

NOTEBOOK



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California Organization
of Police & Sheriffs.

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

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Supervisors Support POA, 7-4

Supes Back Cops

Mayor's Blockade Smashed

Agnos Smoke Screen Fails To Ignite



by Mike Keys, President

Our supposedly liberal and pro-labor mayor of San Francisco, despite his previous on-the-record support of collective bargaining with interest arbitration for police officers and firefighters, pulled out all the stops from scare tactics to misinformation in order to prevent our Charter Amendment from being placed on the ballot by the Board of Supervisors. The Mayor struck out.

On Wednesday, July 25, 1990, in a race against the clock, the Board of Supervisors voted to place our measure on the November ballot just in time to avert the necessity of our filing the petitions with 62,000 signatures. We were ready to file by the 5:00 p.m. deadline on that date.

The events of the past few months are a chronicle of the incredible lengths that the Mayor's office, with the backing of the City Attorney, have gone to in their attempts to thwart implementation of interest arbitration for police officers and firefighters. It cannot be forgotten that we decided to go the initiative petition route because the Mayor totally shut us out and refused to engage in any meaningful dialogue with the POA. His relentless opposition continued to the eleventh hour, in spite of the impressive and very solid display of support from City employee unions, the San Francisco Labor Council and several other labor leaders. Our unflinching cooperation with the City in numerous attempts to work out any legitimate objections that the Mayor and the City Attorney had to the initiative measure resulted with the Board of Supervisors demonstrating its support for interest arbitration and its satisfaction with the Charter Amendment by voting to place our measure on the ballot, but the Mayor's office stubbornly refused to agree to any compromise so long as we insisted on arbitration.

We have had to overcome many obstacles to get this Charter Amendment on the ballot. When we began to circulate the petitions and gather signatures a few months ago, the Registrar of Voters took the position that she did not approve of the format of the petition and wanted it changed. The election code is a mess, and the

City recently has had difficulty figuring out exactly what is required for a petition for a Charter Amendment. The two-term limit on Supervisors was not on the ballot last November because the sponsors of the measure took the City's and the Registrar's advice regarding the number of signatures required. We started over with a petition which had very minor and insignificant changes from the original, but which met with the Registrar's approval.

Then in June, after being well on our way gathering signatures, we were asked to meet for the first time with the Mayor's task force on collective bargaining. The task force had been convened last November but had been inactive until we hit the streets with our petition. Before the task force was activated, POA Executive Board members and Ray Benson, our Legislative Chairperson, met with the Mayor for the first time. We were then advised that the Mayor would oppose our measure ("kick our asses") and that he would get \$500,000.00 from the business community to do so. Then, a couple of weeks later, his task force was activated and the Mayor began to use it to argue against anything being placed on the ballot until its study is completed and it makes its recommendations. In essence, it's easy to see the Mayor is using the task force, at least initially, as a thinly-disguised way of opposing our Amendment.

We nevertheless met with the task force when requested to do so and, not surprisingly, the task force members asked if we could wait to put the measure on the ballot until after they finished their report, which they expected to finish in the fall of 1990. This would mean that we would have to wait until November 1991 to put the measure on the ballot. We respectfully declined, and told them that although we understood their reasoning, we were into the process and wished we could have met with them months ago. We also fully briefed them on the very poor relationship that the Mayor has insisted on developing with the POA, and advised the members of the task force that regardless of what they recommend, we do not believe the Mayor will ever give a fair shake to the POA and the officers we represent.

There were other reasons which argued against our waiting until November 1991. The task force, which I might add is comprised of four members with outstanding credentials in labor relations and reputations to match, is advisory only; the Mayor would not be bound by any recommendations they might make. This was particularly bothersome given the Mayor's public statements against final and binding arbitration even before the task force considered and made a recommendation on the issue. Secondly, we believed that the Mayor would want to trade off support for

(See VOTE, Back Page)

by Ray Benson,
Legislative Chair

For reasons which defy logical explanation, Mayor Art Agnos has again pitted his administration against us. This has gone on since Mike Keys was elected president and his administration began charting the course for the future of our association. Some suggest that Mayor Art's animosity is motivated by old political allegiances, and others say he draws lines between perceived enemies and friends, the two of which will never cross. Whatever the source of his perception, Mayor Art is doing a disservice to the residents of San Francisco, as well as to us.

Agnos is easier to understand if we pay attention to what he does rather than what he says. Art Agnos — the candidate — said over and over again when running for office that he was a progressive, that he was a pro labor democrat, that he was in favor of interest arbitration for police and firefighters, and that he would always be accessible to the POA.

Mayor Art's actions, however, demonstrate that in fact he is a self-serving politician whose loyalty is first and foremost to his own political ambitions. While this comment could be said of many politicians, it's worse with Art Agnos because of the very methods he uses to further his personal political agenda.

Agnos pursues his personal political goals generally by using the power of his office to see to it nothing of major significance gets accomplished by city government unless he personally gets the credit for it. Mayor Art is willing to stoop to anything, no matter how damaging to others, to oppose those he suspects might be less than totally and absolutely loyal to him. Thus, it should not come as a surprise when he attempted to change the firefighters' 24 hour shift. Mayor Art had threatened to do so if Local 798 submitted a petition to put a charter measure calling for a minimum staffing level on the ballot in June of 1990. When Local 798 did proceed to submit their petition, Mayor

Art argued against the hours that firefighters worked because it was not good policy to have black and white firefighters working together for extended periods of time in the San Francisco Fire Department. (Quoted from good Mayor Art in a letter to the Board of Supervisors, February 20th, 1990, and again in the San Francisco Examiner, March 20th, 1990, Chronicle March 26th, 1990). While this is absurd to say the least, that is not the point. Agnos was willing to stir up racial problems and felt politically secure enough to float the notion that blacks and whites shouldn't work together within the SFFD for extended periods — all because 798 dared to place their staffing measure on the ballot. A progressive, pro-labor politician would not and could not in good conscience have taken that position but a politician whose personal political agenda came first certainly could — and did.

So, my fellow officers, it was not surprising when the mayor recently used whatever he had in his arsenal against the POA when we proceeded with our interest arbitration measure against his wishes and in spite of his threats. In an effort to smother interest arbitration and again divide communities of interest on the issue, Mr. Mayor fired every possible round. The purpose of his attack was — once again — to ferment opposition to our measure

(See SMOKE SCREEN, Page 14)

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 August issue:
Monday, August 27, 1990

IN THIS ISSUE

Widows and Orphans	Page 2	Police Picnic Info	Page 10
Veterans' POA	Page 2	Photo Caption Contest	Page 11
President's Column	Page 3	Deferred Comp Update	Pages 12 & 13
Retired Members	Page 4	Letters	Page 15
Parenti vs Meeks	Page 5	PAL	Page 17
Board Minutes	Page 8	Sports	Pages 18 - 23

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. Otto Elvander at 2:00 P.M. Wednesday, July 18, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustee J. Sturken. All other Officers and Trustees present.

MINUTES OF LAST MEETING: Approved as presented, in writing, to members.

COMMUNICATIONS: Donations from following received and acknowledged by Secretary:

COMMISSIONERS JOHN KEKER & PIUS LEE — regular donation of Commissioner's monthly salary; **JEANETTE HODES** — for assistance by OFFICER GIN, Northern Station. Treas. Parenti presented regular monthly bills, benefits, salaries etc. **APPROVED.**

Treasurer Parenti reported the following deaths: **EDWARD CAVANAUGH** — Born in San Francisco in 1903, Ed worked as a plumber before joining the Department in 1929 at age 26. As usual, at that time, he received his training working out of the Deputy Chief's Office. After such training he was assigned to the Radio Cars which worked out of Headquarters Company, being transferred to a different Station every 3 months. After 8 years in the cars, Ed was transferred to Northern Station, where he remained another 8 years. From Northern to Ingleside, working there 2 years, then to Southern Station where he remained until his retirement for service in 1965 at age 62. Ed was confined to a wheelchair his last few years due to leg trouble. He was 86 at the time of his death.

