

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association
To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members

VOLUME 22

SAN FRANCISCO, APRIL, 1990

NUMBER 4

U.S. Attorney Gets OCC Videos

by Rachel Gordon

Despite a request from top city officials, the U.S. Attorney for San Francisco said he has no intention of appearing before the Police Commission next month to discuss his agency's role in collecting intelligence on political dissidents.

The Board of Supervisors last week unanimously passed a resolution expressing concern over a federal grand jury's unprecedented subpoena of a Jan. 23 videotape from the Office of Citizens Complaints (OCC).

The video was intended to record possible incidences of police misconduct at a Federal Building protest.

The OCC, the civilian-controlled police watchdog agency, reluctantly handed the video over to federal authorities March 8. The film, which may contain footage of protesters burning an American flag and roughing up a federal agent, could be used

as evidence to prosecute demonstrators engaged in illegal activity.

The city had no legal grounds to quash the federal subpoena, which was issued shortly after the National Lawyers Guild charged federal agents with beating up demonstrators.

Civil liberties attorneys, as well as police commissioners and the director of the OCC, said the subpoena has "a chilling effect" on protestors' First Amendment rights.

Police commissioners have scheduled an April 4th public hearing on the matter and along with the Board of Supervisors are hoping the U.S. Attorney will attend.

William McGivern, who was sworn into the Attorney General for San Francisco post Friday, said he doesn't plan on attending the meeting. He is, however, drafting a letter to city officials, which he expects to send this week.

The correspondence, the contents of

which he did not want to disclose until it is signed, sealed and delivered, will address concerns raised by the Board of Supervisors.

The resolution, pushed through by Supervisor Nancy Walker, urges the U.S. Attorney to avoid "using OCC videotapes, documents or information, except in investigations of possible violations of federal law by San Francisco Police Department officers."

Under city policy, OCC videos cannot be used for any purpose other than proving or disproving allegations of police misconduct. The federal government, however, does not have to follow local policies or laws.

Said Walker, "Right now I don't feel the city is getting any cooperation from the federal government. It's important we go on record voicing our concerns."

Reprinted from S.F. Independent
March 20, 1990.

The Chilling Effect

by Mike Keys, President

Next to my article is an article which appeared in the Independent Newspaper March 20th. I hope what I read was a misquote regarding our Police Commission objecting to the Federal Government subpoenaing a tape of the demonstration at the Federal Building because it would have a "chilling effect on demonstrators rights." You've got to be kidding. They couldn't have meant that. I can see why the A.C.L.U., and the O.C.C. objected to the Federal Government subpoena because we know where they're coming from, but the Police Commission?

I always thought the Police Commission's job was to oversee the Police Department, set policy, handle disciplinary matters etc., but I don't think they should be involved in hindering an investigation of possible law breaking activities by demonstrators. It's OK to film for police misconduct but not for people breaking the law. The thought of the Police Commission hindering an investigation of people who may have broken the law and maybe the Federal Officer being assaulted cannot be tolerated. If any commissioner(s) condones this type of behavior they should resign immediately.

Considering all the police officers required to babysit demonstrators who come from the district stations, where they should be patrolling, it seems the "chilling effect" is on the taxpayers of San Francisco who have to foot the bill for these demonstrations.

The Carnelian Room or Court?

by Steve Johnson,
SFPOA Secretary

I was born and raised in the Ingleside District of San Francisco on the 100 block of Ashton Avenue.

Ashton Avenue is a gradual fifty degree slope between Holloway and Grafton, just the right kind of street a 12-year old needed in 1961 for an easy 'Schwinn' ride downhill but, after 2 hours of basketball at St. Emydius gym, and, with a 16 ounce R.C. Cola under your belt, it was a tough climb back up.

I grew up with a "Shopping News" paper route, a dog named 'Rover' and a band of renegade neighborhood kids that would have easily qualified for any consent decree array.

The "Shopping News" folded, 'Rover' died and one boring day my closest renegade partner in crime helped me concoct a smoking, liquid petri dish cocktail from a Christmas chemistry set we had at our disposal. Fearing discovery of our EPA faux pas, we deposited the evidence over the back fence into Mrs. Petterson's yard creating a 'China Syndrome' of grand proportions by killing her prized rose bush. This juvenile indiscretion resulted in a warrantless parental seizure of our Nobel science materials bringing all hopes of a future medical carer to an untimely end.

Ashton Avenue was adventurous for kids, an unpretentious neighborhood where families struggled through the economically lean years when "Victory at Sea" was still a Saturday night frontrunner and children were transported in cars without seatbelts. Ashton Avenue changed in the 1980's

The 1980's brought a superior drug trafficking network to San Francisco. "Crack houses" were commonplace, annoying, held entire neighborhoods hostage in fear and, prior to the experience of the "Ashton

Avenue 100," they were untouchable.

The "Ashton Avenue 100" was a small group consisting of those residents on the 100 block of Ashton who joined forces when a "crack house" appeared on their street. My parents were members of the group. They joined for the express purpose of closing down the building that threatened the memories they shared of a city you could be proud of — long ago. My parents wanted to ensure the other young families on their block the privilege of raising their children without being victimized from the continuous drug sales, the random shootings, and the health and fire code violations they now faced from the one building being rented to people who didn't care about laws.

This small group, a neighborhood smorgasbord, if you will, stood firm and with the help of Captain Diarmuid Philpott of Ingleside Station, along with many other city officials, they closed the "crack house" down.

My parents once told me that one of the proudest moments they shared was when my brother Mike and I joined the San Francisco Police Department.

Well, my brother and I would just like to return the compliment and thank Mom and Dad and all the rest of the brave citizens on their block for standing up to a narcotic operation and, rather than taking the punks involved to the Carnelian Room for dinner (not one of your better ideas, Mr. Mayor), they took the principles to court, where it counts.

Fighting A Nuisance
by Gary Brady and the
100 Block Club of Ashton Avenue

If you have not already heard about the successful case of the 145 Ashton Block Club who sued the owner of a crack house for creating a nuisance and making life

unbearable for the neighbors, you have now.

Nearly every Bay Area TV and radio station and newspaper covered this story, as it was a landmark case that came before the Small Claims Court in August. Time Magazine and NBC National News also covered it.

Since that time, the neighbors on Ashton Street and the office of OMI-Neighbors In Action have been swamped with calls asking how they can try the same tactic on a crack house in their neighborhood (many of the people who called were neighbors in the OMI). This article is meant to be used as a guide to help you in this process (if you decide to go this route). Before we begin, let's take a moment to congratulate the gutsy folks on Ashton who stuck their necks out and set the stage for the rest of us and closed down the crack house on their block!

First Step: Organize Your Block!

To fight a crack house, or deal with any neighborhood problem, it is always better to do it as a group. It is safer, you are more

(See FIGHT, Back Page)

The Notebook Needs You

We need your articles to make this the best possible newspaper. Articles should be sent to:

Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103
Deadline for May issue:
Monday, April 30, 1990

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Widows and Orphans Aid Association

The regular meeting of the Widows and Orphans Aid Association was called to order by Pres. Otto Elvander at 2:05 P.M., Wednesday, March 21, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustees K. O'Shea excused. All other Officers were present. Among other members, P. Presidents T. Greene and M. Lennon.

COMMUNICATION: Letters of thanks from Nannery Family, Billings Family.

DONATION: Commissioner Pius Lee's monthly salary.

NEW MEMBERS: The following were accepted as new members — Robert Biernat, Gregory Breslin, Alfredo Calderon, Darren Choy, Michael Connolly, Jerome De Fillipo, Jr., Andre Fontenot, Debru Fuller, Martin Halloran, James Jackson, Francis Hoigue, Rafael Labutan, Jr., Albert Lee, Curtis Lui, Curtis Lum, Clifton Matthews, Joseph McFadden, Mary McVeigh, Stephen Murray, Charles Orkes, Mark

Osuna, Norman Petiti, Jose Pubill, Seth Riskin, Thomas Shawyer, Ronan Shouldice, William Siebert, Thomas Smith, Jr., Steve Thoma, Michael Wilson, Fitzgerald Wong, Robert Wong, Tado Ted Yamaguchi, Alvin Yee.

TREAS. Parenti presented regular bills — salaries benefits etc. Approved.

Treas. Parenti reported the following deaths: ELDRIDGE BILLINGS — Born in San Francisco in 1898, Eldridge was a motorman for United Railway before joining the Department in 1932 at age 34. After receiving training under the Deputy Chief's Officer, he was assigned to Ingleside, working in the 3 wheel sidecar. He was detailed to the Waterfront, during the Longshoreman's strike and after that assigned to Radio Cars working out of the Chief's Office, which meant being transferred every 3 months to a different station. Eldridge figured things would be better on the outside, so he resigned in 1945 to

become a motel operator. Retiring from this, he and his wife moved to Sun City where he passed away at the age of 91.

LON DU BOSE, SR., Born in Eastland, Texas, Lon found his way to San Francisco and after working as a chauffeur for a short while he entered the Department in 1925 at age 25. He was assigned to Mission Station working beat patrol until he was transferred to Southern. While at Southern, he received a severe back injury when the patrol wagon was involved in an accident. When the newly formed Accident Prevention Bureau opened, Lon was assigned there as a clerk, where he remained until the Police Range was opened and he was transferred there. After several years at the Range, Lon went to Bureau of Communications, where he remained until his retirement on disability in 1945. Lon was 80 at his death.

WILLIAM VALENTINE: Born in San Francisco in 1909, Bill worked as a credit manager until becoming a Police Officer in 1937 at age 27. He was assigned to Accident Prevention Bureau where he worked for 3 years, before being transferred to Juvenile Bureau. While in Juvenile, Bill was promoted to Assistant Inspector in 1946, full Inspector in 1949 and Sergeant in 1949. He was awarded the following — 1948, C/C for arrest of a suspect wanted for felony child abuse, 1950, C/C for

assisting in the apprehension of a gang of forgers, 1967, 3rd Grade for investigation, solution and arrest of 2 suspects in a bank vault burglary. Bill retired on service from Juvenile in 1974 at age 65. He was 80 at the time of his death.

REPORT OF TRUSTEES: Mr. McIntosh, Security Pacific, reported on the portfolio and recommended sales of stock and investment in Money Market.

APPROVED by Trustees. Also recommended transfer of money from Insured Money market to Prime Market for increase in income. Trustees put this over until April meeting. Mr. Good-Swan presented renewal on our contract with Security Pacific. This follows contact that we had with Hibernai, except that charges are reduced 2%. Trustees discussed same and this was put over until April meeting.

GOOD OF THE ASSOCIATION: Pres. Elvander set next regular meeting for the 2nd Wednesday of April — APRIL 11, 1990 at 2:00 P.M. in The Traffic Bureau Assembly Room, Hall of Justice. ALL MEMBERS ARE URGED TO ATTEND.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:55 P.M. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary

San Francisco Veteran Police Officers Assn.

MEETINGS: Tuesday, April 10th is our next meeting date. Social hour begins at 11:30 a.m. Parking is great both on and off street. The business meeting starts at 12:30 p.m. Meet with your friends and enjoy a nice lunch too.

SPECIAL GUEST: Supervisor Wendy Nelder spoke about the Substance Abuse booklet she has helped to prepare for distribution. Her booklet is "not intended to be polite, but rude and blunt, to be frightening on just a few of the most pervasive abuses which claim so many lives." Write to her at City Hall, ZIP 94102. She makes house calls.

SICK CALL: Bill Navin (St. Mary's) and Walt Watson (home). Both had triple bypass surgeries and are doing well. Rudy Kopfer fractured his wrist in Hawaii. Larry Kelly fractured his knee cap last November and now he uses a cane, he said at the meeting.

DEATHS: William T. Valentine, Finton F. Nannery and Lon T. DuBose, Sr. Rest in Peace.

NEW MEMBERS: Fred Ahrens, Jerome Cassidy, Ken Foss, Kurt Lowe, Lou Sylvestri, Ed McMills, Bob Cirimele, Jack Miller and Herb Cook. Welcome aboard!

MEMBERSHIP DUES: We are now 841 members, but still in this fourth month of 1990, almost 200 members have yet to send in their checks for \$12. Don't forget to also print your telephone number on

your check. Include a stamped, self-addresses return envelope. Thank you.

COMMITTEE REPORTS: Jim Cole reported the active SFPOA dues for retirees is \$15... Marty reported that he and Sol met with Mike Hebel re writing our section of the POA's Interest Arbitration Amendment... Honorary Bill Reed asked us to support the firefighters manning initiative (Vote YES) and to vote NO on the mayor's vindictive counter measure... John W. Minderman asked if we could print the address and phone number of reported sick members. The consensus was that we would, with the permission only of the member or spouse. Therefore, if you know of a sick member, please ask permission for him/her to be contacted or "privacy requested." This also amplifies why it is so important to have every member's telephone number... Sol has some jobs; give him a call at 564-3800.

UNFINISHED BUSINESS: Second reading and vote to donate a \$100 Easter gift to the Immaculate Conception Church. Passed.

DRAWING: Bill Reed contributed two bottles for door prizes, in addition to our regular five prizes of \$5 each.

Attendance 116

Membership 841

Marty Barbero, President

Gale Wright, Secretary

Meetings at ICA Hall, 3255 Folsom St.



POLICE POST #456 NEWS

by Greg Corrales

"No nation can long survive without pride."
—Winston Churchill

I am constantly amazed by the "experts" that are constantly criticizing the military and/or the San Francisco Police Department, without question, the most professional and most tolerant police department in the world. I think that Brendan Behan, the Irish playwright, best described our critics when he said, "Critics are like eunuchs in a harem. They're there every night, they see it done every night, they see how it's done every night, but they can't do it themselves."

Within the next several weeks I will be leaving my post as Chief of the San Francisco General Hospital Medical Center Institutional Police. It has been a challenging, rewarding and gratifying 3½ years at SFGHMC, but now it's time to get back on the street to combat the Forces of Evil. I have been the recipient of a great deal of praise for the job I have done at SFGHMC.

If the truth were to be known, the praise should be directed to my predecessor, Lt. Tony Balzar, and to the outstanding members of the Institutional Police, with whom it has been my great pleasure to work. However, I will follow Father Divine's example when being accorded credit in the future. Father Divine was a Black revivalist preacher (1877-1965). The goings-on at this house of worship drove his neighbors to bring a court case against him for causing a public nuisance. On November 16, 1931, Justice Lewis J. Smith fined the preacher \$500 and sentenced him to a six-month jail term. Four days later, the judge, without warning, pain, or premonition, dropped dead. This extraordinary coincidence unleashed a storm of publicity. Father Divine, confronted with reporters clamoring for his comments on the incident stated, "I hated to do it."

Of possible interest to retirees is the change in the Federal banking laws effective October 1, 1989 which set a 1-year limit on cashing checks. All checks issued by the U.S. Government, including Social Security checks, are affected. People have until September 30, 1990 to cash existing U.S. Government checks. People who are inclined to misplace checks and forget about cashing them might consider switching to direct deposit of their benefits. For

(See POST, Page 14)

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NOTEBOOK

USPS #882-320

PUBLISHED MONTHLY \$10 PER YEAR

OFFICIAL PUBLICATION OF

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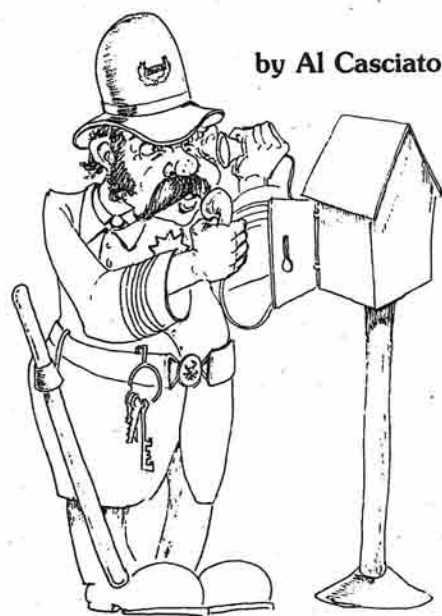


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AROUND THE DEPARTMENT



by Al Casciato

Shootings in the projects, so common place that many go unreported. 406's are becoming common as the economic market of the drug trade gets ready to collapse and when it does the general public and media will act surprised.

