mike's response in the next edition of the *Notebook*.

## SFPOA 1990 ELECTION RESULTS

For the first time in over 15 years the S.F.P.O.A. will have a Memorandum of Understanding pending final approval of the Board of Supervisors:

#### MEMORANDUM OF UNDERSTANDING VOTE

YES: 84% NO: 16%

The Membership has also approved changes in our Constitution allowing for a Moratorium, 2 week (rather than 1) elections, associate membership for Housing Police Officers and additional representatives at Cos. A, D, E and the former SOB/Task Force.

#### BY-LAW CHANGE VOTE

YES: 84% NO: 16%

The Board of Directors has been given approval to pursue a Collective Bargaining Charter Amendment in November 1990, pending an assessment vote.

#### CHARTER AMENDMENT FOR INTEREST ARBITRATION

YES: 88% NO: 12%

The following individuals were elected to the Board of Directors:

Co. A	George Rosko	Co. I	Mike Conway
Co. B	Pete Maloney	Co. K	Jerry Doherty
Co. C	Bill Coggan		Ray Shine
Co. D	Gary Fox	TAC	Jerry Donovan
Co. E	Mike Paulsen	MTPD	Tom Flippin
Co. F	Matt Gardner	Bureau of Insp.	Alex Fagan
Co. G	Lon Ramlan		Roy Sullivan
Co. H	Cliff Java	HQ. Co.	Rich Alves
			Henry Friedlander

## First Amendment Rights — Officer's Responsibilities

At the direction of the Police Commission, members are reminded of the provisions of General Order F-5, "Crowd Control," regarding the personal opinions of officers relative to dealing with First Amendment rights and the freedom of expression and assembly.

"It is the policy of the San Francisco Police Department to ensure that rights guaranteed by the constitutions of the State of California and the United States are protected for all individuals.

"Pursuant to this policy, a primary mission of police action at events that involve

free speech activity shall be to protect and respect First Amendment rights of freedom of expression and assembly.

"The Department shall not seek to control the content of opinions being expressed.

"Crowd control tactics shall not be affected by the content of the opinions alone being expressed or by the race, sex, sexual orientation, physical disabilities, appearance of affiliations of the participants. Members shall not let their personal, political or religious viewpoints affect their actions."