ROBERT GREMINGER: Another San Franciscan born in 1917, Bob worked for the Muni Railway as a motorman before he became a member of the Department

in 1941. He was assigned to Co. K after the Academy, working in the Accident Bureau. Appointed a Sergeant in 1950 he was assigned to Potrero worked there only a short time before he was transferred back to Traffic Administration. In 1959, Bob was appointed Inspector in charge of School Safety Traffic Patrol. He remained in this capacity until he was appointed a Lieutenant in 1967 at age 55. Bob was a member of the Police Band until it was disbanded. He received the following awards while in the Department — 1944 - C/C for capture of a suspect wanted for burglary; 1952 - 2nd Grade - for arrest of a suspect who had killed a grocery store owner; 1953 - C/C for helping rescue a jumper from the 11th Story ledge; 1957 - disarming of a suspect with a shotgun who had already killed his wife. Bob was 73 at the time of his death, which occurred in his sleep. **LAWRENCE WERRILL:** Born in Billings, Montana, Larry worked as a limited tenure policeman for several years before becoming a sworn member of the Department in 1950 at age 29. After his study at the Academy, he was assigned to Potrero Station, remaining there for three years. He was transferred to Taraval on Mounted Patrol and was there for 17 years. Larry was transferred to Northern Station and worked a short time until transferred to Taraval where he remained until his retirement for service in 1975 at age 54. He received the following awards: 1057 - 1st Grade for saving a man drowning in the surf at Ocean Beach; 2nd Grade for rescuing 2 women swimmers being pulled under by under-tow at Ocean Beach. It was necessary for Larry to ride his horse into deep water to make these rescues; 1966 - arrest of a suspect who had escaped from the U.S. Reformatory; 1967 - arrest of a suspect wanted for 2 armed robberies. Larry was 60 at the time of his death.

REPORT OF TRUSTEES: Mrs. Loral Good-Swan, Security Pacific Bank, reporting for Mr. McIntosh; 15% of portfolio is in Cash, 18% in Stock, balance in Government Maturities. Due to sales and acquisitions there was an increase of \$1,500 in Annual Income. No new recommendations to Trustees.

GOOD OF THE ASSOCIATION: Pres. Elvander set next regular meeting for 4th Wednesday of August, August 22, 1990 at 2:00 P.M. Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:35 P.M. in memory of above departed Brothers.

Fraternally:
Bob McKee, Secretary

San Francisco Veteran Police Officers Assn.

MEETINGS: Tuesday, August 14, 1990 is our next meeting date. We always meet on the second Tuesday of every month. Jack Cipparrone, George Cathrell and many others fill the orders at the refreshment stand, starting at 11:30 a.m. Marty Barbero starts the business meeting at 12:30 p.m. sharp. Ted Connell, Dick Castro, Bob McKee and others are the Kitchen Crew. They serve a great lunch right after the door prize drawings (five!).

SICK CALL: Ray Canepa had a heart problem but he is home now. Jack Kerrigan is home after major surgery.

DEATHS: Robert Gremminger, in Novato. Rest in Peace.

NEW MEMBERS: George Elfismo and Robert McEachern. Welcome! John Shine, who joined last month was sworn in.

BILLS: Our returning Treasurer, Ray Seyden, read the bills for June. Members approved payment.

COMMITTEE REPORTS: Jim Cole said some raises are on the horizon, but none finished as yet. Re the SFPOA's petition for binding arbitration, it will improve their lot in salaries and/or benefits. Whatever they get, the percentage increase means dollar(s) raises for us. No other benefits apply, i.e. dental. Why? Because we are not actives, but we do get the percent raise.

Tom Dempsey said there was some talk about allowing retired members to go back to work for the SFPD earning a maximum of \$7,500 per year. "I put in for the Chinatown detail," he said. The talk is only talk so far.

GOOD OF THE ORDER: Ray Seyden thanks everyone for contacting him during his recovery.

Attendance 79
Membership 851
Mary Barbero, President
Gale Wright, Secretary

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FROM THE PRESIDENT

News Flash: Art Agnos Becomes A Republican

Remember how we've (the POA) always been told not to support Republicans because they never give you benefits or support on labor issues? Well, our Mayor, who is on record as supporting collective bargaining and is currently complaining about pay formulas and is supposed to be pro-labor, is opposing us on our labor ballot measure on collective bargaining. Only problem I see with his change of attitude is, will the Republicans accept him? He may be a man without a party.

Collective Bargaining Update: We're on the November ballot. Please read my article on how this was accomplished. You the membership, should know who your supporters were. Supervisors Nelder, Alioto, Ward, Maher, Britt, Hsieh and Gonzalez. Numerous labor unions (I gave your reps a list to post) along with Walter Johnson, Head of the Labor council, who communicated with the Board of Supervisors in support of our measure. Finally I can't say enough about the job POA attorneys Vince Courtney and Alan Davis did. Different supervisors had questions regarding some of the content of our measure prior to approving it. Vince and Alan answered every question possible from the technical to labor related contained in the measure, satisfying the supervisors concerns so they felt comfortable voting for our measure. Reading this you can't appreciate the magnitude of the tremendous job done by Vince and Alan.

Another year of Police Summer Games has come and gone. SFPD was well represented this year in Sacramento and brought back a lot of medals. Congratulations to all participants.

Speaking of Police Summer Games, this was the first time I was able to see as much soccer as I have in my entire life. I learned a lot about the game and became so enthused that when I got home, I started watching the World Cup. Okay, one game anyway. Okay, only half of a game but I'm learning more about the game and it made me appreciate the skill involved in playing soccer. Both soccer teams played well and both medalled.

While on the subject, our POA team headed to the State of Oregon to play Softball in their combined Police/Fire Olympics. We finished second taking the silver medal. We were led by Steve "The Hammer" Collins (9 HR) and "Earth to" Matt Hanley. Both these guys carried the team on offense as well as great defense. Jimmy Drago was his usual self, pitching and fielding his position well. Jim did a great job. A special thanks goes out to Gary Delagnes who, in baseball terms, played the hot corner, which is third base. Gary really cooled off the hot corner though. In fact, all the balls that went by made that corner look like the arctic circle. In defense of Gary though he had to play with a brace on his knee and really gutted it out. Although there were some team members (no names) who said they didn't see any difference in his style of play, brace or not.

AIDS week: Well, it's long gone and all went well. You members out there on the line deserve a pat on the back for a difficult job well done. (Even I got a letter from the Mayor. How did they get our home addresses?)

LW/LP Issue: Those of you who are Q-2 and work as Station Keeper make sure

you submit your card for SGT's pay for that day.

Labor Affiliation: It's become very apparent we can no longer afford to be out by ourselves all alone when it comes to dealing with the City. Al Casciato, who is our Labor Council Representative, at the request of the POA Board, has been interviewing different labor unions for possible affiliation. When Al's report is complete he will be making recommendations to the POA Board and then to the membership. More on that upcoming. A thanks once again for all the labor support behind us getting our Collective Bargaining on the November ballot.

Bill Fazio addressed the POA Board recently requesting our support of him being appointed D.A. if Arlo Smith is successful in November and the office becomes vacant. You, the membership, will decide, but Bill is certainly an outstanding D.A. with a great record and relationship with our rank and file and I think deserves our support.

A thanks to Jim Curran for last month's election to the "All Jim Curran Team". I'm not sure I deserve such a lofty status but I appreciate the thought.