They will be surprised to learn that the Say No To Drugs programs have succeeded in reducing the customer base of the drug dealers. They will be surprised to learn that constant police pressure has succeeded (somewhat) in reducing the flow of customers. Net result — the biggest source of \$\$\$ to the ghetto communities is being squeezed by too few customers, leaving wholesalers and retailers to war between each other for what's left of the market.

In purely economic terms, when the war between the sellers is settled, all those who are left without a piece of that pie will have to look elsewhere, and lacking any legitimate avenues they will look for new opportunities to make money by victimizing the general public.

The officers on the street will only shake their heads as the media and public scream that "the police should have done something."

One of our own is running for Municipal Court Judge in the June 5th 1990 election. Lieutenant Jerry DeFilippo, relying upon Lillian Sing's announcement that she intended to vacate her Municipal Court seat and challenge incumbent Superior Court Judge Jerry Benson, filed for what he believed to be an opening on the Municipal Court. At the eleventh hour Lillian Sing changed her mind and re-filed for the Municipal Court. Good luck, Jerry, we need someone on the bench who will put the bad guys in jail. By the way, anyone who has had any experience in the Court of Judge Sing should call Jerry with the particulars at 885-1612.

Births

To the Pieruccis, Gianrico and Cindy, a little girl on 3-9-90 at 1123 hours, Stefania Alessandra 8 lbs. 2 oz., 20-1/2 inches at St. Mary's Hospital. All doing well and already planning a trip to Italy to show off the new generation.

On 2-11-90, Roland and Sylvie Tolosa welcomed their second child Diva Marie 6 lbs. 13 oz., 21 inches. They couldn't help reflecting back to April 11, 1987 when son Devin was born. On that day, Craig Brando called the hospital to congratulate the Tolosas and to tell Roland that his prized Datsun Z was just seen flying towards the Army Street projects. 851'd yes and a second call from Mike Lewis to report it just flew by El Faro's at 20th and Folsom. After a frantic search of the City, Craig Neufeld and Tom Argo found the prized vehicle stripped in the Bay Street projects.

Peter McLaughlin (Co.E) and wife Patty gave birth to baby girl, Kathleen Elizabeth 9 lbs. on March 11, 1990.

Congratulations to the Pieruccis, Tolosas, and McLaughlins and may the future bring much happiness...

...Retiree Bill Farac is looking for old uniforms, especially hats, to trade with officers from Europe. If you have something you don't need or wish to get involved with Bill on this project, please contact him at

584-9711. Also some of the uniforms will be used by a school in Munich, Germany in a production of "Arsenic and Old Lace."

...Platooning — Team Policing — The Central Station Plan of 1971. All are one in the same. No big mystery because it's straight out of the old green book and military manuals...

...Congratulations to PageNet representative Matt Bronstein who has gone up the ladder of success after being hired by Bank of America to a highly sought position in the Payroll Systems Division. Good luck, Matt. His accounts and the police discount account have been taken over by Laura Vanoncini who can be reached at 543-3073.

...If you have an old upright piano that you're looking to get rid of, contact Mike Gallegos at 553-1544. He's trying to get some little one started on the ivory keys...

Mind Boggling:

The City has a computer at City Hall capable of almost anything, yet we are still handwriting reports, using manual typewriters, and circa 1966 word processors in the stations. Can't the MVT's and cable terminals be programmed to interface with the City Hall main frame? A few more work stations and welcome to the 20th century.

...From Communications — When in the BART tunnels, switch over to PIC Zone 4 in order to transmit. The tunnels have been wired for that channel...

From A.C. Casey:

- The 4x10 is here to stay.
- Officer Safety is a paramount concern.
- The shortage of Q-2's is very real.
- PIP program being streamlined, monthly's out.
- Rules being condensed.
- Common sense patrol officer's manual forthcoming.
- P.D. budget based on 15 Q-2's per million.

Money Management Seminar

Presented by Waddell and Reed, Inc.
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This seminar will help you in three ways:

1. To review the complex financial problems in today's economic world.
2. To review the large (and confusing) variety of options available for financial problem-solving.
3. To aid in deciding which options are most practical and sensible to meet specific situations.

Presentation of material is made in plan,

Now The Work Begins

by Gary Delagnes, Co. A

The membership took a huge step forward in ratifying our projected "interest arbitration" ballot measure. Apparently the membership was able to see what we have seen since the day Mike Keys took office: that we have fallen so far behind other cities in pay and benefits that our salary formula has become antiquated and ineffectual. When I hear people say to me that they are afraid to leave a formula that has left them 55 to 70th paid in the state I want to strangle them. I parallel that argument to a prisoner not wanting to be released from prison because he is guaranteed "3" pieces of bread a day. The "Keys team" made you a promise when we took office a year ago. We told you we had no hidden agenda. We would try to give you more of a say in what your association does, and we wouldn't be scared to take chances. You, in turn, must educate yourself on the issues, and make rational, intelligent decisions. You have done that in ratifying the "interest arbitration" measure. And now the real work begins.

Make no mistake about it — we are the underdogs in this venture. We must mount a "Grass Roots" neighborhood campaign that takes our case to the people. Signatures must be gathered. Community groups must be spoken to, precincts must be walked by police officers and fire fighters to get our point across. We have worked very hard behind the scenes to garner support from major politicians throughout the state. We are not optimistic of gaining the support of Mayor Agnos for this measure, and we fear that he will ultimately oppose it, despite the fact he always showed unconditional support for such measures while he served in Sacramento. Unfortunately we fear that the Mayor

puts too much stock in the opinion of Deputy Mayor Claude Everhardt, who is determined to turn every major issue involving the police and fire departments into a racial one. We anticipate that they will try to divert the public's attention from the real issues, and try to convince them that we are "racist" organizations and should be punished for those attitudes. There is no doubt that neither Mayor Agnos nor Claude Everhardt understand what police officers or fire fighters are all about. It is also very clear that we must depend on each other daily. We will never agree on "Consent Decree" issues. We will never agree on promotional practices. There will always be the petty jealousy that fire fighters are always the "good guys" while we are the heavies.

This is the time we must put our differences aside and work together on something that will do us all a lot of good, "interest arbitration". It can lift us from the economic mediocrity we now endure, and put us where we belong, among the highest paid police and fire departments in the state, with benefits comparable to those now enjoyed by much smaller jurisdictions. I appeal to all police officers and fire fighters in San Francisco, black, white, Asian, hispanic, female, not to let the Mayor of San Francisco or his cronies turn a "fairness" issue into a "racial" issue. We must stay together, and prepare for a very difficult battle ahead.

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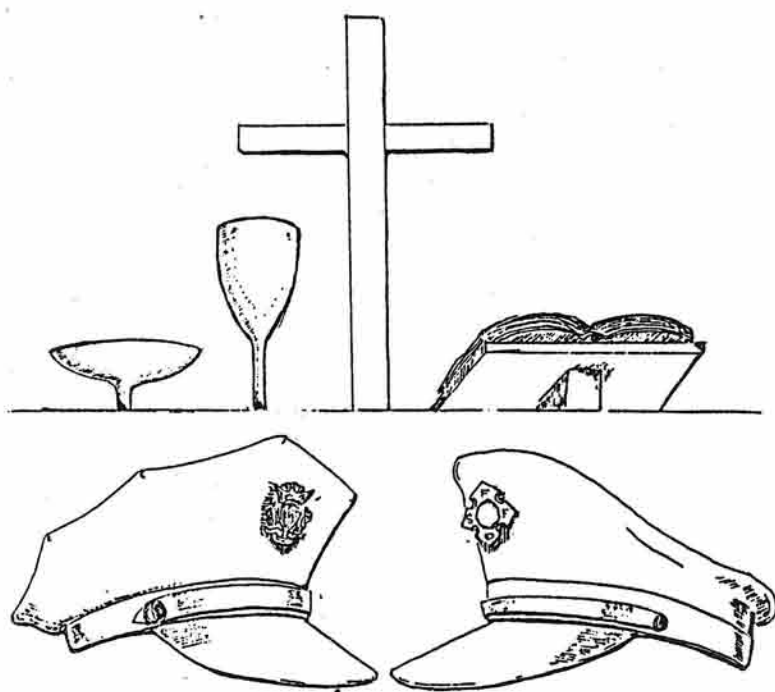
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SUNDAY, APRIL 22, 1990 11:00 am

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(18th and Vicente St.)



RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



For those who may be having problems adjusting

I was reminiscing on the problems that I had incurred when I retired and thought that perhaps there may be other retirees dealing with retirement. One should realize that when one retires that they still have one third of their lives to live.

To those who have planned for their retirement and have attended our seminars about the transition from their working life to their Golden Years, or also referred to as their leisure years, is what they worked for and are enjoyig.

This article is for those who didn't plan for their retirement and were of mind that when it did come around that it would take care of itself. Even if they planned to just enjoy life and its pleasures, one would find that as just about an impossibility. You just can't retire to a life of leisure, this would also apply if you lived in Hawaii. You have to do something and make adjustments for your retirement.

There are so many things that one can do to offset the enormous hours of freedom and all the inactivity that one faces in retirement.

However, it can't be taken for granted and it is up to you to do something about it and reach out for it. Anything worth while will not come easy. The first thing I would advise this type of retiree after getting a physical from your personal doctor is to set up an exercise program. Two ideal exercise programs are walking and swimming. You will find that you will be able to cope with stress, it will help your blood pressure, you will have more energy and you will be exercising the largest muscle in your body which is your heart.

Another thing you should do is to retain membership in all the clubs that you belong to and to also attend the meetings. You will see some of your old buddies when you attend the monthly veterans retired members meeting and once every three months when our former commrades meet in Santa Rosa. The faces will be familiar but you may have problems recalling the names as the case is with most of us.

For those who would like to learn a new language or a hobby, the San Francisco Community College Center 415-776-8247

have a table of contents in their catalogue that covers just about anything that one can think of, etc. They have classes in the evening, also during the day hours and on Saturdays.

One thing you have to do is force yourself out of the house. Just the fresh air will make you feel better. Make new friends and familiarize yourself with new surroundings. The personal characteristics that you developed earlier in life will remain with you. If you are the type of person who enjoyed telling jokes then continue to do so, laughter is a wonderful remedy for what ails you.

I took up golf and found it one of the most relaxing as well as one of the most frustrating games but at least while you are out in the fresh air your mind is free of worries. I also took dancing lessons at the high school in San Bruno. This was something new, met new friends and it also heped during my days of depression.

Just remember that you are never to old to do something that you may have wanted to do during your working life. I also went to the college that I mentioned previously in this article and took a course in stained glass. You would be surprised as to the amount of people who started out doing something as a hobby and then became so proficient that they could make a living out of it and if it is just for therapy what a wonderful way to pass the inactivity and the freedom that one faces.

Have faith and everything will be alright. True faith is for one to go so far out on a limb that you know god will grow a tree under you.

Learn not to worry. I know it is easier said than done. 85% of the time nothing will happen, 10% of the time it may happen and 5% of the time it will. Look at all the time one worries and nothing happens.

In life we go through three plauteaus: The first plateau is our education. The second plateau is earning a living and raising a family and our third plateau is to retire to pursue new endeavors and to seek new opportunities. Let's get out of the rut and do something about it. Enjoy your retirement. The golden years, or sometimes referred to as the leisure years are there to be enjoyed. The decision is yours. The ball is in your court and what are you going to do. It is up to you.

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Awards

Council of District Merchants Association's Outstanding Police Officer Award, 1990:

**Officer Vincent Neeson
#2028, Central Station**

Officer Vincent Neeson

Officer Vincent Neeson became a San Francisco Police Officer on September 11, 1972. Over the course of the past 17 years he has served with distinction at Park Station, Personnel/Background Investigations, and his current assignment Central Station. He patrols the Northbeach and Chinatown areas in uniform and in a marked patrol car. In this assignment he has frequent contact with the many businesses, both large and small, that are a large part of the Central Police Department.

Officer Neeson has developed an outstanding rapport with merchants on his beat and displays a positive image when he works with any citizen.

He has received many letters of praise from citizens and supervisors. He was recently nominated by his commanding officer for a Police Commission Commendation for an outstanding arrest for grand theft, forgery and fraud. The suspect, who was also wanted in Oregon and Ohio, had bilked several San Francisco businesses out of thousands of dollars in merchandise. Officer Neeson took the extra effort to sift through a large amount of property confiscated from the suspect, identified additional victims, and returned stolen property to its rightful owners.

The Commanding Officer of Central Station, Captain Thomas Murphy described Officer Neeson this way:

"He is an excellent police officer who delivers an extremely high level of service to the citizens of the City on a day to day basis."

Officer Neeson received the Department's highest award, the Gold Medal of Valor, in 1985. He was decorated for his part in the arrest of a man who was waving two handguns on a crowded BART train platform. Officer Neeson and his partner engaged in a violent struggle with the suspect prior to making the arrest.

In 1986 Officer Neeson was awarded a Bronze Medal of Valor for the arrest of an individual who kidnapped a woman at gunpoint.

Officer Vince Neeson is 38 years old. He and his wife Jody, are the proud parents of a daughter, Courtney aged 8 years, and a son Daniel, aged 5 years.

Rotary Club President's Award, 1990: Officer Terry Cottonreader #172, Southern Station

Officer Terry Cottonreader

On Tuesday, July 5, 1988, while walking foot patrol Officer Terry Cottonreader and his partner Keith Lai were advised of a suspicious man inside the "Rendezvous" Bar at 28 Sixth Street. They entered and observed the suspect, drinking at the bar with a quantity of red dyed U.S. currency on the bar top in front of him. Both officers approached him to investigate. Neither officer was aware at the time of the suspect's involvement as perpetrator of a bank robbery at 1435 Stockton Street some 4½ hours earlier. Nevertheless, they detained the suspect and were questioning him when he claimed an urgent need to use the restroom and quickly moved to the rear of the bar. Officer Cottonreader followed behind the suspect as he moved through a door to the dead end rear of the premises. Once the two officers were separated by the closing door, the suspect distracted Officer Cottonreader by a movement with his hands, then pulled a .38 Smith and Wesson revolver and fired without warning, striking Officer Cottonreader under the vest on the right side of his torso. Officer Cottonreader, suffering from pain and shock, realized the danger the suspect now presented to his partner and the seven other customers in the bar and immediately drew his own service revolver and fired, striking the suspect six times, dropping him to the floor. Officer Lai immediately assisted by calling for help and ordering the citizens to evacuate the bar. Responding officers were able to take the suspect into custody even as he was attempting to regain control of his weapon. Because Officer Terry Cottonreader courageously faced an armed felon with great risk to his own life, his partner and other citizens, and ignored that risk by returning fire and stopping the suspect in his tracks, he was granted the Department's highest award, a Gold Medal of Valor.



FROM THE PRESIDENT

The results are in and I was pleased to see the membership, retired and active, voted overwhelmingly to go on the November ballot for Interest Arbitration. I certainly agree with the membership. It's time to go for a ballot measure that will enable us to negotiate much needed and deserved benefits.

The assessment ballot to fund the Interest Arbitration Initiative was mailed March 23, 1990 for your approval.

I would like to thank Supervisor Alioto for re-thinking the issue of the Firefighters hours initiative which was to go on the June ballot. I'm glad she saw through the charade of the idea that lengthening the 'firefighters' work week would improve racial relations.

The supervisor realized you can't mix those issues and that the hour proposition was strictly retaliation because the firefighters put on a staffing initiative for June.

As of this writing you are now receiving the San Jose pay raise and the retro. More good news. Long Beach just settled a 4 year contract which had some interesting clauses.

The contract calls for raises of 5% this fiscal year retro to July, 4% next year, 5% the following year and the 4th year of the contract they will receive what the Long Beach Firefighters settle for. The Clauses I referred to were a sort of incentive pay. Long Beach had mandatory 2 officer cars

after a certain hour. The City offers to police officers who meet certain criteria, if they work a 1 officer car they will give 10% more per hour and if they agree to work an 8 hour shift instead of a 10 hour shift they receive 5% more per hour.

As you are aware via the POA Bulletin that the Long Beach raise is in the process of being implemented but will take some time to go through the different steps. We'll keep you posted when you can expect to see it on your checks.

On Saturday, March 31st., the P.O.A. had Candidates Day for those who seek the P.O.A.'s endorsement for various positions and offices. The official P.O.A. endorsements will be done at the regularly scheduled Board meeting April 17.

As you know the current leadership of the P.O.A. is committed to allowing the membership to get involved in the endorsement practice. During an informal discussion the individual reps. from the stations and details felt their doing the individual polling was the most efficient way to accomplishing membership participation. If the reps. feel this is the best system I will go along with them. More info on this will be given to you via a P.O.A. Bulletin.

Regarding Candidates Day, Willie Brown appeared before the Board on behalf of the candidate he's supporting for governor, Dianne Feinstein. The Speaker also asked the P.O.A. to join in his support for her candidacy. I hope the membership, when voicing your opinion to your rep. regarding the endorsement for Governor, remember the support the Speaker has given the P.O.A. throughout the years. Since I've been in office I requested the Speaker's support twice. Once for Prop. K and recently for our November Ballot Initiative for Interest Arbitration. Both times he supported us without hesitation. The Speaker also signed our Initiative Petition in support of our charter amendment to be circulated for voter signatures to place Interest Arbitration on the November Ballot. This was done despite heavy pressure from the Mayor's office not to sign the petition. Remember, the November Ballot is very important to our membership. I certainly stand by the Speaker's choice and hope you will also, rather than supporting Mayor Agnos' candidate, John Van de Kamp.

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Line Of Duty

EDITOR'S NOTE: Charlene Hicks is a police bride of eight months, and an English student at Skyline College. She would like to meet other police wives and ladies. The observations set forth here were recorded as a classroom exercise on "an unusual workplace".

by Charlene Hicks

Let me take you on a journey through a place most people don't know about. Suppose you had to start work by standing in line and having someone check you over from nose to toes — would you be interested in a job like that?

One evening in January I went with my husband to Ingleside Police Station for a company inspection. This particular evening was special, because they hadn't had a general inspection of the patrol force for several years. High-ranking officers would be there: two captains, two lieutenants, several sergeants, and a weapons specialist.

When we arrived I was escorted to my husband's office where I would be observing the line-up. The officers started arriving and rushing around to get ready for roll-call. They had been practicing the inspection drill for two weeks, and tonight they would prove to the "brass" they were ready.

My husband was the best-looking man there, dressed in his blue parade uniform with the old-fashioned long dress coat. The gold star on his chest symbolized his authority as a commissioned officer. His black shoes were spit-shined, and he wore his gold-trimmed hat. He looked good — at least to me — a man who had spent twenty years of his life at policing and worked his way up to a position of command.

At precisely 9 o'clock the platoon sergeant called, "Fall in!" I could sense the tension as the men and women arranged themselves into two straight lines in the middle of the squadroom. My husband stepped out front and center and called the platoon to attention. He turned to the other lieutenant and said, "First Platoon ready for inspection." They exchanged salutes and he stepped to one side. I could see he was proud of his platoon and the way they had worked to present themselves.

The inspector, with a veteran sergeant

at his elbow, walked slowly up and down the lines around the men and women in the line-up. When he had finished he turned the platoon over to the weapons officer.

The platoon sergeant gave a command and the officers drew and unloaded their guns. They stood with somber faces, their revolvers pointed up at an angle as the weapons officer checked to see if the guns had been properly cleaned and maintained.

While the weapons inspection was underway Captain Philpott, the station commander, headed for cover in the office where I was watching. He explained that accidental discharges had been known to happen during inspections. "No point in taking chances," he smiled.

Now the officers had to reload and holster their guns. The trick was to load all the cartridges without dropping any. One officer dropped a cartridge. The tiny plock sounded surprisingly loud in the silence. I saw him crack a tiny smile of embarrassment. That was the only time any of the platoon showed the slightest expression. Everyone else stood stony-faced.

With the guns reloaded and holstered and everyone standing at attention, the inspector stepped solemnly to the front of the platoon. He flashed a broad smile to the men and women in the line-up, turned to the captain, saluted, and said, "Inspection complete, sir."

The ordeal was over. You could tell it was a burden lifted from their shoulders.

They had passed a full military inspection. They had made themselves, their lieutenant, and their captain look good. Now they could afford to enjoy it.

Then there were pictures. Lieutenant Hicks stood with his men and women for a platoon snapshot. The captain stopped everything so he could join them. You could tell from their smiles the officers were proud they had done so well.

Captain Philpott made a point of shaking hands with every single one of them. "Well done, well done!" he said in his musical Irish brogue.

I was surprised. I had seen armed forces military procedures, but I didn't know a police department operates in much the same way. I was impressed with how orderly and well-organized a police department could be. Except for Captain Philpott — who looks and sounds like something straight out of Hill Street Blues — it wasn't anything like what you see on TV.

Being married to a lieutenant, I have to put up with some of the stresses and problems which go with the job.

He isn't the easiest person in the world to live with. He frequently brings problems home with him. Sometimes he treats me like one of his troops. Sometimes I forget that inside that crusty shell is the man who literally carried me over the threshold.

I wouldn't want to be a policeman because of the pressures they have to cope with. This is clearly a workplace for some people, but not for all people.

SAN FRANCISCO

Fellowship of Christian Peace Officers

Invitation To Lunch

by Jim Higgins

Sitting around the table were the loyal cohorts of The Fellowship of Christian Police Officers. Their assignment was to come up with an idea for the April issue of the Notebook. The electricity generated by these brilliant minds created magnetic fields; the rapidity of their ideas were like shooting stars. The only throwback was that their voices sounded like the teacher in Charlie Brown. Eventually the voices deciphered an idea; write an article explaining what Cops for Christ are all about.

Next on the agenda — who will write the article? A swift movement by Ed Erdelatz stuffing a sandwich in his mouth, leaving him speechless. Jim Crowley smiling, wearily thrusting his right hand forward (writer's cramp from previous long articles). Lou Calabro standing on a chair speaking about brotherhood; Pat White on his hands and knees searching for an elusive pen. Joe Mollo's chair empty (he was out to lunch). Roseann Mangano was in a state of bewilderment by the moves of these wiley veterans. At that moment it was decided to "let Mikey do it". A couple of years of retirement have dulled my senses of defense, leaving the old Inspector to write the article.

Throughout the years Cops for Christ have been called Bible Thumpers, Jesus Freaks, Wierdos and a lot of unmentionable descriptions. Critical judgements have filled the pages of the Notebook because we speak out on moral issues. It is an obligation on the part of Christians.

We would like to invite you to our monthly luncheon which is held on the third Wednesday of the month. We meet at the P.O.A. at 12:00 noon. There is not ritual or secret handshake, no holy-holy, just men and women coming together for lunch, fellowship and an opportunity to hear a good speaker; then out the door by 1:00 p.m.

Our speakers are always superior. Men and women from the sports world, businessmen, policemen, Monsignors, archaeologists, doctors, pastors and on and on the list goes.

Men and women (Christian or non-Christian), we would enjoy your company. We would like you to come to a luncheon and make up your own mind as to what we are all about. For you retired men and women, we know you have the time, and you can join some of us old timers.

In fourteen years we have accumulated a tremendous amount of treasured memories. There have been times of laughter, sadness, prayers answered, victories won, and through it all the realization that God loves you and he is available to everyone. We have seen marriages healed, people have overcome an enemy that was pulling them down. We have watched the miracles of God work in the lives of our fellow officers. It has all been so worthwhile, a great experience that never grows old.

Why not come and join us for lunch!

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Health Plan Costs Shoot Up

by Harry Parethan, President
Health Service Board

Bay Area medical costs rose 29.5% last year driven by increased use of expensive medical technology and escalating costs of outpatient and substance-abuse services. Nationally medical increases were at 20.4% as compared to the Bay Areas 29.5%. As stated to you on several previous occasions, medical expenses are the most escalating costs in the nation. Because of this, and other reasons, be prepared to face an increase in your premiums next July.

All plans, with the exception of Plan 1, have in the past set their rates based on a "Community Rating" factor. This meant that the increases were set by a loss factor throughout their entire network. Now, rates will be set by an "Experience Rating" factor for the City & County group. Other employers have complained that they are being penalized because of the high experience of other groups. Unfortunately, the City & County is one of those groups. Whether it is because of excessive illness or over utilization, our group leads the rest in costs. Therefore, we will be charged by our loss experience.

Be assured that the Health Service Board, during its negotiation, fought long

and hard to keep these increases at a minimum. In most cases we were able to cause a reduction in the increases originally requested by the Plans. One good note is that Plan 1 will not show an increase this next year. The Board has opted to subsidize the Plan 1 members from its investment reserves thus depleting these reserves considerably. It should be noted that if the investment income decreases in the future, you had better be prepared for a make-up in rates during the 1991/92 fiscal year.

In a survey conducted nationally by A. Foster Higgins & Co., a benefits consulting firm, they found the following commonly cited reasons for the rise:

1. Increasing use of new and expensive medical technologies and drug therapies.
2. Larger and more frequent claims for catastrophic illness.
3. Escalating cost of outpatient services and mental-health and substance-abuse services.

The Health Service Board is now negotiating with various labor groups and the Central Labor Council, to place on the November ballot, a Charter change that will increase the City's contributions towards the employees health care costs. Many details still have to be worked out and when the time comes, your support will be needed. I'll keep you posted as things develop.

Health Service Report

by Jim Deignan
Health Service System Representative

Next month will be open enrollment for members of the Health Service System. Members of the H.S.S. will be receiving open enrollment packets describing benefits and rates for each plan. The enrollment period begins May 1, 1990 and conclude May 31, 1990. You will also receive information from Colonial Life Insurance Company regarding the available dental plans and disability plan through the IRS 125 plan.

A new benefit being offered by the city will be the dependent care program. The information regarding this new program will be included in the packet mailed out by Colonial. Benefit American, a subsidiary of Colonial, will be the contracting administrator of this program. We would encourage all members of the H.S.S. with questions regarding this program, to refer to the 800 telephone number provided in the packet by Benefit America.

Our director Randy Smith again is attempting to upgrade the efficiency of the H.S.S. With the added services being administered by the H.S.S. Randy is asking for additional personnel in this years budget.

The H.S.S. is now located in its new location 1155 Market St. 3rd Floor. This is a new and improved facility and 1155 Market also houses the Retirement System.

To better provide for our employees living in Moccasin and working at Hetch-Hetchy, we have contracted with Foundation Health Plan. Our Hetch Hetchy employees were limited to Plan 1 prior to this agreement.

I am happy to report that city Plan 1 rates will not increase this fiscal year. The rate will remain at the 1989-1990 level. I am unhappy to report that H.S.S. HMO contract rates will increase.

Elected Police Commission

by Ed Collins, Co. H

Last month I expressed some thoughts about a Civil Service Police Chief and I shall expand on those "Perils of Wisdom" this month by bringing up the idea of an elected Police Commission.

Why an elected Police Commission? Well, frankly, to break the Mayor's chain of influence. The way it is now the Mayor is simply too powerful. What is in practice, at the moment, is one frame of mind extending directly from City Hall to the Police Commission, then vicariously through the upper ranks of the Department. For that matter, that singular frame of mind must also be shared by any Captain who wants to move up the ladder.

And, this is a dangerous situation. If one really considers this, common sense concludes that the POTENTIAL for adverse consequences is glaring. And, when POTENTIAL, if in warning, is bad — correct it.

A Commissioner, elected by the citizens of San Francisco, would not be answerable to the Mayor and would be free to exercise genuine independence of decision. Moreover, all citizens of our fair city would have a better say in how our department is governed and the policies it would adopt. I am certain there are other arguments for an elected Police Commission just as I'm certain there are arguments against such and I'll continue with those next month.

The above might be considered the ravings of one who is upset with the system and merely wants to overturn the apple cart. Then again, this just might be a sincere attempt to try and improve a bad situation. Either way, what I've expressed is only offered for your consideration.

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Important Health Service Notice


Since the implementation of IRS Sec. 125, the program which pre-taxes your health, dental & disability premiums, several problems have arisen for some of our members. Many individuals either did not carefully read the literature regarding the regulations or else did not bother to do so. Therefore, here are some very important points for your future knowledge and ones that must be remembered during the next sign-up period in May or 1990.

Once you elect to participate in Sec. 125, YOU CANNOT CHANGE YOUR BENEFIT CONFIGURATION for the entire plan year. The only exception would be a change in family status. The following events are examples of changes in family status:

- marriage;
- divorce;
- death of spouse of dependent;
- birth or adoption a child of the employee;
- termination of spouse's employment.

If you fail to add your spouse, new born or dependent within the allotted 30 days after acquiring that dependent, you will not be permitted, BY FEDERAL LAW, to do so until the next May sign-up. There can be no exceptions, therefore, the responsibility is yours. You must be aware of the laws and rules that are provided when receiving the new comparison sheets or rule books. These are either delivered to your work place or mailed to your home.

Hopefully this short memo will be remembered when the Health Service sign-up rolls around in May.

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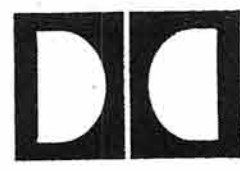
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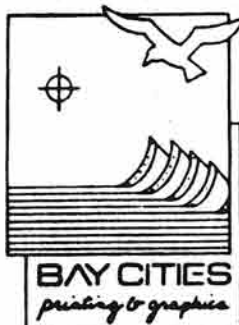
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Board Of Directors Meeting and General Membership Meeting March 20, 1990

Call to Order: 1500 hours
Pledge of Allegiance

Roll Call: Present: Rosko, A; Machi, A; Maloney, B; Coggan, C; Fox, D; Barsetti, D; Paulsen, E; Goldberg, E; Gardner, F; Java, H; Conway, I; Doherty, K; Shine, K; Friedlander, Hdqts.; Sullivan, Inv.; Fagan, Inv.; Drago, SOB, TF; Flippin, MTPD; Johnson, Sec.; Trigueiro, Treas.; Chignell, V.P.; Keys, Pres.

Absent: None

Excused: Ramlan, G; Alves, Hdqts.; Donovan, TAC; Cole, ret.

President's Report

President Keys stated that all candidates for the June, 90 election (Governor, Assessor, Judges) have been invited to attend our Board of Directors' Candidates' Day on Saturday, March 31, 1990 at the SFPOA. Interviews will commence at 1000 hours.

The department's future goals will be discussed at the Police Commission meeting on March 28, 1990.