VFW Award



Capt. Larry Minasian of Community Service, Chuck, Lt. Michael Kemmitt and Chuck's son, Chuck IV.

Charles "Chuck" Lofgren (then assigned to the Vice Division) was given the Veterans of Foreign Wars special recognition award as the Outstanding Police Officer of 1989. This award was presented on Sunday, April 28, 1990 in the Green Room in front of an audience of friends and other recipients. Chuck was selected due to his service during the year as a member of the Vice Division, his numerous Captain's Complimentary Reports, and his work in drug abatement in the Tenderloin and Mission Districts. Chuck was also selected for his numerous service citations earned during the Vietnam War, which include the Purple Heart.

Watch Your Wallets!

by Al Trigueiro, Treasurer

The 1989-1990 Audit was made available to your Board of Directors on July 18, 1990 and will be posted in all units. If you didn't see one; please come by the POA or ask your POA Rep.:

Look closely at your 1989-1990 Audit! Your close examination will be revealing!

Generally, the Association's financial position was weakened, due in large part, to added and sometimes unexpected administrative and committee expenses. Let me be more specific.

Expected increases arrived by way of our President's retirement benefits which the Association now pays for entirely, by contractual salary increases for office personnel, and by increased POA representation at the larger units throughout the Department.

I am proud to announce to you that our own Community Services Committee made donations to a record number of organizations. The increased expense here is noteworthy and misleading as countless benefits for our Association are reaped in the form of Goodwill and Positive Public Relations.

Unexpected costs were reflected in increased attorney's fees. The 1989 screening budget projected an expenditure of \$5,000; yet, the Association exceeded that amount by nearly \$100,000; most of these expenses have been satisfied and the

results have been gratifying. POA attorneys successfully handled the McCoy, Dean, Kidd, Casillas case and are proceeding well with several other politically motivated, but nevertheless costly defenses. Thus far, the Association has been able to absorb these additional costs without substantially weakening our financial future. One important reason for my optimism can be found on the Political Contribution Line in Exhibit B of the General Audit. Despite spending in excess of \$27,500 to fight Proposition K (the Sheriff's initiative), which was a frugal campaign allotment, the Association was also able to reign in its heretofore unwieldy political contributions. Political contributions decreased by over \$60,000 which provided much needed relief for offsetting legal fees.

Our financial future will improve in fiscal year 1990-1991 as continued budgetary constraints, improved financial planning and increased revenues will go a long way in providing a secure and appropriately directed Association.

Please take the time to peruse the Audit.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



The Big Sleep

by Peggy Eastman

You wake up with a start, for no apparent reason, and lie there for what seems like hours, fretting because you can't get back to sleep.

You're not alone in your misery. More than one-half of people over age 65 who live at home — and more than two-thirds of those in nursing homes — complain that they have sleep problems.

That was the consensus of a panel of experts that reported to a conference on sleep disorders sponsored by the National Institute of Mental Health and the National Institute on Aging.

Contrary to popular belief, the panel said, the need for sleep doesn't decline with age. "We think that the ability to sleep decreases with age much more than the need to sleep," said William Dement, M.D., a professor at Stanford University School of Medicine.

Alzheimer's disease, heart ailments, arthritis and clinical depression — all disorders associated with age — are among factors that adversely affect one's ability to sleep.

Nevertheless, the experts emphasized that sleep problems are not a normal part of the aging process. Robert J. Joynt, vice president of health affairs at the University of Rochester, told the conference, "A healthy older person has very few sleep complaints."

There are, however, changes in sleep patterns as people age. For example, older people spend less time in deep sleep than younger people, are more likely to take frequent daytime naps, and tend to go to bed earlier and to get up earlier.

While many older people adjust well to

these changes, others suffer from serious complaints. Among them are lapses in breathing, called obstructive sleep apnea, and abnormal body movements while sleeping. The most common disorder of all is insomnia, or extreme difficulty in falling to sleep.

Insomnia affects both the young and the old, but while the elderly account for 13 percent of the nation's population, they use 30 percent of the sleeping pills consumed each year.

Doctors warn against using the pills for older patients, except for very short periods, because dangerous side effects may be worse in an elderly person.

These side effects include addiction, and subsequent withdrawal symptoms, that can cause memory impairment, anxiety and delirium. Further, insomnia can become worse once use of sleeping pills is stopped.

Just as insomnia affects more older people, so does obstructive sleep apnea. Particularly vulnerable are men who are overweight, middle-aged or older, and who drink too much alcohol.

The disorder causes victims to snore loudly and then stop breathing. Breathing lapses usually last only seconds, but they can last long enough to cause death.

Obstructive sleep apnea can often be controlled by sleeping on your side or stomach. Sleeping on the back causes the tongue and soft palate to collapse and block air flow. More serious cases can be treated by a procedure called nasal CPAP (continuous positive airway pressure) through a nose mask.

Involuntary leg movements — called "restless legs" or nocturnal myoclonus — that can interrupt one's sleep or deliver an unintended kick to a spouse also are more common among the old.

The cause of these involuntary movements isn't known, and there is no cure, but drugs can control severe cases.

Whatever sleep problems you have, say the experts, here are some things you can do to help yourself, naturally:

Go to sleep and get up at the same time each day; use your bedroom only for sleeping or sexual activity; exercise two to four hours before bedtime; avoid alcohol and caffeine; and drink very little fluid in the evening.

Reprinted from AARP Bulletin July/August 1990



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I declare under penalty of perjury that I have not and will not solicit or accept any compensation, directly or indirectly, for the leave hours that I am transferring. I further declare that I am transferring the leave hours of my own free will and not under threat or coercion by any individual.

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Donor Social Security No. _____ Donor Signature _____ Date _____

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PPSD 2006 5/90 (Temporary Document)

COMPLETE EITHER SECTION 1 OR SECTION 2

**Donor must complete Section I OR
have their spouse complete Section II.**

SECTION 1: MARITAL STATUS DECLARATION

I, _____, declare under penalty of perjury that:
Print Name _____

Check One:

_____ I am not married;

_____ I do not know, and I have taken all reasonable steps to determine, the whereabouts of my current spouse;

_____ I and my current spouse have executed a marriage settlement agreement pursuant to Title II of Part 5 of Division 4 of the California Civil Code (or a predecessor statute, if applicable) which makes my earnings my separate property.

Donor's Signature _____ Date _____

SECTION 2: SPOUSAL CONSENT

I, _____, declare under penalty of perjury that:
Print Name _____

I am the legal spouse of _____
Print Donor's Name _____

I have been informed of my spouse's transfer of sick leave and/or vacation credits as an irrevocable donation to a city employee designated as catastrophically ill and I hereby consent to this transfer by my spouse.

Donor's Signature _____ Date _____

Call the POA for more information.

No Regard For Public Safety

Judge Meeks Asleep On The Bench

by Ron Parenti, Northern Station

July 25th was a frustrating day for the Office of the District Attorney, the San Francisco Police Department and a total embarrassment for the many diligent Municipal and Superior Court Judges on the San Francisco bench.

Municipal Court Judge Perker Meeks, the Presiding Judges' designated "on-call" magistrate for the setting of bail and the issuance of search warrants made himself totally unavailable to consider two (2) applications for search warrants; one involving the search for pipe bombs and the other for the search of stolen property involving Mexican nationals who were selling heroin and forging INS documents.

In the first instance, SFPD Case #900965158, Inspector Thomas Gerard, Intelligence Division, received information from the San Mateo Police Department that on July 21 they had arrested a suspect for possession of a live pipe bomb. During the suspect's interview on July 25th, information was developed that many more such devices were present in a designated location in San Francisco. The suspect also admitted that on the day of her arrest she was "on the way to a location to plant the device." No particular group or target was disclosed.

Consequently, Inspector Gerard, assisted by Assistant District Attorney George Butterworth, prepared his affidavit for search warrant, and in attempting to reach Judge Meeks through the Municipal Court Clerk, Butterworth was advised that Judge Meeks would not discuss the search warrant with him and the Judge instructed the staff in Room 201 not to bother him again that night AT ALL.

Frustrated in this rebuke, and the Judge's blatant disregard of Penal Code Section 810 as well as the internal operating procedures of the Municipal Court (section 30006), which mandates the availability of the duty Judge, Butterworth then received

permission to contact Superior Court Judge Lenard Louie for the review. Judge Louie authorized the search warrant, the results of which are unknown at this time.

In the second instance, on July 24th, Officers Bohanan, Roche, Roth, Mahoney and Fee of Northern Station, arrested an individual for possession of heroin for sale.

During the course of their investigation, it was determined that the prime suspect and others, all believed to be illegal aliens, were engaged in receiving stolen property and shipping it to Mexico in exchange for heroin. They also concluded that the group was forging INS green cards. The property in question was literally being crated for shipment to Mexico.

Once again, proper procedures being followed to the letter, Bohanon, with the assistance of Assistant District Attorney Marc Blumberg, prepared his affidavit for a search warrant. To their dismay, after several hours of work, they too were told at 11:30 PM by the clerk that Judge Meeks would not accept any telephone calls **under any circumstances.**

They then contacted Municipal Court Judge Ron Quidachy, Presiding Judge William Mallen's designee. Although Quidachy was "kind and sympathetic", he was reluctant to review the warrant and overstep Judge Meeks. Once again, the court's operating procedures and the Penal Code were violated in less than a classy fashion.

It is my understanding that the District Attorney has sent a formal letter of protest to the Presiding Judge of the Municipal Court seeking an explanation for these events.

In the meantime, numerous property crimes will no doubt go unsolved, stolen property will have been sent to Mexico, the participants will continue "ripping off" the public with impunity and we can be secure knowing that Judge Meeks' rest went undisturbed without regard for public policy or public safety.

Hostage Negotiators Conference

by Officer Dorothy Shurtleff

The first conference/training seminar for hostage negotiators was held May 30, 31 and June 1, 1990, at Lake Arrowhead, in San Bernardino County.

The primary purpose of this conference, sponsored by San Jose State University, was to establish a statewide association of hostage negotiators from every law enforcement agency in California.

More than 150 hostage negotiators attended this conference. Inspector Joe Kennedy, and police officers Lynn Torres and Dorothy Shurtleff were detailed to the conference by S.F.P.D., and attended at their own expense.

The Police Officers' Association donated \$150.00 to help host a hospitality room at the conference in an effort to make this new hostage negotiators' association reflective of both Northern and Southern California police agencies' needs and goals.

It was decided by all in attendance that an annual training conference/training seminar should be held for the newly formed "California Association of Hostage Negotiators." The tentative site for the next training conference is Palm Springs, Ca, sometime during the last two weeks of

May, 1991.

Inspector Joe Kennedy was elected to serve as Treasurer on the Executive Board of Directors of the newly formed association.

On July 18, 1990, the Hostage Negotiator's Alliance of Santa Clara County met at the Santa Clara County Sheriff's Office in San Jose. Sergeant J.F. "Jim" Greer, of the Santa Clara County S.O. hosted this meeting and introduced S.F.P.D. Inspector Joe Kennedy to all members present. Sgt. Greer invited all Santa Clara County negotiators present to join the new California Association of Hostage Negotiators, paying \$25.00 per year to be active members.

The next scheduled meeting in the Bay Area for law enforcement hostage negotiators will be Wednesday, September 5, 1990, at 0930 hours, hosted by the San Jose Police Department.

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On An Average Day...

...there are 290 drug-related emergency-room incidents

Of these,
...14 are caused by marijuana
...16 are caused by PCP in combination
...37 are caused by cocaine
...38 are caused by aspirin or Valium
...40 are caused by heroin or morphine
...58 are caused by alcohol in combination

...10 of these incidents result in death

On the same average day,
...39,109 pounds of marijuana are brought into the United States
...2,239 pounds of cocaine are brought into the United States
...23 pounds of heroin are brought into the United States

These statistics are taken from *On An Average Day...* by Tom Heymann, published by Ballantine Books, copyright 1989. Used with permission of the author.
As Mr. Heymann says in the introduction to his book, "The United States is a country of 245,898,000 persons (and increasing at a rate of 5,992 per day). Here is a glimpse of who we are...on an average day."

ACLU And Bar Association Strike Out With OCC

by Paul Chignell, Vice-President

For years the American Civil Liberties Union and a select committee of the San Francisco Bar Association have been promoting the establishment of an independent entity to investigate citizen complaints against police officers. **They got what they wanted... it doesn't work as we said it wouldn't... and they are screaming foul.**

For years the POA through political action blocked placing a Charter amendment on the ballot to create the OCC and at one time prevailed on a 6-5 vote (which representatives of the Bar Association recently characterized as a heart-breaking defeat) of the Board of Supervisors.

In 1982 the POA withdrew its opposition to the enabling amendment, tired of spending our resources on blocking the OCC, but we clearly told the advocates for such a system that it would not work. The OCC was created and for almost eight (8) years it has been a debacle with major personnel problems, shoddy investigations and a disservice to police officers as well as complaining citizens.

Now, the knights in shining armor who promoted this idea are bemoaning the present system and turning their wrath on the POA and SFPD leadership as the culprits for the OCC failure. A recent article in the San Francisco Attorney, publication for the Bar Association, stresses a need for more

money, more personnel and Charter change to make the OCC work.

The article carefully avoids the mishandling of investigations such as the Smoot case where all of the police inspectors charged in that OCC debacle were exonerated, and they do not discuss the leak of personnel files by the OCC to the press.

As I've stated before in years past, **the stalwarts of the Bar Association could better spend their time creating a proper system for the discipline of lawyers rather than continuing to promote a system that puts cops through the hoops with no benefit for the community or the Police Department.**

We as police union leaders need to step up our aggressiveness in challenging OCC investigations, safeguarding our procedural rights at OCC and at the Police Commission, and obtaining new laws and court decisions that give more comprehensive due process rights for police officers. A case pending before the California Supreme Court will be decided soon that hopefully will give court sanction to an existing statute mandating full discovery of material prior to the interrogation of a police officer. Additionally, a bill in the legislature, AB 3539 by Assemblyman Richard Katz (D) of Los Angeles, needs to pass so that full discovery will be given to police officers upon their disciplinary hearings.

Stay tuned for more OCC news.

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Representation Of Police Officers In Trouble

by Paul Chignell, Vice President

One of the most important functions of the Police Officers' Association is to assist and represent police officers under investigation by agencies within and without the San Francisco Police Department.

When individual members are asked the single most important reason for being a member of the POA, they state that having representation when in trouble is why they pay dues.

The Office of Citizen Complaints, Management Control Division, District Attorneys Office of Special Prosecutions, and the FBI routinely investigate complaints against police officers.

It is imperative that POA representatives and POA attorneys be aggressive in defending the rights of police officers under investigation and not be deterred when those charged with interrogating police officers try to manipulate the legitimate rights of those officers.

The Public Safety Procedural Officers' Bill of Rights Act, which became effective in 1977, is the main statutory defense against management intrusion for officers under investigation. Prior to the enactment of this law, there were numerous examples

of officers being treated like second class citizens. But there are investigators who through willful actions or ignorance, feel they can trample on the rights of San Francisco police officers.

Representatives must stand their ground and not allow violations to occur.