OCC videotaping will be discussed at the Police Commission on April 4, 1990.

Early discussions with our attorneys indicate the new disciplinary procedure initiated by the Police Commission will face challenges.

Housing Police: Housing Police have independently confronted the Police Commission for a determination clarifying their status. Their status will be determined by Civil Service as well as the city attorney. There has been no determination yet as to any change. The Police Commission has requested a ruling in this matter from the Civil Service and the City Attorney's office.

PI/P12 Transfer Policy: The Investigation Bureau is considering a change in the manner in which inspectors are assigned to details. Investigation Bureau representatives (R. Sullivan and A. Fagan) will be issuing more information on this subject shortly.

Vice President's Report

• Vice President Chignell announced the settlement of the Candlestick grievances in light of the recent overtime lottery held to determine who would work at the ballpark.

The pre-tax pension benefit has been implemented.

• C.O.P.S. is sponsoring state legislation attaching specific penalties to any incident involving the unlawful release of info from police personnel folders.

Secretary's Report

M, Maloney; 2nd, Coggan to approve the Secretary's report for the month of February 1990. Passed unanimously.

• A general order governing police reserves will be the subject of meet and confer sessions in the coming weeks. The department administration has stated they have no plans to utilize reserves for

anything but supplementing personnel at parades and Koban duties. Reserves would not be allowed to work unsupervised nor will they work at stations or in radio cars.

• **"Platooning":** Co.'s D, H, I (2nd Division) are currently experimenting with the new concept. Boundary lines between districts disappear whenever shortages (personnel) occur and squad integrity is maintained at all times.

• The election of the additional representatives at Co.'s A, D and E, as well as a representative at SOB/Task Force, was ratified per our Parliamentarian.

• The previous month's minutes failed to reflect the fact that other criteria, other than "job and scope" can be considered by the POA Screening Committee when determining whether/not a member deserves formal legal representation. This change was effected when our constitution was amended.

Treasurer's Report

• The Treasurer's report for the month of February/90 was approved. (M, Friedlander; 2nd, Java, passed unanimously.)

• Treasurer Trigueiro stated that the assessment (\$100 per member) vote being taken to finance our interest arbitration ballot in Nov/90 would commence on March 23, 1990.

• A motion was entertained to have the POA accountant oversee the assessment vote tally. (M, Maloney, 2nd, Friedlander). Motion passed unanimously.

Committee Reports

Police Services Committee (Delagnes, Chair): The Officer of the month award presentation was deferred. The Police Services Committee will utilize our public relations budget on a minimal basis to help publicize the Easter Hospital visit on April 11, 1990, activities planned for National Police Week (May/90) and many other projects currently under consideration.

Uniform/Safety Committee (Herman/chair): The Uniform & Safety Committee requested the Board of Directors' approval of the new general order delineating the use of automatic handguns by make/model/caliber. A motion to endorse the order was passed unanimously (as long as it is amended to provide for the use of the automatic weapons by plain clothes officers.) M, Paulsen; 2nd, Gardner. Passed unanimously.

Insurance Committee (Loew/Chair): Report deferred.

Legislative Committee (Benson/chair): Speaker Willie Brown, Supervisor H. Britt and Supervisor J. Gonzalez are now 'on line' supporting our interest arbitration charter amendment. The Board wished to thank the Latino Police Officers' Association for assisting in obtaining the backing

of Supervisor Gonzalez.

• The Legislative Committee (through our attorney, Vince Courtney) was asked to approach the full POA Board of Directors for endorsement of the following motion: "The SFPOA adopts a tentative resolution supporting Local 798's (SFFD) negotiations with the Mayor's office pertaining to charter amendments on the June/90 ballot for the purpose of obtaining full support by mayor Art Agnos on our interest arbitration charter amendment on the Nov/90 ballot with final approval of this resolution resting with the POA Executive Board." (M, Johnson; 2nd, Friedlander. Passed unanimously.)

• During the discussion portion of this motion it was made clear that the POA Board of Directors will not take action on issues affecting other employee representative groups without a direct request and representation by their respective leadership.

Grievance Committee (Chignell/Chair): It is important to review any medical discrepancy that might disallow a candidate a transfer to specialized unit(s) and confer with members of the Executive Board prior to certification procedures.

• There is some question over like work/like pay compensation for sergeants performing the duties of lieutenants in the "Platooning" division. This matter is now before the Grievance Committee for review.

Welfare Officer's Report (Hebel/Coggan): Our Welfare Officer will review the legality of members using sick leave rather than vacation time for "paternity" time off. There will also be an article in this month's (March/90) Notebook pertaining to the reporting of exposure to possible carcinogens while on-duty.

• M. Hebel stated that all members currently employed with the San Francisco Police Department are protected from any adverse taxation policies affecting pension payments from the recently enacted 415 tax code. However, new employees in the coming years will not have the same protection and will have to make appropriate decisions in this regard.

• M. Hebel will research the purpose of the public hearing scheduled for March 29, 1990, dealing with City health benefits and will report directly to the Executive Board with his findings.

• The city attorney's office is still researching further clarification of Prop J (early vesting/resignation) through the attorney general's office.

Police Practices Committee (Davenport/chair): The Patrol Officer's Manual is still under draft revision and Jim Gaan, a member of B. Davenport's Committee was present to report that the new edition will be a more efficient source of information for all members.

Federal Litigation Committee (Willett/Chair): J. Willett and R. Sullivan briefed the Board on the criteria their committee drafted for use in the selection of candidates for temporary appointments to the rank of lieutenant (13 vacancies will be filled for one year upon the adoption of the Q-50 list).

The Board, after much discussion, proposed the only criterion that would be ac-

ceptable at this time in the form of the following motion: "The POA will endorse no criteria for temporary appointments other than seniority in rank". M, Barsetti; 2nd, Rosko.

Votes: Yes: Rosko, A; Machi, A; Maloney, B; Coggan, C; Fox, D; Barsetti, D; Gardner, F; Shine, K; Drago, SOB/TF; Flippin, MTPD; Johnson, Sec.; Trigueiro, Treas. No: Paulsen, E; Goldberg, E; Friedlander, Hdqts.; Sullivan, Inv.; Chignell, VP; Keys, Pres; **Abstaining:** Java, H; Doherty, K 12 yes, 6 no, 2 abstaining. Motion passed.

Further Federal Litigation: any questions that sergeant/inspector candidates might have concerning the examination process should be forwarded to the respective POA representative(s) as soon as possible. We should have an array (placement by sex, race) by early April/90.

Old Business

FTO Compensation: Deferred pending further meetings with commander Brush and Lt. R. Berry, Academy.

New Business

Representative Coggan requested the Executive Board obtain a monthly itemized financial statement from the Bley law firm. M, Coggan; 2nd, Barsetti.

Votes: Yes: Rosko, A; Machi, A; Coggan, C; Fox, D; Barsetti, D; Paulsen, E; Gardner, F; Java, H; Friedlander, Hdqts.; Sullivan, Inv.; Drago, SOB, TF; Johnson, Sec.; Trigueiro, Treas.; Keys, Pres. No: Maloney, B; Shine, K; 14 yes, 2 no. Motion passed.

Financial Requests

The Issue: The SFPOA was given the opportunity to assist the school crossing guards at Luther Burbank Middle School. The school could not afford transportation costs (1 bus) necessary to bring the crossing guards to the Annual School Review at the Polo Fields and an overture by school officials was made to the POA.

Cost: \$252.50 for one bus. M, Doherty; 2nd, Shine: The POA provide the monies necessary. Passed unanimously.

Issue: Fundraiser for Bill Maher to help finance his community newsletter. Supervisor Maher was extremely helpful in last year's campaign and he has maintained a good posture of open dialogue with the POA administration on many viable issues.

Cost: Sponsor \$300.00 M, Gardner; 2nd, Paulsen: The POA will contribute funds as a sponsor. Passed Unanimously.

Issue: The Long Beach Police Officers' Association is requesting our support for their 2 council candidates (both endorsed already by COPS & IUPA). It is critical to Long Beach POA to replace current council members in their city after they imposed an impasse resolution upon the officers during their contract negotiations.

Cost: \$200.00 (\$100.00 each card) M, Friedlander; 2nd, Maloney. Passed unanimously.

(Deferred to Community Services Committee for determination)

General Membership Meeting

There was no quorum at 1700 hours to convene a General Membership meeting so regularly scheduled business ensued.

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Shooting School Review: Yavapai Firearms Academy

by Mark Lundin, Co. F

If you've ever looked into attending a defensive shooting school, probably you've been a little confused by all the ads touting this school or that school as "the finest" "the best" or "the most modern" one around. I've attended a few shooting schools in the last eighteen months, and I'd like to tell you about one of the better ones around, Yavapai Firearms Academy.

It's headed by a gentleman named Louis Awerbuck, who served as Chief Rangemaster at the American Pistol Institute in Arizona for 5 years. He's a NRA certified police firearms instructor, and also an adjunct firearms instructor for the USMC Security Battalion (Atlantic) and the Department of Energy's Central Training Academy. All told, he has over 15 years' experience as a shooting instructor. For the past 2 years he and co-director Leigh Montoya have been traveling all over the country conducting 3-day schools for handgun, shotgun or rifle, at both the basic and advanced level.

I've attended both a handgun and a shotgun class from Yavapai in the past year, and I was very pleased with the quality of instruction I received. One reason is the way Awerbuck runs his courses. He keeps class size to a maximum of 10-23 students so that he can give more personalized attention to each of his pupils. He personally conducts each course of fire. At some of the big "name" shooting schools you're in a class with 25 other students. The big "name" instructor used 2 or 3 unknown assistant instructors to put portions of the class through various courses of fire, and that's not what you paid your bit "name" tuition for. At Yavapai you get what you pay for — \$300 for any 3-day class, under Awerbuck's watchful eye. He doesn't spend a lot of time lecturing his students. After a brief but necessary talk on range safety, he gets them out on the range for live fire. He keeps the pace of instruction moving along — just as soon as you've gotten the hang of a technique he'll add a wrinkle to the current drill or more on to a new teaching point.

Awerbuck makes innovative use of both paper and reactive steel targets. The paper targets have a realistically-sized hit zone, approximately 8" x 15". The drills are as serious and as practical as the target design — he doesn't run you through competition-inspired drills requiring numerous reloads and anywhere from 12 to 24 rounds of am-

mo. In Awerbuck's philosophy, if you're taking more than 3 or 4 rounds to nail a single opponent, you're probably doing something wrong. While not neglecting the necessity of speedloading or tactical reloading, he places more emphasis on getting good solid hits with your first few rounds.

As I mentioned earlier, I've taken both a handgun and a shotgun course with Yavapai. After each class I've felt an increased level of confidence with these weapons, much more than I've felt upon completing other schools' courses.

If you sign up for one of Yavapai's courses you'll probably want to take a Level 1 course. This is much more than a "basic" level course. You'll be introduced to shooting while moving, shooting moving targets, multiple targets, and low-light shooting. In addition, the third day of class includes a 2-3 hour session on building search tactics that is as good as any you'll get at an officer survival course. Awerbuck leaves the legalities of using deadly force to other authorities on the subject, but he reminds his students that they are morally, ethically, and legally responsible for the final resting place of every round they fire.

Awerbuck's chief task and Yavapai's reason for being is to teach practical gun handling techniques and tactics for defensive encounters. Having attended a few shooting schools now, I can recommend Yavapai Firearms Academy without reservation. It delivers what it promises.

Yavapai may someday hold classes in the Bay Area, but for the time being its only California location is in Long Beach, where I attended both of my courses. Compared to traveling out of state for your training, Long Beach is a short drive, and Yavapai's facilities there are to notch. Yavapai is offering a Level 1 shotgun class in Long Beach June 23-25 and a Level 1 handgun class June 29-July 1, 1990. The cost is \$300 for either course and is well worth it. Course enrollment cutoff is 2 months prior to the first day of class. You'll want to reserve your spot early, since classes fill up fast. You can contact YFA at P.O. Box 27290, Prescott Valley, AZ 86212, (602) 772-8262.

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by John Ehrlich

The POA Constitution and Bylaws need to be rewritten. I am going to be chairing a committee to do just that. I would like to start over and come up with documents that can ensure our basic rights but also be flexible enough to be changed as needed.

I'll list a few of the basic issues. Why are the Constitution and the Bylaws amended the same way? Why not come up with a formula for when a unit would get a rep or additional rep? That would avoid new units having to wait a year to get representation when it is often the start-up when representation is most needed. Why have general membership meetings if no one comes?

I plan to keep you posted through this column and bulletins on when particular issues of interest will be discussed. If you are interested in being on the committee please contact me. I would like as many viewpoints as possible.

COPS is again holding their annual convention in Hawaii. Meeting outside California is arrogant. Having the annual convention in Hawaii is inexcusable. While COPS is an organization filled with hardworking people, the POA should withdraw from COPS if this happens in the future.

COPS (California Organization of Police and Sheriffs) is the statewide lobbying organization for member police unions or associations. We are the largest member and pay \$12,000 in dues a year. PORAC is a rival lobbying group. Each group gets one vote at general meetings or to select the board of directors. At the annual meeting besides having elections to the Board there are often seminars. Issues

discussed in the seminars include: disability, workmens comp, bargaining techniques and lobbying.

Who attends a meeting in Hawaii? It can't be done on the cheap. It discourages input from the membership when only a few can afford to attend. Who foots the bill for the airfare? We don't pay dues to fly someone to Hawaii and it's not fair to make our rep pay.

The seminars often would interest people not reps to COPS. Are we going to send our MOU committee to a bargaining seminar in Hawaii? I think not. Some of the Associations in COPS are quite small. What kind of financial strain does it cause or do they just not send a representative? A successful organization should be encouraging groups to join and people to get involved.

I have no objection to meetings being held in nice places, and as you know I have no problem with travel, but shouldn't a statewide organization spend its money in the state? We are blessed living in one of the most beautiful interesting and varied places in the world and they're going to Hawaii. There are places in California where even our small convention will have an economic impact. Let's spend the money here!

Lastly, it just doesn't look good. I reminds me of something a corrupt Teamster local might do. I don't believe that there are bad intentions behind this but many people will. If we want to have an effective statewide organization we must appear to be above board to the legislators, public, and organizations who want to support our goals.

At the next POA meeting I'll have a resolution to be put on the next membership vote.

"If COPS holds a meeting outside California the POA will stop paying dues to COPS unless the POA Board votes by a 2/3 vote to pay the dues. The vote must be renewed each six months until COPS changes its bylaws to hold its meetings only in California."



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The Association's 225,000 members consisting of active and retired law enforcement officers of every rank from patrolman to chief establish little doubt that the Association is the largest police organization in the world. Members may be found in 50 nations of the free world.

There is no discrimination of race, creed, rank, or sex, and never has the Association taken any part nor has it any desire to take part in any matter of politics or discipline.

The Association is recognized by the Secretary General of the United Nations and has been placed on the register of the Secretary General as being in consultative status with that body. Such status with the U.N. enables the Association to attend conferences and functions dealing with subjects pertaining to the field of law enforcement.

The motto of the Association is *SERVO PER AMEKECO*, an Esperanto term meaning "Service Through Friendship". This motto is carried out by all members of the Association in their relationships with those of the law enforcement profession throughout the world.

The Association is a private organization and is not officially sponsored, endorsed or controlled by any governmental agency. All work for the Association is carried out by its members on their own time and without compensation.

The objectives of the Association are:

A - To bring together in service and friendship all active and retired members of the law enforcement service throughout the world in member countries.

B - To encourage and stimulate a study of the public service and the maintenance of law and order. Such activity is encouraged through social, cultural and allied activities.