Examples of the rights that some investigators need to be informed of involve the following:

The Right To A Representative Of The Officer's Choice

A police officer who is under investigation administratively is entitled to a representative of his/her choice. This means exactly what it says and no interrogation may take place unless that person is available. There is an exception if the seriousness of the investigation deems otherwise, but management must clearly articulate that the matter is of such importance. Therefore, if your representative is not available, reschedule the interview.

Narrow Questions Related To The Complaint At Hand

Administrative interrogators must ask questions that are narrow and specific to

the complaint and are not allowed to ask hypothetical questions or drift away and ask questions about other matters. In addition, if an administrative interrogator asks redundant questions, stop them from doing so.

Right Of Representative to Interject

Some administrative interrogators think they can stop the representative from interrupting or advising their client. **They are wrong.** Representation means exactly what the word implies. Do not be afraid to interject if there is a violation of the Police Bill of Rights and perform your duty to fully represent the officer under interrogation. If the interrogator starts to ask irrelevant or hypothetical questions, say so and be firm.

The Right To Discovery

The Police Bill of Rights allows the police officer under investigation to have full discovery of other witness statements, reports, etc. prior to the interrogation taking place. The statute is quite explicit and the District Court of appeal has ruled in a lawsuit out of Pasadena that police unions are right on this issue. Because the matter is pending before the California Supreme Court, the Police Commission through the OCC and the Police Administration through the Management Control Division are not complying with the statute fully. However, in most cases some pre-interrogation discovery is provided. In any event, whenever an interrogation is about to start, the representative should state for the record that full discovery has not been given and further state that the law mandates that such discovery should be provided.

Only by aggressively advocating and reinforcing the rights of police officers, will those rights be maintained.



NYC Transit Police Chief Vincent Del Castillo (left) appointing Leslie J. Kaslof Honorary Chief of the NYC Transit PD.

Notebook Contributor Honored

Leslie J. Kaslof, a frequent contributor of articles to the Notebook, was honored recently by being appointed "Honorary Chief" of the NYC Transit PD. New York's Transit Police have almost 4,000 sworn members, making them the largest transit police department in the country.

Les is a frequent visitor to San Francisco and usually does a ride-along with one of our units when he's in town. On his last visit his ride-along (in the Potrero) was a little more exciting than usual. He assisted in the capture of a burglary suspect, later found to be armed with an all purpose burglary tool (hatchet on one end, crowbar on the other).

Les also serves as Director and Executive VP of the NYC Police Reserve Assoc. and is a well-known writer and lecturer, especially in the field of police-related health and stress problems.

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Aloha, Art

by Al Trigueiro, Treasurer

In the State of Hawaii with its picturesque sunsets, cooling tradewinds and soothing ocean sounds, there exists amongst the Kamaainas (Hawaii residents) a certain spirit of cooperation, caring and sharing which is known as the Aloha Spirit. These kindnesses are not imagined nor are they some sort of marketing ploy, but actually exist amongst the locals. This article is not meant to be a travel log but a commentary on recent events regarding the Association's battle to bring our Department and our City into the realm of the 20th Century by allowing the firefighters, airport police and ourselves to negotiate in good faith with the City for our wages, benefits and working conditions.

It is with a spirit of cooperation and caring that our Association has approached, thus far, each and every facet of our Interest Arbitration campaign, scheduled for voter approval or disapproval in the fast approaching November election.

As early as the latter part of 1989, members of our Executive Board accompanied by the POA's attorneys were beginning to meet with diverse, concerned groups within our organizations to piece together an acceptable and valid Collective Bargaining Proposal. Once our membership's acceptance and support were assured, select members of the Executive Board and Legislative Committee accompanied by Attorney Vince Courtney beat a path to the doors of the local politicians to explain the Collective Bargaining concept and to seek their support. Gratification was immediate and swift as local politicians assured the Association's leadership of their enthusiastic support, not only for the time tested concept of Collective Bargaining with Binding Interest Arbitration, but also for our specific proposal.

The example of gubernatorial candidate, Dianne Feinstein, must be noted, since during her tenure as Mayor, she had been strongly opposed to the concept of arbitration for police and fire and to past measures initiated by our organization. Yet, after careful review, Dianne Feinstein personally called our president, Mike Keys, to inform him of her decision to wholeheartedly support both the concept and our basic ballot measure. With initial supporters such as Assembly Speaker Willie Brown, Board President Harry Britt and Supervisors Nelder, Gonzales, and Hsieh, the Binding Interest Arbitration ballot measure was well on its way to becoming broadly accepted over a far reaching political and philosophical spectrum.

Yet, despite the initial positives, the road to November continues to be filled with bumps and twists, some expected and others not. A major obstacle to overcome for a successful conclusion to our campaign would be an acceptance of our Interest Arbitration measure by Mayor Art Agnos; the gentleman who rode the Association's coattails to the seat he presently occupies in City Hall's Room 200.

For our Association that should not have been a problem because of our crucial endorsement of his teetering mayoral campaign and because in 1979, while Art Agnos was an Assemblyman in Sacramento, he wrote a lengthy ballot argument in support of the POA and Firefighters' Collective Bargaining with Binding Interest Arbitration measure.

Mr. Agnos during his tenure in the State Assembly publicly supported Collective Bargaining with binding interest arbitration for police and fire.

Despite his historical pro-labor stance on this very issue, Mayor Agnos' self imposed non-existent relationship with the majority of our Association's leadership caused considerable concern amongst members of the campaign committee.

It was publicly known that Mr. Agnos, for political reasons, refused to meet with the POA's new leadership for nearly a year and a half after their installation. And it was this unnecessary alienation and mean-spirited behavior toward the novice POA administration that caused the campaign committee to fear harsh political reprisals.

In fact, during the early stages of the campaign for Interest Arbitration, a union

leader attending a dinner honoring labor heard Mr. Agnos remark to seemingly no one in particular that he didn't want to see any "damn" initiative petitions on the November ballot! Perhaps it was a coincidence that only several days beforehand, the campaign committee had endorsed the idea of an initiative petition as the primary method of placing the Interest Arbitration measure on the ballot!

It was this off-handed remark that shed light on the type of deceitful and dirty tricks campaign that lay ahead.

As the weeks progressed, a flood of incidents occurred which proved both harmful and costly.

First, the Office of the Registrar of Voters informed the POA's attorneys that our initiative petition, drafted and approved by the City's Attorney's office, was invalid, thus costing the campaign both time and money. This turn of events occurred not once, but twice, and a re-printing of the petitions for a second time was only averted after a threat of an immediate lawsuit.

The POA's responsibility to fund our campaign was financed exclusively by an assessment of our members. The assess-

ment originally scheduled to be deducted from our members' paychecks in ten equal increments had to be re-scheduled as the Mayor's Employees Relations Division held onto the POA's deduction request in excess of a month without explanation or notification of their actions. Only after a telephone inquiry was made by a concerned POA official was the deduction request forwarded to the Payroll Division for scheduling.

This is the type of politically motivated action which clearly indicates an anti-POA bent and gives us all the more reason to have our Interest Arbitration measure approved by the Citizens of this City.