C - To arrange exchange rest and recreation programs, communication friendship and study group visits.

D - To establish an educational program to meet the needs of the members through study outlines in approved law enforcement subjects.

Some of the benefits available are as follows:

A - Every member may participate in an exchange vacation program, either individually or as a member of a party. In many cases the exchange calls for staying in the homes of police officers in the countries selected.

B - During visits abroad, members have the opportunity of studying methods of policing in other countries. This also applies within the United States.

C - The opportunity to engage in professional police relationships throughout the world.

D - Members are able to contact other members with similar interests through newsletters and a bureau designed for this purpose.

The dues for joining this Association are: 1st Year, \$20; \$15 each year after.

If you are interested in joining, please fill out the form below and mail to: I.P.A., P.O. Box 5105, S.S.F., 94080.

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Botswana 3/27/90-4/5/90

by John Ehrlich

Rick and I were in the campground at Victoria Falls in March when we met David. David was a great source of inspiration to everyone he met. He is an Englishman who used some of the money he received from an accident settlement to buy a new Range Rover. He drove across the Sahara and through Zaire en route to South Africa. From there he planned to ship the car to south America, eventually driving around the world. In Zaire he hit a hidden tree stump in the road and lost his front wheel drive. He was forced to continue with only rear wheel drive since there was no place to get repairs before South Africa. He traveled alone picking up people along the way.

What made David inspirational was that he lost an arm and a leg in the accident in England!

We walked with him along the path on the Zimbabwe side of Victoria Falls. The falls stretch over a mile long and fall 200 to 350 feet. During the wet season they pour 100 million gallons of water per minute over the top. March is the end of the wet season and whenever the wind blew the fall's mist in our direction we got soaked. Victoria Falls is one of the spectacular sights in the world.

David offered us a ride to Maun in Botswana by a route that has no commercial traffic as it requires four wheel drive. It is the most direct route and goes through a national park. It was a wet and sandy road. Watching David drive that road with only two wheel drive was a real treat. He maneuvered the difficult terrain with surprising ease despite his handicap.

Wildlife viewing was minimal because at the end of the rainy season the animals are widely dispersed. Also the high grass (up to eight feet) obscures the animals that are around. We did see a few elephants, some antelope and a huge herd of zebra during the three day drive. Hyenas came through our campground one night and dragged off some equipment that belonged to another group.

At one point we encountered an especially steep and sandy hill that we could not climb. Luckily a park service ranger arrived. He advised us that there was an alternate track around the hill. We would never have gotten up that hill or found the other road on our own. I had to get out a few times to scout our way through mudholes.

Botswana is not only an independent democracy but it is doing well economically. Its mineral resources have given Botswana a steady international income. It has a hard currency. I was even able to get US\$ cash. There is a plentiful supply of foreign goods. Busloads of people from Zimbabwe come over every day to change money and buy goods.

The town of Maun is on the edge of the Okavango Delta. The Okavango Delta is a huge inland fresh water swamp famous

for its wildlife. We camped at "Island Camp" 10 miles outside Maun. There we arranged for a four day/three night excursion into the Delta for \$75. Rick and I were paired with an English couple working as doctors in Zambia. They told us many lively stories about life in Zambia. We rode a noisy motorboat two hours into the Delta. From there we split into two canoes each with a guide.

Mwange, our guide, was mostly Bushman. Bushmen are a separate race of people now almost extinct. They are short and muscular. He propelled our canoe by pushing a pole into the ground.

The Delta is very flat with low islands. The water is clear and shallow. The reeds grew up to two feet above the waterline. I could see several varieties of underwater plants and an occasional fish.

Mwange pushed us a couple hours to the island where we camped. The island was simply a few acres of green grass, bushes and a couple of huge baobab trees. Layers of clouds drifted across a dark blue sky. I had a 180 degree view from my tent. Tranquil days became peaceful nights after spectacular multicolor sunsets.

Each day Mwange pushed us to a larger island where we walked in search of game. We saw wildebeast, antelope, zebra, and giraffe. In most parks animals ran away only when we got too close. It puzzled me that here they ran at the sight of us. Mwange explained that the animals are skittish because the area is open for hunting during another part of the year.

On the third day, while walking through some trees, we saw a small herd of wildebeast. Wildebeast look similar to buffalo with large shaggy fronts and skinny rear ends. For some reason they formed a defensive circle facing outward. Then we spotted the reason. Three lions roamed about 200 yards from the wildebeasts. Mwange, armed only with a machete walked directly toward the lions. Rick and I stayed right behind him. I must admit I was a little apprehensive. I was ready to climb the closest tree at a moment's notice. The lions disappeared into the tall grass as soon as they sensed us. That didn't make me feel a whole lot better. Although Mwange's confidence was contagious, I kept sight of the closest tree. Mwange studied the lion tracks. He told us that there were four lions not three. There was a lion lurking nearby that we never saw!

We returned to Maun to find that David had left a couple hours before we got back. The next day we paid for a ride to Francistown 300 miles away. We rode on the back of a flatbed truck with 20 or so Africans.

We enjoyed the ride in the hot sun. The first 180 miles was on a dirt road through flat, dry and sandy country. Including the occasional stop to let someone on or off we averaged 35 mph. At one point we crossed a pan which is a dry lakebed. We arrived in Francistown at sundown.

Botswana is expensive. We spent \$17 US for a double without a bathroom. We would have liked to go through the Kalahari Desert but there is no public transportation and very little private traffic along that road.

The next day after getting some \$US cash we took the bus back to Zimbabwe. The bus was full of people bringing goods from Botswana to Zimbabwe. They are only allowed a certain amount and most people exceeded their quota. Everyone was tense and worried on the ride to the border. Zimbabwe custom officials were unfriendly. They took their time but in the end everyone got through without fines for forfeiture. Once we were on our way there was laughter, smiles and animated conversation the rest of the way, in a word, a party.

Next month: Malawi

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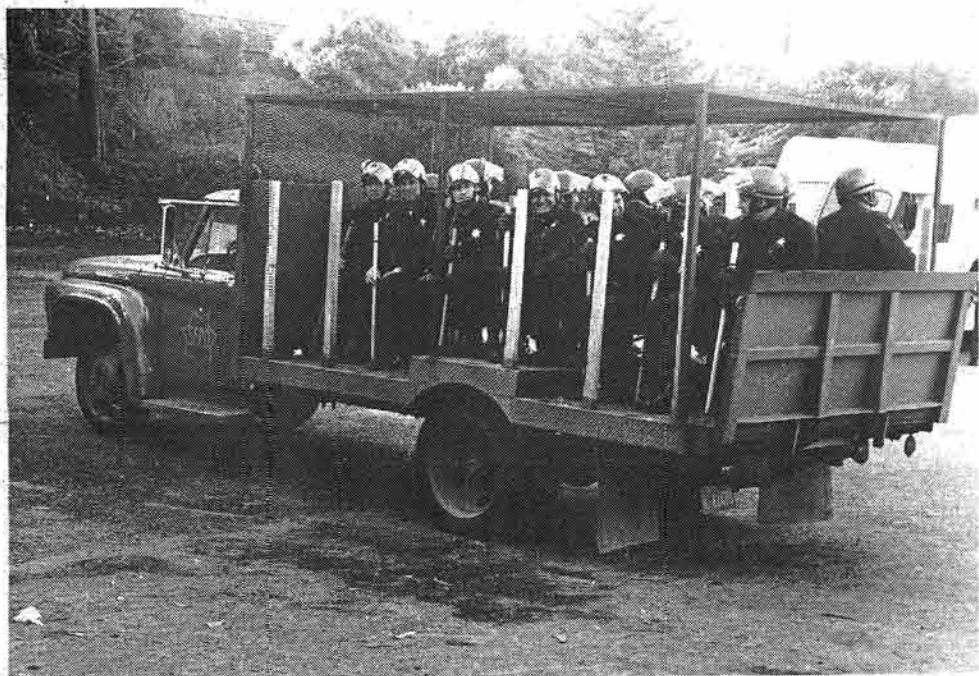
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As of March 12, 1990

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1. * Tom Vigo (Robbery)
2. Gary Lemos (Sex)
3. Lily Mattoch (Manage. Cont.)
4. Elizabeth Loew (A)
5. Bill Welch (FOB - Patrol)
6. Jan McKay (Sex)
7. Bob Mahoney (Photo Lab)
8. Steve Ortiz (Comm. Serv.)
9. Roy Sullivan (Fraud)

Building Committee:

1. * Gary Lemos (Sex)
2. Layne Amiot (D)
3. Rich Alves (SOB)
4. Dave Oberholfer (D)
5. Gary Fox (D)
6. Henry Friedlander (Com. Serv.)
7. Alex Fagan (Narcotics)

Community Services Committee:

1. * Bob Huegle (Sex)
2. Willie Frazier (Pol. Comm.)
3. Mary Petrie (Comm. Serv.)
4. Mike Mahoney (C)
5. John Goldberg (E)
6. Phil Dito (Sex)
7. Mike Hebel (D)
8. Cliff Java (H)
9. Henry Friedlander (Com. Serv.)
10. Don Woolard (Tac)
11. Lindsey Suslow (I)
12. George Pohley (F)
13. Dan Gardner (E)

COPS Committee:

1. * Dan Linehan (Hondas)
2. Paul Chignell (Mayor's Off.)
3. Jerry Donovan (Tac)
4. Henry Friedlander (Com. Serv.)
5. Pete Maloney (B)

Federal Litigation Committee:

1. * John Willett (Tac)
2. Roy Sullivan (Fraud)
3. Mickey Griffin (Vice)
4. Larry Ratti (D)
5. Morris Tabak (I)
6. Alex Fagan (Narcotics)
7. George Rosko (A)
8. Mike Paulsen (E)
9. Sherman Ackerson (A)
10. Gary Fox (D)
11. Anna Brown (Backgrounds)
12. Matt Gardner (F)
13. Lon Ramlan (G)
14. Lily Mattoch (Manage. Control)
15. Jim Drago (SOB)
16. Jerry Senkir (Public Affairs)
17. Pete Maloney (B)
18. Lou Calabro (Prop. Cont.)

Grievance Committee:

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3. Ray Shine (Solos)
4. Gerry Doherty (3-Wheelers)
5. Pete Maloney (B)

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3. Heather Fong (Comm. Serv.)
4. Sandra Tong (D)
5. Alex Fagan (Narcotics)
6. Leroy Lindo (GTF)
7. Dorothy Shurtleff (C)
8. Al Melendez (G)
9. George Rosko (A)
10. Jim Cole (Retired)

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2. Ed Collins (H)
3. Bruce Marovich (Narcotics)
4. Phil Tummarello (D)
5. Jerry Donovan (Tac)
6. Joe Zamagni (C)

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2. Ron Parenti (E)
3. Larry Ratti (D)

4. Ken Esposto (A)
5. George Rosko (A)
6. Bill Coggan (C)
7. Jeff Smith (B)
8. Gary Delagnes (A)
9. Sandra Tong (D)
10. Jerry Donovan (Tac)
11. Ed Browne (D)
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2. Larry Ratti (D)
3. Paul Schlotfeldt (Solos)
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2. Mike Conway (I)
3. Lon Ramlan (G)
4. Jim Speros (A)

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3. Dennis Bianchi (Legal)
4. Dave Herman (E)
5. Paul Chignell (Mayor's Off.)
6. Duane Collins (Hondas)
7. Ray Shine (Solos)
8. Gary Delagnes (A)

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2. George Rosko (A)
3. Frank Machi (A)
4. Lon Ramlan (G)
5. Henry Friedlander (Com. Serv.)

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2. Mike Mahoney (D)
3. Rich Alves (SOB)
4. Vince Catanzaro (D)
5. Jerry Donovan (Tac)
6. Marta McDowell (D)
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SF Police Credit Union

Credit Union Under Siege by Joe Reilly

One of the lesser known ripples in the wake of the Savings & Loan debacle is the allegation that credit unions will be responsible for the next fiasco in the financial world. Government regulations have taken over some 400 solvent S&Ls nationwide, and infused them with billions in bailout monies (tax dollars). Many other weak S&Ls continue to operate at a loss. The Resolution Trust Corporation, at least in a series of federal agencies created to deal with the S&L crisis, has attempted to halt the losses at insolvent institutions by restructuring their debts (bailout) and selling off their assets. To date, banks have been the buyers in the vast majority of government S&L deals (S.F. Examiner, 3/12/90). Also, as the S&Ls make fewer loans, banks have been moving further into the market, taking the lead in mortgage lending over S&Ls for the first time.

Politics and the shaken confidence of financial industry consumers have created a charged atmosphere surrounding credit unions. The American Bankers' Association has alleged that credit unions are engaged in the same kind of growth-at-any-cost strategy which has characterized the S&Ls (S.F. Examiner, 2/26/90). Under the guise of safety and soundness, the banking industry is moving to cut competition from the nation's credit unions. The opportunity to do so, as many S&Ls are self-destructing, has never been better.

There are almost as many credit unions nationwide (approx. 15,000) as there are banks and S&Ls combined. However credit union assets represent less than 5% of the total by comparison. Credit unions have been growing at a faster rate than both banks and S&Ls, and the fear is that they are on the verge of even more growth. The credit union's unique nature gives it the ability to lure away some of banking's best customers.

Credit unions protect themselves in a manner similar to the banks' FDIC (Federal Deposit Insurance Corporation), and the now depleted FSLIC (Federal Savings & Loan Insurance Corporation) with one clear difference: Credit unions themselves contribute to their NCUSIF (National Credit Union Share Insurance Fund) and do not rely upon the beleaguered taxpayer. The billions of tax dollars being spent on

the bailout of failed S&Ls (and some banks) mean billions of tax dollars not spent on education, the environment, housing, the war on drugs, or any other worthy effort. Credit unions have twice the financial cushion of the banks' FDIC. There has been federal consideration and proposed California legislation which would create one super agency at both state and national levels regulating all financial institutions. One of the many negative results would be a raid upon the credit unions' no-tax based, stronger reserve fund by combining it with the banks' weaker FDIC, and the non-existent S&L reserve (FSLIC).

Like so many other major issues which seem to be immune to individual effort, you may be asking what can be done. The SF Police Credit Union exists for and is owned by its members. In order to protect the consumer oriented credit union system, the members of the system must make themselves heard. One way to do this is to fill out and return the petition which will be arriving in the mail with each SFPCU member's quarterly statement. These petitions are also available at SFPCU and may be filled out during your next visit. The petitions are part of the Credit Union National Association's Operation Grassroots which is aimed at preserving credit union independence.

In recent years, SFPCU has been the target of member/critics who have accused it of becoming a bank. With 12,000 plus members, and over \$125 million in assets, the atmosphere of SFPCU's younger days, while still present, is increasingly difficult to keep. SFPCU's longtime staff members, committee volunteers, and Board of Directors all strive to maintain the storefront ambience and personal touch its members expect. Now, unless SFPCU and other credit unions defeat this serious challenge to their existence, consumer may not be able to enjoy the credit union alternatives to the commercial bank. Most SFPCU members can think of a time when they turned to their Credit union for financial help. At a bank, you are another customer who pays for the privilege of doing business there. Remember, at the San Francisco Police Credit union, you are a member.

On Thurs. Apr. 19 and Thurs. May 17, the SFPCU office will open at 0930, not our usual 0830.

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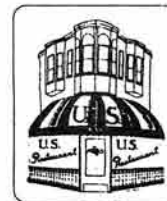
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(Continued From Page 2)

information about Social Security checks or direct deposit, call 1-800-234-5772.

The next two Post 456 meetings will be held on Tuesday 10 April, and Tuesday 8 May, at 2000 hours. Meetings are held at the POA Building, 510 Seventh Street. Refreshments will be served at the conclusion of business. A notarized receipt for meal expenses will be submitted for inspection by all interested parties. Please make every effort to attend the meeting.

While I have been blessed with some of the best friends a person could hope to have, like everyone else, I unfortunately have a few enemies. I would like to close with an anecdote for both groups. For my unfortunate enemies: Jay Gould (1836-92) was a financier and railroad magnate. The rector of his church sought his advice concerning the investment of his life's savings, amounting to about \$30,000. Gould suggested, in the strictest confidence, that he should buy Missouri Pacific. The preacher followed his advice and the stock fell disastrously some months later. The preacher complained to Gould that he had lost all his savings. Gould promptly presented him with a check for \$40,000 to cover his losses. Guiltily he confessed that he had also told several members of his congregation about Gould's tip. "Oh, I know that," said Gould. "They were the ones I was after."

To my friends: I was recently attending a function at O'Shea's Social Club, at Pier 96 (Cargo and Jennings). While there I met a beautiful, intelligent young woman. Towards the end of the evening I asked her if I could drive her home. She very politely replied, "Thank you, but I'm too tired. I think I'll walk home."

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(415) 647-0580**Deferred Tax On Employee
Retirement Contributions**

TO: San Francisco Police Retirement Plan Members, San Francisco Fire Retirement Plan Members, San Francisco PERS Members

FROM: Clare M. Murphy, General Manager

The City will implement Section 414(H)(2) of the Internal Revenue Code, thereby permitting more favorable tax treatment of your retirement contributions. Until now, you have paid taxes on your retirement contributions as they have been deducted from your pay. Beginning with the paycheck payable to you on February 27, 1990, retirement contributions will be deducted from your pay without your having to pay taxes at that time. This arrangement, in which contributions are treated as pre-tax, is referred to as an employer "pick-up" of retirement contributions.

The effect of this change is that practically all members will have lower taxable earnings from the City. Taxes on those "picked-up" contributions will be deferred until the money is paid back to you either as pension payments after you retire or as a withdrawal of funds if you resign.

Attached are some of the more common questions asked about employer pick-up programs and our answers.

If you would like further information please call the Member Services Unit of the Retirement System at 554-1550.

**Employer Pick-Up Of
Member Contributions
Questions and Answers**

How will the pick-up program and my election affect the deductions from my paycheck, such as social security, retirement and taxes?

The impact of the program on these deductions is as follows:

Social Security - will be unchanged
Retirement - employee contribution rates will be unchanged

Federal taxes and State taxes - in all cases, your taxable earnings (but not your actual earnings) will be reduced and accordingly less federal and state tax will be deducted from your pay. As with Cafeteria Plan payments and Deferred Compensation Plan contributions, retirement contributions (in whole or in part depending on which option you pick) will be deducted from your salary before federal and state taxes are computed.

Will the implementation of the pick-up program affect the computation of my final compensation or service credit for retirement purposes?

No. The pick-up program is only a device for tax deferral purposes and will not change the calculation of these two components of the pension formula.

Will contributions paid to the Retirement System to purchase temporary service or to

pay back shortages or withdrawals be covered by the pick-up program?

No. Only current required contributions can be treated as pre-tax. Therefore, all other types of contribution will be taxed as they are paid.

How will my retirement allowance be taxed?

Your retirement allowance will be taxable except for the portion of your benefit corresponding to contributions on which you have already been taxed. When you receive any benefit from the Retirement System, you will be provided with information you need to prepare your tax returns.

Will the pick-up program affect my contributions to the Deferred Compensation Plan?

The maximum annual contribution to the Deferred Compensation Plan is the lower of \$7,500 or 1/3 of salary included in income for tax purposes. Therefore employees with gross salaries of \$30,000 a year or less will see a decrease in their taxable income, and hence a small decrease in the amount they are able to contribute to the Deferred Compensation Plan.

Will there be other tax effects of the pick-up program?

We cannot give a comprehensive answer to this question. Tax laws change frequently and changes to the retirement plans and the treatment of employee contributions may be necessary in order to comply with these changes.

One significant tax effect of the pick-up program concerns the withdrawal of funds from the Retirement System. Currently, if you leave City service and elect to receive a refund of your contributions plus interest you would not have to pay taxes on the contributions refunded (but you would have to pay taxes on the interest); your contribution cannot be rolled over into an IRA or other qualified plan, but the interest can be. Under the pick-up program, the portion of your contributions which have been treated as pre-tax as well as the earnings on all your contributions could be "rolled over" to an individual IRA or to a qualified tax plan so that taxes would continue to be deferred. All amounts eligible to be rolled over which are not rolled over, will be subject to income taxes in the year of distribution; furthermore, if you are not yet 59 and 1/2 when you receive them, they may be subject to an additional 10% federal tax and 2.5% California state tax.

Whom should I contact if I need more information?

The Member Services Unit of the Retirement System (554-1550) will provide information on the pickup program and your retirement allowance. Should you wish a detailed assessment of the impact of the pick-up program on your current and future tax liability, we recommend that you consult a financial or tax adviser. The Retirement System cannot provide this service.

Video Justice

by Dennis Tomason, Co. D

Along with many of you I have followed with interest the developments associated with a recent Federal Building demonstration and the FBI subpoena of OCC video tapes. It seems several demonstrators were arrested by federal police and charged with various offenses for which San Francisco authorities have historically never prosecuted. The feds (bless their hearts) have a different policy and are taking these miscreants to court. In their pursuit of this issue, the FBI has subpoenaed video tapes (made regularly by OCC of all demonstrations) to use as evidence against the demonstrators (gasp!). While these tapes are designed to be used as evidence of police misconduct at such events, it appears every public official in the city is horrified that these tapes might be used as evidence against a criminal demonstrator. The OCC is so dismayed that they have asked to discontinue the practice of making the tapes rather than allow them to be used against anyone but the police.

I am certainly not alone in this department when I express my concern at the irresponsible remarks made by Commissioner Giraudo and others.... "Our fear is the tapes may be used for purposes that they were not intended for... we use the tapes... to determine whether the officers have acted improperly. I hate to see the tapes used to prosecute people..." This statement by OCC Director Michael Langer defines rather succinctly the double standard of "justice" that has many cops upset. Giraudo has worried that turning over the tapes could have a "chilling effect on the demonstrators' First Amendment rights." I have read the Bill of Rights but missed that portion of the First Amendment that allows demonstrators to violate the law as long as they are exercising their free speech. Perhaps the commission could bring that detail to our collective attention. Why might a demonstrator engaged in legal activities be intimidated (as Giraudo implies) by a video camera? If they are doing nothing wrong, what have they to fear?

The premise of "equal justice for all" has obviously been lost in the political shuffle. Why these tapes can be used as evidence of one kind of misconduct but not another eludes me. In a city where issues of equality and justice are so critically important, the entire matter smacks darkly of prejudice and discrimination of the worst sort. I suggest that the tapes continue to be made (not by OCC but by an impartial unbiased party agreed to by both POA and OCC) and used to prosecute ALL wrongdoers. I would like to hear all the public officials involved in this issue publicly explain their positions. Clearly we are expected to dispense impartial justice but may not expect to receive it.

Court Affirms AIDS Testing In Biting Case

by Anne Strook
Chronicle Staff Writer

The State Court of Appeal in San Francisco yesterday upheld the AIDS testing initiative passed by California voters in 1988 and ordered a woman who allegedly bit a bailiff to release her HIV test results to appropriate authorities.

The unanimous ruling came in the case of Johnetta Johnson, who was ordered to submit to an AIDS test after she allegedly bit Sheriff's Deputy Evelyn Parkell while being forcibly removed from a child custody hearing in San Francisco Superior Court last year.

The law requires test of criminal defendants for AIDS and other communicable diseases if there is reason to believe that bodily fluids were transferred during an assault on a peace officer.

The court described the law as a reasonable measure to promote a "specific, special societal interest" in protecting the health and safety of peace officers.

The woman "is not a random innocent victim of an uncontrolled testing scheme," the court said. "Under the statutory procedure at issue, testing is permitted only on persons formally accused of assaults or other offenses against peace officers, firefighters and emergency personnel resulting in the transfer of bodily fluids."

Grace Lidia Suarez, a public defender who represented Johnson, called the decision "very very disappointing," saying that it appeared to follow recent U.S. Supreme Court decisions that have allowed random drug testing on people employed in certain "risky" occupations.

Deputy City Attorney Burk Delventhal, who represented the Sheriff's Department and the bailiff, said the ruling showed a proper balance of the issues associated with constitutional rights of privacy and the interests of peace officers and society in general.

"I think it was a correct ruling. It is a controversial issue, and the court recognized that no one's assertion of a right to privacy is absolute," Delventhal said.

The results of Johnson's AIDS test have been sealed and will remain confidential until Johnson's attorneys make a decision about appealing the case to the state Supreme Court.

Reprinted from S.F. Chronicle
March 1, 1990



What Must Police Officers Be?

They must be such diplomats that they can settle differences between individuals so that each will think they won.

But if an officer is pleasant, they're a flirt; if they're not, they're a grouch...

They must be able to start breathing, stop bleeding, tie splints, and above all, be sure the victim goes home without a limp — or expect to be sued...

They must know every gun, draw on the run, and hit where it doesn't hurt.

Each officer must be able to whip two men twice their size and half their age, without damaging their uniform and without being "brutal"...

He must know where all sin is — and not partake...

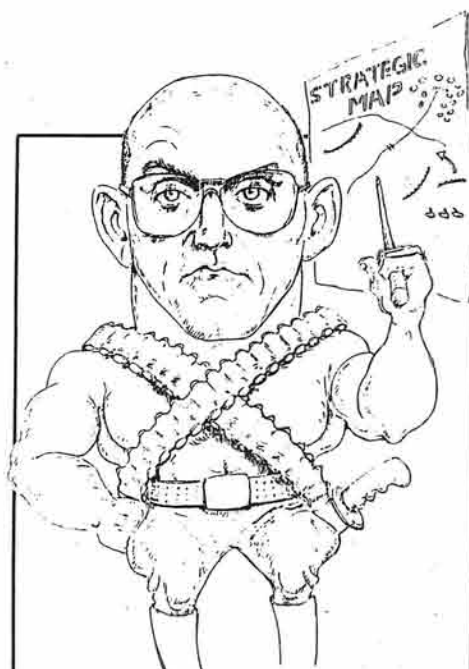
The police officer must chase bum leads to a dead end, stake out ten nights to drag one witness who saw it happen, and then refused to get involved.

A police officer must be above reproach, without flaw, totally unbiased, incredibly fair, sympathetic, understanding, superhuman, without emotion, and willing to give orders but follow directions, all at the same time...

Most important, police officers must know something about everything, including directions to places they've never been...and where every available parking space is within the adjacent five miles...

The police officer must be a minister, a social worker, a diplomat, a tough guy, and an upstanding member of the community...

And, of course, police officers have to be geniuses — for they'll have to feed and clothe a family on a police officer's salary.



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Help

Dear Editor:

I am writing to ask that your members write their state legislators and ask for support for SB 1105. SBL 1105 would impose a \$35 fine on all DUI convictions. The money would be used to fund the cost of fingerprinting all drunk drivers and recording the convictions on the state "rap sheet."

Here's why this idea is so important. At present, DUI arrests are considered a nonretainable offense (in SFPD language, "nonprocess.") This means that DUI suspects are not fully fingerprinted, photographed, and not given SF numbers. And, consequently, the arrest records are not forwarded to the California Department of Justice for inclusion on the CII criminal history, nor are they sent to the FBI in Washington for inclusion on the FBI criminal history.

Instead, the drunk driving conviction is only recorded on the DMV driving record, where it will vanish after 7 years. However, CII convictions stay for life.

The DUI problem is receiving much more attention these days. This includes the work of MADD, and the increase of DUI penalties (prior DUI arrests are not eligible for a felony DUI charge). Yet, we are ignoring the basics.

I find it illogical that a petty thief who steals a \$2.00 candy bar will be processed, but a drunk driver won't. Yet drunk drivers are fully armed (try stopping a moving car). And if a DUI is driving on a suspended license, he still won't be fingerprinted (14601 CVC is also non process).

Again, let's support SB 1105 and make DUI a processable arrest. Let's

put DUI fingerprints and photographs in the criminal history files. A misdemeanor DUI conviction, as of today, is a rare item — it completely vanishes.

I have enclosed a description of SB 1105.

SB 1105 (Bergleson) — Would impose additional fine of \$35.00 on DUI conviction to fund fingerprinting and CORI retention of DUI convictions. Is flagged as a state-mandated local program. Status: Has passed the Senate and Assembly Public Safety Committee, referred to Ways and Means. Was moved into committee "Suspense file," giving it a two-year life.

The best way to fight crime is to identify the criminals. You can't play the game if you don't know who the players are. This idea will make DUI arrests equal to all other misdemeanor arrests.

Sincerely Yours,
David K. Rodrigues

Help, Help

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

RE: Deferred Compensation Program

Dear Mrs. Murphy:

In a recent conversation with Mr. Pat Kalasardo (The Hartford) in preparation for my annual article in the SFPOA publication on the City's Deferred Compensation Plan, I asked Mr. Kalasardo about the 3-year catch-up formula as well as the ability of an employee to defer receipt of benefits after retirement.

To my concern, Mr. Kalasardo said that there was a question with the City's Compensation Plan as to whether an employee who elected to make catch-up contributions in the last 3 years could defer receipt of benefits after the date of retirement. I have consistently been advising police officers that they could both make the catch-up contributions as well as defer receipt of benefits.

Upon further questioning of Mr. Kalasardo, he informed me that a simple amendment to the City's plan would make it very clear that an employee could both make catch-up contributions for the last 3 years as well as defer receipt of benefits into the future.

On behalf of this Association, we

would urge that the necessary amendment to the plan be made to protect rights of City employees to defer receipt of benefits in their deferred compensation plan.

Thank you for your kind consideration and attention to this matter.

Sincerely,
Michael S. Hebel
Attorney At Law

Mr. Michael Hebel
510 - 7th Street
San Francisco, California 94103

Dear Mike:

I am writing in response to your letter regarding the plan amendment for the catch-up provisions. We have been very aware of the changes needed to the plan document.

Mr. Claude Kolm, the newly appointed Deputy City Attorney, is in the process of making the required plan changes.

This matter will be before the Retirement Board at the meeting of March 13, 1990. We feel confident that the new plan amendment will be adopted. We will notify you of the results of that meeting.

If you have any further questions on this matter, please feel free to call me at 554-1520.

Very truly yours,
Clare M. Murphy
General Manager

Chilling

Dear Sirs:

On March 7th, I read an article printed in the San Francisco Independent Newspaper regarding the Office of Citizen Complaints being ordered to turn over a video tape of a demonstration held at the Federal Building, to a Federal Grand Jury. Michael Langer, head of the OCC objected because "our job is to observe how police treat or mistreat people at the demonstration and not to help the Federal Government prosecute demonstrators." Hidi Rand, a lawyer who oversees demonstrations for Civil Rights violations, stated "the OCC is a police watchdog group and should not aid in the prosecution of demonstrators." The President of the Police Commission stated "this will have a chilling effect on the protestors' First Amendment rights." I have a different view and would like to answer each of their concerns: I believe it is the police departments job to protect San Francisco from criminal acts through enforcement of laws found in the California Penal Code and the San Francisco Police Code. I know that recent past experiences have shown that

Letters

if you wish to violate the law simply demonstrate in San Francisco and you won't be prosecuted for any criminal activity you might become involved in while demonstrating. The reason for this is simple, the fact is that Mayor Agnos, the Board of Supervisors, and the Police Commission are more concerned with how the police act at demonstrations than apprehending those engaged in committing illegal acts during the demonstration. This department does not prosecute protestors for the act of protesting, but does arrest people involved in the protest who feel they must break the law to get their point across (ie; hitting and throwing objects at the police officers, cutting fire hoses when firemen are attempting to put out fires, starting fires, spray painting buildings, breaking windows and blocking traffic just to name a few). The number of people in any demonstration who take the approach of violating the law is relatively small, but, they conceal themselves in crowd of legal demonstrators while they vandalize the city. Michael Langer states that a video camera is an excellent tool used for observing the police during the demonstration. Well, Mr. Langer, it is also an excellent tool for observing and identifying protestors involved in criminal activity during a demonstration. Just because a person lives in a country that allows protesting it does not give them the right to break the law while engaged in that protest.