As the initiative petition drive progressed, the POA learned through sources close to the Mayor's office that he and his staff were developing plans to stall the drive and to keep the measure from the Ballot. Finally, on June 11, most of the Executive Board and the chair of the Legislative Committee, Ray Benson, met with Mayor Art Agnos. At the meeting, Mayor Agnos indicated very clearly that if the POA insisted on placing Collective Bargaining with

(See ALOHA, Page 9)

No More NET

Task Force

June 1, 1983
July 20, 1990

*The Chief made a call and they came to the hall,
All from different stations,
Who could know that they would be the best of all.*

*In waves they came, eleven at a time,
until the number
Was thirty and three; it seemed like a lucky number to me.
For four years this number she would suffice,
The rest of our family, they still were in vice.*

*In '87 the family did grow;
we now had 86 cops all in a row.
Drugs and gangs, the Task Force went into the mix,
Endorphins released, a natural fix.
They then tackled the job that had to be done*

*And they did it with relish and professional aplomb.
God, they were better than any thought they could be;
That was the downfall for them, both you and me.*

*Arrests in the thousands yearly they did make,
With complaints so few this had to be a mistake.
This was no accident how they all performed,
They knew what was expected was way over the norm.
Heads up high at this time of their demise,
For the blame is not theirs to bear,
This group that showed they had a little hair.*

*To them a real thanks the city does owe,
They didn't do the job just for the 'dough.*

Bruce F. Marovich

Last Supper

*In ones and twos with an occasional three
They came to Duffy's for a final soiree.*

*Greetings and shakes exchanged,
Camaraderie in abundance,
Joy and tears.
Happy time, sad time.
What does it mean?*

*Brothers and sisters who put their lives on the line
Sharing the last precious moments of one great family.
Is it the end?
Never!*

*Once learned things are not forgot,
Together they'll always be,
Remembering their days of joy and harmony.*

Bruce F. Marovich
Task Force

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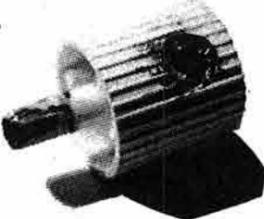
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Board of Directors Meeting July 18, 1990

Call to Order

Pledge of Allegiance

Roll Call: Present: Rosko, A; Machi, A; Maloney, B; Fox, D; Goldberg, E; Java, J; Doherty, K; Shine, K; Friedlander, Hdqts.; Sullivan, Inves.; Donovan, Hdqts.; Drago, SOB Task Force; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Chignell, V-Pres.; Keys, Pres.

Excused: Coggan, C; Barsetti, D; Paulsen, E; Gardner, F; Ramlan, G; Conway, I; Alves, Hdqts.; Fagan, Inges.; Flip-pin, MTPD.

President's Report

President Keys issued a memorandum explaining the latest pay increase through the present formula we now employ that has taken effect as of July 1, 1990. Please see your respective representative(s) for a copy of this memorandum.

President Keys also discussed the interest arbitration measure that we are attempting to place on the ballot for November of 1990. We are currently pursuing two different courses of action: (1.) through the initiative petition; (2.) through the Board of Supervisors. We will have more information in the coming weeks as to which course we finally utilized.

The Uniform & Safety Committee has been receiving information from interested parties (i.e. manufacturers of semi-automatic handguns), regarding group prices. We will be issuing the latest information on bulk discounts once confirmed.

The like work/like pay overtime cards for compensation at the Q-50 (sergeant's) rate of pay for station keepers is a viable issue (thanks to the protection of our M.O.U.) and all members serving as station keepers will be allowed to submit appropriate compensation cards until further notice.

The department administration wishes to initiate the "platooning" system of division staffing as early as August 4, 1990. President Keys has requested a formal meet and confer to discuss accompanying problems/issues with administration officials.

We are still meeting and conferring with department administration personnel regarding the Personal Improvement Performance (P.I.P.) binders. John Goldberg, Co. E POA representative, has been extremely helpful and instrumental in obtaining background information necessary to hopefully streamline the evaluation process.

Vice President's Report

Vice President Chignell synopsis his meet and confer meetings with the Department Administration over the Investigation Bureau's staffing measures. Originally, the Administration had wished to end all weekend rebookings and all on-call compensation and make the Investigations Bureau a 24-hour, seven day a week operation.

As of this date, Vice President Chignell reported that there is an understanding between the POA and the Administration that the Bureau will not be a 7 day, 24-hour

unit, however, there will be a night crew consisting of one lieutenant and 15 members, the staffing of which will be initially approached on a voluntary basis. Each detail will still have the on-call compensation and, as far as we know right now, weekend rebooking is gone. Vice President Chignell, along with Bureau reps. A. Fagan and R. Sullivan, will issue information on all anticipated meetings.

Secretary's Report

The attorneys from the Davis, Reno & Courtney firm sent notice to the Department Administration that we would be filing a grievance in regards to the elimination of overtime from exempt ranks (i.e. commander/deputy chief). We received, in return, a letter from the legal staff of the police department explaining that the exempt ranks voluntarily gave up the overtime in question, and that it was not arbitrarily taken without a meet and confer! We will continue our interest in this matter.

The Bley firm has prepared a new OCC check list for members of the Board of Directors information and use whenever accompanying a member to an OCC or a Management Control Division interview. The Board of Directors will review the check-list when representing members, to make sure that all appropriate notations are made on tape in case of future litigation or administrative proceedings.

Hospital Prisoner Policy: Secretary Johnson reported he has made overtures to Lt. Jim Hampton, SFPD liaison with SFGH hospital police, in an attempt to alleviate the problems members experience bringing prisoners to SFGH for treatment and/or admission. Lt. Hampton has reported that he is extremely short-staffed and cannot help us at this time. Further meetings have been set up with Al Waters, President, Deputy Sheriffs' Association and with Commander Michael Brush, 2nd Division, at the Police Commission's request, to address this issue.

Childcare Center at the POA Building: Lorie Brophy, a member of the POA Childcare Center Committee, advised the Board of Directors that a Childcare Co-op could be initiated at the POA Building to assist members who are attending court. There would be a need to increase our liability insurance and, in addition, minor modifications would have to be made to child-proof our building for the children who will be attending the co-op. Goldberg, M; Drago, 2nd, that the Board of Directors approve the use of the POA Building as a Childcare Co-op as long as the necessary insurance is obtained and safety factors implemented at a cost not to exceed \$2,500, for POA members' use only. This motion was approved unanimously.

Friedlander, M; Trigueiro, 2nd, to approve the Secretary's report for the month of June. Motion approved unanimously, noting that the record should reflect J.

Donovan present at the June 1990 meeting.

Treasurer's Report

Friedlander, M; Fox, 2nd, to approve the Treasurer's Report for June. Motion approved unanimously. Treasurer Trigueiro issued a 1989/1990 audit and will ask for approval of this report at the August/90 Board of Directors' Meeting.

Treasurer Trigueiro then briefed the Board on where we stand with our interest arbitration measure. Even though we have gathered over 62,000 signatures (special thanks goes to members of Central Station and the Narcotics Task Force, as well as many other individual members who gave a great deal of their off-duty time in obtaining citizen support), we may alternatively use the auspices of the Board of Supervisors to place our measure on the November/90 ballot for many reasons which will be explained at the next POA Board of Directors' meeting in August.

A representative of the City Attorney's office questioned the legality of our ballot measure stating that, as written, it could be in conflict with Section 4.15 of the IRS Federal Tax Code. Our attorneys have assured us that this is not the case and that the city attorney's opinion is in direct conflict with the facts they have gathered in preparing this ballot measure. Nevertheless, a motion was made: Maloney, M; Cole, 2nd, that our attorneys will obtain a written opinion from the IRS as well as an independent legal opinion from a tax specialist in order to ensure that the protection(s) in this particular ballot measure are there for all concerned. This motion passed unanimously.

Committee Reports

Police Service Committee (Delagnes/Chair): Chairman Delagnes presented the SFPOA Officer of the Month award for July 1990 to Officer Kevin Cashman. Officer Cashman has been a member of the special Narcotic Task Force Unit for several years. He has worked in plainclothes' operations, placing himself in great jeopardy in many of his surveillance roles and he has been a dedicated and conscientious member of our department who is deserving of this award.