Now for Hidi Rand and her comments. What with the number of lawyers per capita in this State, it is no wonder they have a lawyer present to monitor demonstrations. The mouths of these ambulance chasers must water at the thought of being able to sue the deep pockets of City Governments. The plan is simple, take a no merit complaint, turn it into a frivolous law suit, then sit back and watch our "no back bone City Attorney" settle out of court for \$200,000.00 tax payers' dollars because it is cost effective. The attorney takes \$120,000.00 and gives the victim the rest. The only difference between a Civil Liberties Attorney and a prostitute is, if you gave a prostitute that much money you'd get an honest days work. Now for the President of the Police Commission statement: Bo don't know diddly and the good Commissioner don't know chilling... My definition of chilling is being led before Langer and his group of quasi investigators where the end result may be a suspension or a loss of some policeman's job. This group of anti-police people already have found you guilty and hung you out to dry prior to your arrival at an O.C.C. hearing. The cop's side of what happened is a mere formality. In reality, Langer's investigators couldn't find a bank robber if they were locked up in San Quentin for a week, let alone carry on an unbiased investigation where a police officer is concerned. Their past track record of leaking confidential information would bear me out on this statement. Now Mr Commissioner, that's chilling. I just hope you're just as worried about police officer's First Amendment rights as you are for the rights of a few dirt balls from Berkeley who come here to vandalize our city under the guise of civil disobedience.

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Central Police Station


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Emperor Norton Says, "Don't Drop Out Of School If You Want To Drive"

Many parents will be buying their children many pairs of walking shoes. Many youths won't be driving off into the sunset if legislation proposed by state Senator Gary Hart is approved. In fact they won't be driving anywhere.

The bill bans minors from getting a driver's license if they drop out of school, get too many F's, miss too many classes or commit a serious campus crime such as robbery, drug sales, or weapons possession.

The bill, approved by the Legislature in 1988 and vetoed by Governor Deukmejian, hopes to keep kids in school and behaving themselves by using something precious to teenagers — a driver's license — as a hammer.

Some educators, politicians and even teenagers hail the measure as a much-needed way to stem the dropout tide, while others call it a gimmick that won't do much good.

West Virginia adopted a similar law in 1988 and its dropout rate fell by 30 percent. If the measure were half as successful in California, it would keep 10,000 to 20,000 students in school.

Few things are more important to a high school student then getting a driver's license. The message to be sent to all students in California is: If you drop out of school, you don't drive.

Under the bill, teenagers could apply to the state Department of Motor Vehicles for a waiver if they needed a license for job or medical commitments.

The American Civil Liberties Union and John Crew oppose the bill, claiming it will take its heaviest toll on minority or low-income kids who may be most in need of employment and least able to jump through hoops of getting a waiver.

Special Thanks

Special thanks to Morris Stulsaft Foundation for \$2,500 for the Tenderloin/Homeless Children's Project.



The Seahawks are winners.

PAL Bay Bridge Series

On April 6th, Friday evening game, all traditions were broken when the PAL/Flynn School Choir sang the National Anthem. The game ball was thrown out by a PAL youngster. 150 PAL youth attended the game rooting on the singers.

On April 7th, Saturday game, The Home Plate Ceremony included both managers, 2 players from each team who presented a check of \$5,000 from the Giants to the PAL. The PAL Senior Cadet Color Guard paraded to the National Anthem.

The Giants announced at the end of the game that on May 15th at 3:30 p.m. at Balboa Park, the Giants/PAL baseball Clinic will be held. Bring your kids.

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Department Justice For The 90's by Joe Mollo, President

Revenge makes the heart bitter. "That's the last favor I'll ever do for you." These words are spoken in the closest of relationships, husband and wife, parent and child, and partners. The words are silent at times, occasionally shouted for all to hear. The desire to retaliate happens on a wider scale, nations seek vengeance. The bombing of Libya and Panama was an act of retaliation. A moral standard lurking deep within most of us is "an eye for an eye."

I call for a higher standard in our department. We are to express anger only in ways that respect self and avoid hurt to others; turn the other cheek and walk the extra mile. As Gandhi said, "An eye for an eye and the whole world will go blind." Someone has to take the first step to overcome the barriers that keep us apart. Otherwise harmony in our department will be forever elusive.

These truths apply to international relations just as to interpersonal relations. Disarmament has to be mutual, but it generally takes unilateral initiatives to begin the process. Someone has to take the first step. When Anwar Sadat of Egypt showed such courage, Egyptian-Israeli relations began to heal. The Middle East still requires this kind of courage today.

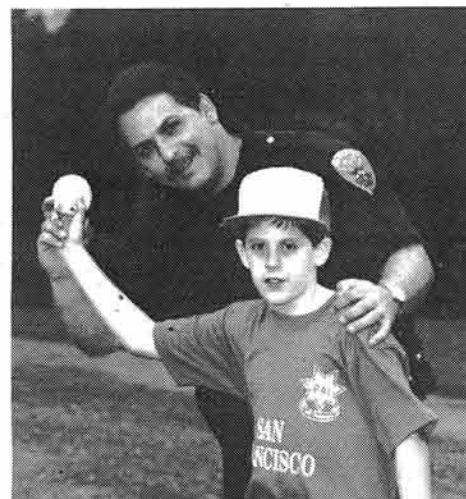
Heroic gestures begin in simple ways. Our homes, places of work, neighborhoods, and our department all need healing. Confronting those who are injuring others must have reconciliation as the primary goal — winning them over rather than winning over them. This approach requires great generosity: (1) acknowledging personal contribution to the problem; (2) listening to everyone's perspectives, needs and fears; (3) being open to a solution different from the original position; (4) attacking the problem and not the person; (5) trying to engage all parties in a partnership against the tension that divides us.

Most important, there must be a willingness to forgive seven times or seventy times seven.

Chevron and Transamerica Support PAL

PAL is hosting its Annual Building Fund dinner at the Fairmont Hotel on Thursday, June 7, 1990. No-host cocktails will be held in the Grand Ballroom at 6:30 p.m. with the 6th Army Band entertaining guests and dinner will follow at 7:30 p.m. Emcee's for this festive evening are Don Sanchez and Cheryl Jennings of KGO TV Channel 7 News. PAL is honored to have as the Co-Chairs, Kenneth T. Derr, Chair-

man of the Board and CEO of Chevron Corporation and James Harvey, Chairman of the Board and CEO of TransAmerica Corporation. During the program, the Chief will be honored by both Mr. Derr and Mr. Harvey for his dedication and leadership of the San Francisco Police Department. In addition, Retired Chief of Police, Alfred Nelder and Retired 49er, Randy Cross will be honored by the Police Activities League. Mr. Al Nelder has been a long standing community leader and a great supporter of the PAL. Randy Cross has been very supportive to PAL as he was instrumental in our 49er clinic last year at Oceanview Park. Tickets for the evening are \$150 per person or if you prefer you may become one of the following: Benefactor (gift of \$5000); Patron (gift of \$3000); or a Sponsor (gift of \$1500). If you should have any questions, please phone 821-1411.



No strike here.



PAL 1990



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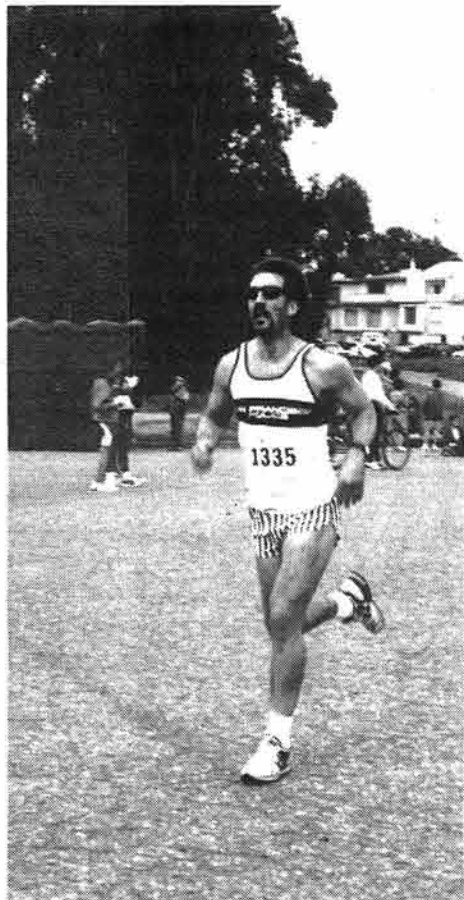
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SPORTS



Buscovich, Mulkeen, Gustafson, Bianchi, Shubin, Perez, Balma — the victorious S.F.P.D. Irish spring team.



"Neutron" Balma blasts across the finish line.

Running Shorts

by Dennis Bianchi

S.F.P.D. Runners Sprint to Irish Win

Lake Merced was the sight of this year's "Irish Sprint and Stride." Falling on St. Patrick's Day it brought out the color green on seemingly everyone. The Vallejo Police Department had the temerity to challenge our Department in this race, and when the dust settled I think I saw a green tinge on their faces. I couldn't tell if the coloring was produced by envy, illness or just being in the spirit of the holiday. I could tell that we smoked 'em.

The race began with a little tension as Vallejo's challenge had been answered by raising the ante. Sarcastic jokes were exchanged prior to the race. Chief Galvin was looking for Chief Jordan. Mike Shubin was looking for Chief Galvin. As usual, everyone was looking for Lou Perez but could only find the footsteps he left burned in the path around the lake. Steve Mulkeen was looking for a new "personal record" time around the lake and found it. Dennis Gustafson was looking to recover his old form and came damn near to doing so. Stan Buscovich and I were looking for good sense and failed to find it. Running a race six days after a marathon is not smart, but Stan ran like a deer.

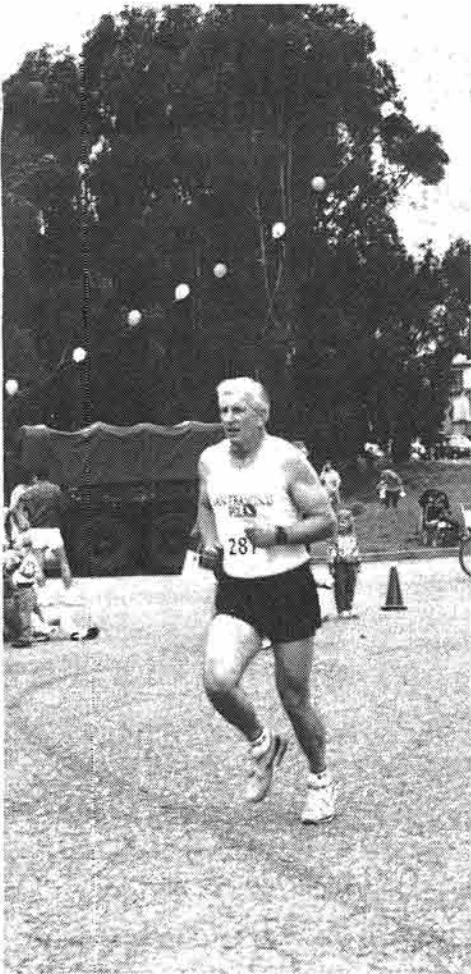
When all was said and run, Steve Balma and Mulkeen had set new personal records, Lou crushed everyone in sight, Shubin ran past Chief Galvin with a smile and a joke, and we had accomplished what we set out to do. We even managed to become friendly with the Vallejo team. They didn't come close to winning, Chief Galvin never found Chief Jordan and the Vallejo team had to drive home disappointed, but they were good losers. If younger runners like Balma, Mulkeen and Perez keep showing up we should be able to keep the tradition of us taking our victory with pride and Vallejo taking their loss in stride. Several members were seen at the lake and came by to wish us luck. A big "thanks" to each of you.

There are two races coming up in May that highlight competition between police departments. May 6 is the Lodi Police Run. This Department is the reigning champ. With cooperation from all of you racers we should have no problem staying champs. May 12 is the Sacramento Police Run and the CHP has squeaked by us several times. This year WE WILL be the police division champs.

In other running news Stan Buscovich woke up very early March 11, drove to Napa and turned on the jets. Stan's time of 3:08:30 broke his old personal record for the marathon and he was just running the Napa Valley Marathon in preparation for the Boston Marathon in April! Look out Boston, here comes Stan! Is he ever ready!

On March 24 the San Francisco Mountain Wilderness run had Lou Perez coming in second overall and Stan winning a second place in his age division.

April 20 is the deadline for entries to participate in the 1st California Police Summer Games. Don't be shy! There are plenty of talented runners out there. Get training now and get your application in. Extras can be found at the Association office. We need you and I know you'll have fun.



Shubin's Revenged! Chief Galvin's so far behind he's out of the picture.



Bill Sweeney (l) and Jeff Brosch, justifiably proud and happy.

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Do not forget the name of your roomie on the bottom and/or back of your check.

WHAT'S THE CUT OFF DATE: All checks MUST be in by FRIDAY, MAY 4, 1990.....PERIOD.

B&B ACCESSORIES: B&B golf hats, shirts, and/or sweaters are available at extra cost, see Dennis or Paul.

All awards are donated for the award banquet. If you wish to contribute a prize, please contact one of the commissioners.

Golf Club News

by Jerry Cassidy

The San Francisco Police Golf Club is alive and well. It has been brought to my attention that there are probably some newer members of the Department who are unaware that the club exists.

The S. F. Police Golf Club is open to all active and retired members of the San Francisco Police Department. We have monthly tournaments on bay area golf courses with prizes (usually golf balls or small amount of cash) given on a handicap basis.

The Club has been in existence for over fifteen years and has at present 175 members. About half the members are retired and half active.

There are yearly trips to Graeagle (stag), and Reno (incl. wives) and this year a trip to Lake Shastina is planned.

The 1990 schedule includes such courses as: Skywest, Mt. Shadows 'North', Vallejo G.C., Bennett Valley, Napa Muni, Willow Park, San Jose Muni, Windsor Golf Course and Tony Lema.

Any active or retired 'sworn' member of the San Francisco Police Department who is interested send me a check for \$10. (made out to — S.F. Police Golf Club) at 237 San Marin Dr., Novato, Ca 94945 or to Capt. L. Minasian, C/O Community Services and we will send you a yearly schedule and other pertinent information. Please include your assignment if still active, and your home address and phone.



Ski Team SFPD

The Placer County Sheriffs Dept., and Northstar Ski Resort hosted the 7th Annual California Winter Games (March 5-8). The SFPD had only two representatives, Bill Sweeny (Co F) and Jeff Brosch (Homicide), but between the two they collected six medals.

Bill, who competed in the "novice A" division picked up a Silver medal in the slalom, a Gold in the Grand Slalom, and another Gold medal in the Super Grand Slalom with one of the best times of the day.