The Police Services Committee also had the distinction of awarding the first SFPOA "Citizen of the Month Award" to Mr. Lawrence "Cookie" Picetti. "Cookie" Picetti is a native San Franciscan, proprietor of the Star Cafe, and has been a loyal friend to all police officers for many, many years. He is currently in the hospital recuperating from surgery and as the first SFPOA Citizen being honored, we wish him all the best.

Chairman Delagnes also reported on his Committee's success in obtaining "Morton's Warm Springs" picnic area for the first

SFPOA/Lady of Fatima Picnic scheduled for September 22, 1990. Admission will be \$7.00 for adults, children under 18 free. Lunch will be compliments of the SFPOA and Lady of Fatima organization. There will be plenty of games for children, three pools and an arcade game room accessible. (We're still working on the "dunking" machine for anyone interested at City Hall.)

Legislative Committee: Report was deferred.

OCC Concerns: Representative Maloney/Southern Station, stated that there was a recent incident where OCC personnel interfered with the processing of prisoners during a mass arrest while prisoners were being transported and placed in holding cells at the Hall of Justice. There have been other issues brought before the Board of Directors involving OCC personnel questioning their (OCC) actions. The Executive Board of the POA has compiled the necessary documentation which will be presented before the Police Commission on August 15, 1990, for appropriate remedy.

Federal Litigation Committee (Sullivan/Inv. Bureau): Roy Sullivan reported that there will be a court hearing on Monday, July 30 at 10:00 a.m. before Judge Peckham. This hearing has been requested by the City in an attempt to delay any further temporary appointments to the rank of inspector or sergeant for at least 60 days while consideration of "banding" is placed before all parties. Our representatives will be present as well as papers filed objecting to this delay as the POA is on record that the exam was valid and that the appointments should go ahead as scheduled in rank order.

Financial Requests

Issue: Fundraiser for Wendy Nelder for her campaign for Assessor in November of 1990.

Cost: \$250.00 donation. Friedlander, M; Java, 2nd. Motion approved unanimously.

Issue: PAL Annual Golf Tournament scheduled for Monday, September 17, 1990 at Lake Merced Golf Club.

Cost: Approximately \$500.00. Java, M; Sullivan, 2nd, to purchase a foursome to be raffled off to POA members. Motion passed unanimously.

Issue: C.O.P.S. Golf Tournament on Friday, September 14, 1990.

Cost: \$100.00 for sponsorship. Friedlander, M; Java, 2nd. Motion approved unanimously.

Issue: Fundraiser for Supervisor Angela Alioto's Campaign for Re-election in November 1990, scheduled for July 18, 1990 at the Fairmont Hotel.

Cost: \$500.00. Sullivan, M; Fox, 2nd. Motion approved unanimously.

Meeting adjourned at 2000 hours.

Steve Johnson
Secretary

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Acting Up

by Gary Delagnes, Co. A

First of all I would like to thank all of you who stood behind me during my recent ordeal. I received many phone calls and letters from people throughout the department, as well as from the community, agreeing with the things I said and letting me know that I wasn't all alone out there. I would especially like to thank my family and the members of Central station who rallied to my defense when I needed it most.

I feel an obligation to explain my actions to those who may not be aware of the chain of events which led to my statements.

Approximately 3 weeks prior to the start of the 6th International Aids Conference rumors were rampant throughout the patrol force that "AIDS" contaminated blood might be thrown at on-line officers during the conference. The rumors not only came from within the department, but also came to us from concerned members of the gay community who do not approve of many of the methods employed by the group "ACT UP."

We were also able to ascertain information that red paint as well as animal blood had indeed been thrown on officers in other cities by "ACT UP," and, in addition, we found that officers had been subjected to human feces which was thrown at them from the crowd. There was even one instance where two officers in Atlanta had been stuck with hypodermic needles and must have gone through great anxiety before finding out they were not infected.

We felt that the membership had a right to know these facts. They are the ones on the front lines, not the chief. We met with the administration regarding our concerns and basically said, "We don't know if these rumors are true or not but the membership has a right to know about the past incidents, and should be given a policy of how to react to the threat of possible HIV contaminated blood used as a weapon."

We were told that we were overreacting and that "ACT UP" had assured us they would not throw paint or blood on the officers during the conference.

It was appalling to the POA that the administration (a) Refused to make officers aware of the incidents that had occurred at past conferences, and (2) gave credence to anything "ACT UP" said. Here is a group which has never dealt in a forthright manner with this department and has actually taken glee in lying to us and misleading us in regards to their destinations and methods at past demonstrations. Apparently the chief did not want to hinder his fragile relationship with "ACT UP" and instead chose to send his own people to the demonstration with as little information

as possible.

About one week later, the POA was contacted by Channel 20 who by now had also heard the rumors, and wanted to do an interview. Mike Keys and I gave an interview to Channel 20 that was about 15 minutes in duration. It was a very low-key interview as we voiced our concerns about the blood threat and pleaded with the demonstrators not to throw red liquid of any type at the officers. Channel 20 aired about 5 minutes of the original interview, and feedback from those who viewed it was excellent.

The trouble, of course, began when other networks picked up on the story and only used the one statement. The question, which in most cases was never heard, was, "If a demonstrator attacked you with what you knew to be contaminated blood what would you do?" My answer was, "I'm not going to say I would take my gun out and shoot them, but I'm not going to say I wouldn't." The answer I gave that day is the same one I would give today, tomorrow, next week, or until the chief of police gives us a policy in regards to this threat.

The charade that followed is now legendary. The chief, of course, made all the right political moves condemning me in front of the police commission and promising I would have no contact with the demonstrators. In light of the chief's past performances I can't say I was real surprised by his response. Commissioner Giraudo of course jumped on the band wagon, calling my statements irresponsible, out of line, etc., etc. When was the last time you were on the front line at a demonstration, Commissioner? Then, of course, we had our usual 4 or 5 members of "ACT UP," those glorious, law abiding members of our society wanting me hung, burned at the stake, shot, not necessarily in that order.

Everybody played their roles, and I was hustled off to Siberia for six days, for my "own protection" of course. It was a small price to pay if my remarks had anything to do with the demonstrators not throwing anything at the officers. That was our intent all along.

ALOHA

(Continued From Page 7)

Binding Interest Arbitration on the November Ballot that he would defeat our measure by raising 1/2 million dollars from the business community. The Mayor indicated that he had put together a task force of respected individuals with labor/management backgrounds to study the problems inherent to the City's Charter. It may be a coincidence, although I think not, that this committee, which was created approximately four to five months prior to the circulation of our petitions, met with POA representatives once the petition drive was well under way.

During the petition drive, it was decided that a dual approach to placing the measure on the ballot might be necessary. At this juncture, Supervisor Wendy Nelder introduced similar ballot language to the Board of Supervisors for the Board's approval and placement on the ballot. It was during this period of Board review that the Mayor's ultimate battle plan unfolded, as a host of political appointees and lackeys marched to the podium to voice their well-rehearsed objections to a measure, the substance of which they knew very little. Even the City Attorney's office, in light of their perusal, review and acceptance of the measure months before, was now objecting to the measure's wording regarding

retiree's benefits. The City Attorney indicated that it could possibly cause a change in the tax status of the City's pension fund. Most major cities in the United States have collective bargaining with binding interest arbitration for their emergency and safety personnel and have not suffered these dire tax consequences. Nevertheless, the POA's attorneys listened carefully to these objections and additional clauses were inserted into the measure to alleviate these perceived problems.

Mr. Agnos is quite candid about his desire to do away with the wage formula system and to insert his own form of Collective Bargaining, one which would grant final authority of any wage or benefit increase to the Mayor of this City.