Jeff, a Nordic skier, won a third place Bronze medal in the biathlon, a Silver in the three man relay (joined by two State Park Rangers to make up a team) and a Gold medal in the 10k cross country race. The spring weather was great, the competition fast and friendly, all the ingredients for a super winter week.

Attention Department Bowlers

Last call for members interested in bowling in the upcoming Police Olympics. Roll offs will be conducted in the second week of April. Please call for date, time and location.

Also, any merchants/vendors interested in selling their products at an upcoming Police Tournament this July in Concord, should contact Ed Santos as soon as possible — X7937.

CONTACTS:
Les Adams X1243
Mark MacAulay X1373
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International Police Winter Games

**Race Results of Whistler/Blackcomb
British Columbia, Canada
February 4-9, 1990**

by Duane Otis

We have just completed our 5th year of competition. This year our event was held in Canada at the fabulous Whistler Mountain/Blackcomb resort. We had many anxious moments about the record snowfall that greeted us on our arrival and continued throughout the games. Again, our luck must have held out for another year, as most of the races were held without the benefit of falling snow. The real exception were those participants in the Family Race. Our congratulations for finding the top of the race course! Hopefully you found the finish line!

S.F.P.D. members, though few in number (3), definitely made an impact on medal ceremonies. Duane Otis won a Gold Medal in Slalom/Grandmasters and Bronze in Modified Giant Slalom/Grand Masters. Bob Sleadd, recently retired from the photo lab, won a Gold in Giant Slalom/Grandmasters and

a Bronze in Modified Giant Slalom/Grandmasters. Stephen Venters won a Bronze in the Giant Slalom/Veterans. Mike Farrell made the trip but was disabled and not able to ski. This left the team with only three members competing against four member teams. We finished sixth overall, beating teams with four members! Congratulations.

The ski events were attended by approximately 200 competitors and their guests. We met some new folks. Racers came from London Metropolitan Police, Australian Federal Police and New Zealand. Many new folks from the North West. Due to the amount of competitors at Whistler we changed our award ceremony to one event on the last evening. This allowed our racers and guests to more fully explore the many sights of Whistler.

The plans have been set for four Cross Country events at the 1991 games. There will be the 5 km, the 10 km, a team relay event consisting of 3 or 4 members, skiing in relay fashion over a short course. Our most unique event will return; the biathlon, consisting of skiing several short loops and firing an issue type handgun at a distance of 50 feet.

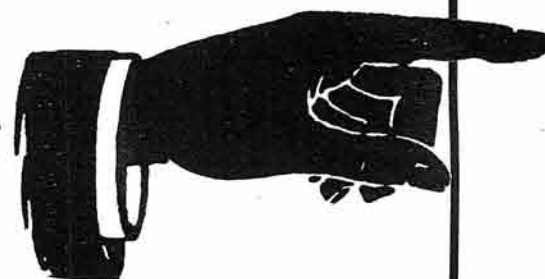
The dates are set for our return to Lake Tahoe, Feb. 24-28, 1991. We will have the downhill events at Heavenly Valley and the cross country at Kirkwood. Please take a few moments to send us your comments and suggestions.

We look forward to seeing you again at Lake Tahoe in 1991. Bring along a friend, let us know where you are, and we will keep you posted. See you on the hill!

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SPORTS



California Police Summer Games

Every year, CPAF Directors meet to review each sport hosted in the California Police Summer Games (formerly the Police Olympics). This review is intended to keep abreast of the changes in the sports offered and to add events when the demand justifies the addition. Unfortunately, it is sometimes necessary to drop a sport when the interest wanes to a point that is no longer reasonable to continue the sport. The following sports have been affected by change.

BODYBUILDING: This new addition to the Games has been very well received. A new event has been added — **MIXED PAIRS-OPEN** — to the 1990 Summer Games in Sacramento. There will be one class only (Open), no age, height or weight restrictions.

Bodybuilding will be added to the sports offered in the World Police and Fire Games in Memphis in 1991.

CYCLING: Time Trials and Criterium will both be held. Usually one or the other is offered. A new event, **MOUNTAIN BIKE**, will be offered on a trial basis.

ARCHERY: National Field Archery Association (NFAA) rules will govern both the 28 Target Field Round and the 900 Round.

FLAG FOOTBALL: (7 A-side) A new

team event. See article for details.

GOLF: A MAJOR CHANGE — there will be three handicap divisions plus an optional **SCRATCH** event. The **SCRATCH** event can be entered by any competitor already entered in one of the handicap events, the **SCRATCH** event will be **OPEN** only, Singles and Team. Winners will be determined by actual size.

HANDICAP CARDS ARE ABSOLUTELY NECESSARY!!!

JUDO: Event has been dropped for lack of interest.

SCUBA: Event has been dropped for last of interest.

SKEET: A "DOUBLES" event, Individual and Team has been added. Also, an "All Events" event has been added. Shooter must enter Singles and Doubles to be eligible for "All Events."

SURFING: Surfing will be held in San Clemente and hosted by CPAF.

SWIMMING: Two events have been added. A mixed relay event has been added to the 200-Yard Medley Relay and 200-Yard Freestyle Relay.

TRIATHLON: A Mixed Team-Open has been added.

GET YOUR APPLICATION IN BY APRIL 20!

Flag Football

New Event for 1990 California Police Summer Games and World Police and Fire Games.

Flag Football (7 A-side), is a new, exciting, and high-speed team sport which has been added to the many events of the California Police Summer Games for 1990 and will be an event of the World Police and Fire Games in 1991.

The basic concept of Flag Football in our Games is for the ball carrier to avoid bodily contact with the defensive players while attempting to score points. The defense must go for the ball carrier's flag and not the ball, when pursuing the ball carrier.

Flag Football is *not* tackle football; it is not power football. It differs in that the defense and the offense strive by speed, quickness, deception and ability to defeat the opponent. All seven players are eligible to catch a pass.

The game is played on a 40-yard by 80-yard rectangular field. A full team con-

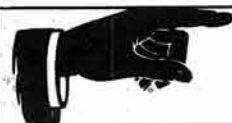
sists of seven players, may continue with six players, but cannot play with five players or less. A team may have a total of fifteen players plus a non-playing coach. There is free substitution.

No hard padding may be worn. Soft knee pads and soft thigh pads may be worn. Softball sliding pads and sweat or headbands may be worn. Hand or arm pads are prohibited.

Shoes are required equipment. Barefeet, street, baseball and softball shoes are prohibited. Toe cleats, nylon molded cleats, hard cleats, rubber molded cleats that are rounded to a point are also prohibited. **APPROVED** footwear are tennis, basketball and jogging/training shoes; all-purpose rubber round molded cleats and soccer shoes rubber round molded cleats.

Playing time shall be four ten-minute running time quarters.

For complete Flag Football rules of play, contact the Police Summer Games Host in Sacramento at (916) 452-2677 or the Federation office at (619) 571-9919.



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ON THE STREET/Tom Flippin



Guest Editorial

Open Letter

by Roger W. Liljedahl

I felt it necessary to explain to my friends in the membership of The San Francisco Police Department my reasons for resigning from Police Service.

I regret to inform my friends and colleagues that the policeman in me has finally died, or should I say has been murdered, as a result of the constant blows received over a twenty-two year career with this city's police force. There were some glimmerings of hope that he might survive at different points in those twenty-two years and once or twice he was actually healthy and active, but I don't suppose you can expect anyone to survive the beatings that he took.

The cop grew up on a farm in Iowa and, as a fresh-faced rookie just 21 years old, brought with him to the Police Department that Midwestern righteousness and certain knowledge that the citizens of San Francisco would be safe in his hands. That somehow the city would be a better place to live in with him watching over it. Of course it wasn't long before the blows began to fall. It seemed that the city he worked for never really wanted him there, or so he thought.

The cop wove his way through The Department for the first few years trying to find the handle but it was always just out of reach. He didn't have a godfather, he had joined up cold hoping to catch up as time went by (he probably should have stayed in Iowa). But it seems that time worked against him for awhile and he got stuck walking the beat on 6th Street for nearly 8 years. Not a bad job really but they finally poured him off of it. That was one of his bright spots, he went out and worked astride a horse in the park for a few months, until they made him a Sergeant. Even some of the scars started to heal as he began to realize his dream of making an impact, he thought he was a leader. Well, the blows started to land a little harder. The cop took some of them right on the chin and came back for more. He really was a good guy, and scrappy too. He wasn't perfect, of that I have no doubt for I knew him pretty well. He made his share of mistakes, after all, he was only human. I could see how they hurt him and I learned from them. I saw the city he worked for ridicule and degrade him. I watched administration after administration pummel him until he reeled and fell from the onslaught. And you know those bastards up there didn't even know that they hit him. I guess when you reach the altitude of the 5th floor you forget how heavy things become by the time they hit the ground. I learned a lot while I watched them kill that poor cop. I learned that when you send people out to do a job and don't give them any help or support or even let them know you are there most times, the job won't get done. I learned how much a person's pride and self esteem complements his work. I learned that people need attention and guidance if they are to grow and become better. I found that you can't tie a person to one job and expect them to be complete.

FIGHT

(Continued from Page 1)

powerful in numbers, and more people can share the work needed to prepare a good case. In order to get your neighbors together: FORM A BLOCK CLUB. OMNIA will help you get one started.

As part of your block club efforts, you will learn who your neighbors are and together discuss common concerns. You should develop a list (or map) of your block with the neighbors names and phone numbers in it. THIS LIST WILL BECOME YOUR MOST EFFECTIVE TOOL IN YOUR EFFORTS TO IMPROVE THE NEIGHBORHOOD AS WELL AS TO HAVE AN EFFECTIVE BLOCK CLUB.

At your block club meetings, encourage people to use the list to call one another, share important phone numbers (police, city agencies, etc.), and explain how to work together and get the responses from the agencies you ask to assist you. Get a secretary (or rotate the job) to document the decision and steps you take.

Have your block club network with other neighborhood organizations to keep posted on what else is going on in the community. In the OMI you can work with OMI Neighbors In Action. If there is no larger community group, check to see if the police department had a community relation group for your police district.

Step Two: Document Everything!

Once you have gotten together with your neighbors and identified the nuisance, you need to become lawyer-like in everything you do. That does not mean you must write briefs, but you need to document or write everything that occurs in and around the crack house or nuisance.

Start a log book (each block club member should have one of their own). From the time you suspect suspicious activity write down each incident, including the time, date, color, make license numbers of cars, description of people coming and going, how many etc. Each time you see something strange write it down. If you need to call the police or another city agency to come to the location because of a problem you report, write down the date you called, the person you talked with and the results of your call.

Write a letter to the owner of the building demanding that the nuisance stop immediately and that they take whatever steps necessary to resolve the problem. In the letter state that allowing this nuisance to continue is inflicting emotional damage on you. Tell them you are afraid — of a shooting, fire, fear of loss of life, etc. Just tell it like it is. Give them 30 days to resolve the nuisance or tell them you will take the matter to court. Have everyone on your block (in your block club) sign the letter and include their address and mail the letter to the owner. You should double check with the tax assessor's office to find out who is

I found that people need to constantly reach for new horizons and know in their minds that a better future awaits or they'll just lose interest.

Well at least I have that, I know a better future awaits me even if I have to manufacture it. Oh, I could have stayed there with you and hid out till 30 came around but since he died, I just couldn't see letting it happen to me.

listed as the registered property owner of the building. Make sure that you send the letter certified, and keep several copies for your block club's records. If no response from the owner continue.

Look for ways to get immediate action on these building problems. In your letter to the owner ask to have the building cleaned up immediately. Start calling in complaints to various city agencies and request them to cite the owner for the violations. Keep a record of who you called, the time, and what they are going to do. Record in your log book.

Write a personal statement which states that the owner through neglect (if they don't respond to your previous demand letter) has intentionally inflicted emotional damage (hopefully not physical) by being aware of the conditions of the property. Example: I have fear for the safety of my family, etc. Keep a copy of the letter with your other documentation.

Step Three: Work With The Police Department

This step should begin immediately when you first notice a problem. Once you notice a problem, write or call (or both) your district police captain and inform him or her of your situation. Invite him or a representative to your block club so you can discuss this situation and show them the house. You should make an appointment with the police captain — if he or she can not come to the meeting go to the station. Discuss the situation and possible actions. Ask for their support. Introduce yourself to other police officers in your district, so they will respond to you when you call for assistance. Ask the captain to call the owner and explain the situation, if it is a drug house. All direct contact with the owner should be made by the police. It is safer that way.

Attend police community relations meetings if your district has them. Get to know the lieutenant as well as the captain, as the captain is not always around. Call the drug hotline to report drug activity (it is anonymous). Also call the captain of the narcotic department, and ask for their assistance and advice. Make an appointment to see them and write a follow up letter to document your conversation.

When a crime is in progress: call 911. If the house is abandoned and you see someone entering, call 911: say that you have just seen someone enter a house you know is empty and you are scared they may burn down the building.

Request copies of the computer reports and police calls from the community relations or public relations of the police. They will provide this upon written request for whatever address your request. Tell them this property is a nuisance and that is why you want these copies. Keep these in your files.

Step Four: Contact Other City Agencies

This step should begin as soon as you get your group together. If there are children in the building, call the Director of Social Services and ask for the Child Abuse Investigator to come and check out the situation. Document this. Get a copy of the deed of trust on the property from the county recorders officers. This is the only true way to know who owns the property. Take pictures of the house if it is in bad shape. Invite the City Attorney to one

of your meetings to go over the situation and ask for their assistance in bringing in the other appropriate city agencies. Call all the city agencies (building dept., fire, health, environment protection, social services, public works, etc.) and ask them to make an investigation of the property. Collect all of the reports (get copies) and keep them in your files.

Just like with the police department, you can request a copy of all violations written on the property for a small photocopy fee. Invest in this.

FOR STEPS THREE AND FOUR, BE A PEST. CALL THEM ALL OF THE TIME TO FOLLOW UP ON YOUR REQUESTS, AND MAKE SURE THAT THEY COME OUT WHEN YOU WANT AND PROVIDE THE INFORMATION YOU NEED!

Step Five: Small Claims Court

Call small claims court to find out who is in charge. Tell them what you want to do (i.e. sue the owner who operates a house as a nuisance.) Make an appointment to go and see them, pickup more claim forms than you need. (You can sue for your children with you as their guardian). EACH PERSON IS ONE SUIT AGAINST THE OWNER (or \$2,000 EACH). Only those who sue can win damages, so everyone on the block needs to fill out a form.

Each person must fill out a form. Do a master that everyone can copy, and then each person can add their personal information. Each person must also write a check for filing and attach to their form. In San Francisco, the fee is \$6. Paper clip the check to the form and sign both.

Ask the small claims officer when the claims will be ready for serving the owner. For a small fee, small claims will mail your summons to the owner. Or someone not involved in the suit can serve the owner, or you can go to a process server. We paid \$15 to the process server, because once the owner has been served, one paper must be filled out and recorded at the small claims office for each claim to be valid. Also, a copy of the recorded summons needs to be returned to each person in the suit.

Have a meeting of all the people who sued one week before the court date. Only talk to one another, not other neighbors who are not in the suit. Prepare your testimonies. Ask for assistance from your community organization if they have done this before.

Small claims court is informal. Each person should have a folder with a copy of all the documents that will be used as evidence.

In court when your name is called and you're before the judge read your personal statement and hand over your folder to the judge (make sure you keep a copy of the folder for your records).

If you have other witnesses, have them testify after all of the persons in the suit have testified. Ask the police officers, city agencies, and anyone who have worked with you in preparing the case to come and help prove your case.

That's it. Good luck...and stick together! This works because you act as a group. We are rooting for you.

Reprinted From OMI
Neighborhood News Fall 1989