In light of the political shenanigans that our Association has faced and surmounted thus far, it is clear that a panel of neutral arbitrators must be the ultimate authority.

Awhile ago, Mayor Agnos spent several days in beautiful Maui but returned with his family from this vacation with a broken collarbone as a result of a large and powerful wave. I wish that he could have returned with just a bit of that Kamaaina Spirit.

Is there still hope, Mr. Agnos?



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The SFPOA Police Picnic Is Back!

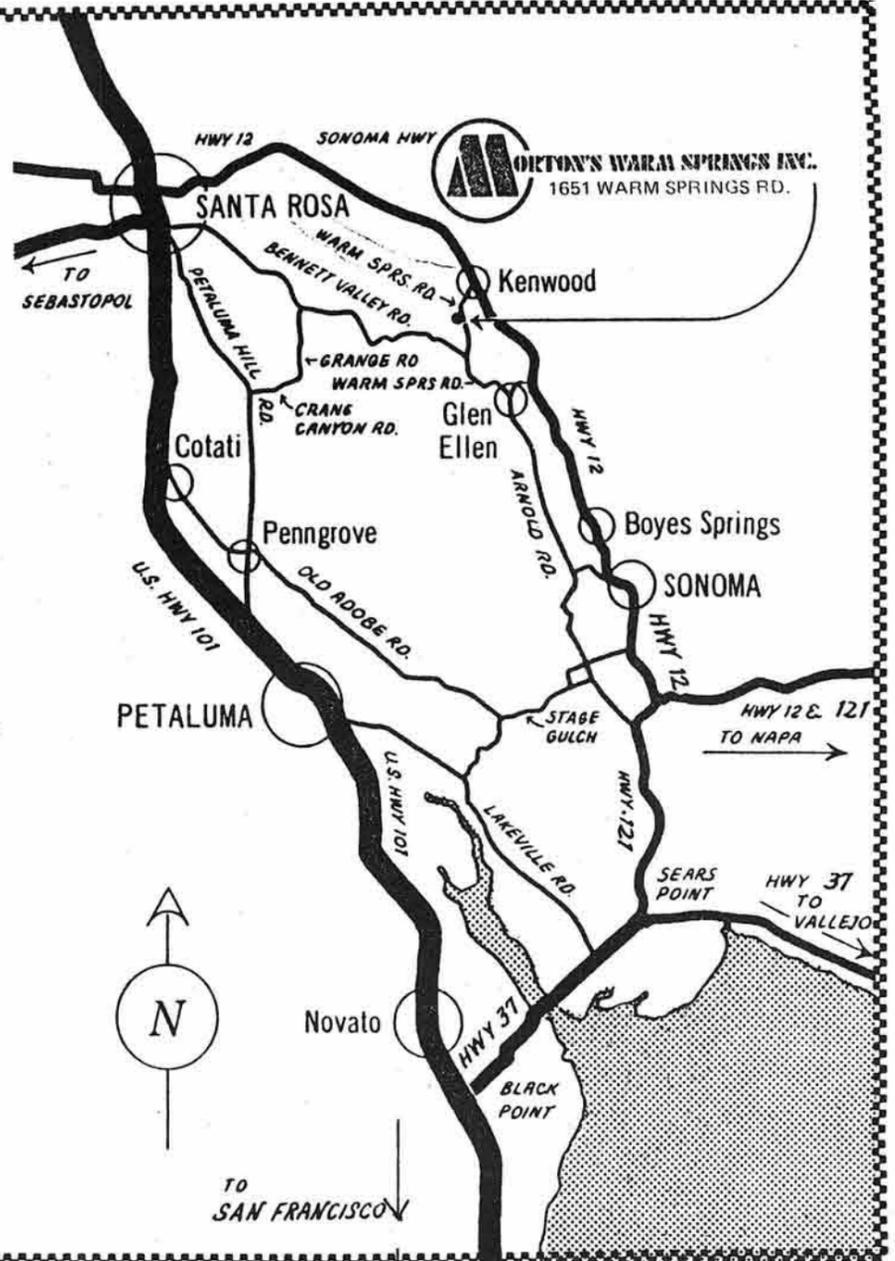
Saturday, September 22, 1990
Gates Open At 11:00 A.M.
Morton's Warm Springs
Kenwood, CA



The entire park will be available exclusively for officers, their families and friends!

- Lunch and soft drinks will be provided free of charge.
- Tickets are available at the POA office or from POA Reps.
- Price of admission — \$7.00... Children under 16 — FREE!

To be held in conjunction with Our Lady of Fatima.



Citizen Of The Month

"Cookie," as he has been affectionately called, was born Lawrence Picetti on June 1, 1903 on Telegraph Hill in the heart of North Beach.

Cookie, a San Francisco legend, spent much of his adult life as the sole proprietor of the infamous Star Bar/Cafe at the corner of Kearny and Clay Streets and adjacent to the old Hall of Justice.

Whenever police officers needed a favor, loan or handout, they saw Cookie and something got done. He took good care of his law enforcement clientele and made sure that they didn't overstep their bounds.

In other words, Cookie Picetti kept the officers out of trouble. He never kept a list

of either the officer or the amount of money that was loaned, but he always seemed to be repaid.

Cookie Picetti is a true friend of law enforcement and the S.F.P.D. which he loves to this day. Just ask any of the retired inspectors, officers or chiefs that frequented the Star Cafe.

Cookie was released from Seton Medical Center about a week ago where he was operated on for colon cancer.

As a true living legend in a City with a colorful historical past and as a true friend of police, we honor Cookie Picetti as our first Citizen of the Month.

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

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

And The Winner Is...



Recalcitrant nag disrupts police stable graduation ceremony — 1939. Submitted by Louis H. Feder

EDITOR'S NOTE: The caption winner this month is Louis Feder. Louis is the "rider" shown in the picture . . . (Maybe rider is the wrong term). See the accompanying letter for the whole scoop surrounding this fiasco.

Tom Flippin, Editor
SFPOA Notebook

Dear Tom:

Your photo of me on the horse was taken approximately 51 years ago.

The occasion was the "Graduation" ceremony—wherein the Recruit Training Classes in 1939 underwent riding lessons as part of the curricula.

The "Old Timers" running the Stables took great delight in seeing that we tall recruits were provided with too short stirrups, thus causing some darn nice "saddle sores," not to mention resulting in a lack of control over the horse (no knee pressure, etc.).

The horse I was provided with took about as distinct of a "liking" to me as I did to him—or to any horse, for that matter. The feeling was mutual dislike.

So, your Caption might read the simple "truth:"
"RECALCITRANT NAG DISRUPTS POLICE STABLE GRADUATION CEREMONY — 1939"

As we were lining up for the expected ceremony, the horse decided to suddenly vent his hostility for the various training efforts expended over the previous three weeks or so, plus the misery of the ill-fitting saddle, by suddenly bolting out of line and galloping off for several hundred feet. Finally I got him turned around, and he galloped full speed back to the line of recruits and instructors and managed to crash full tilt into same, nearly throwing me off.

Needless to say, I was not very popular with the instructors, nor was the nag very popular with me. An interesting footnote: I believe this was the very last time horse riding was included in the Recruit Training, so at least I probably managed to save a lot of fellows a lot of discomfort and "saddle sores" over the years.

Good luck with your contest. At least, you brought back a lot of memories.

Sincerely,
Louis H. Feder

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Deferred Compensation



by Mike Hebel,
Financial Commentator

As of June 30, 1990 the City's Deferred Compensation Plan had 6,030 City employee members — over 25% of the entire work force. Thirty-one percent of the police department now participates. Hartford has \$152 million of City employee dollars under its management.

The Deferred Compensation Plan was established in 1978 by the Board of Supervisors. In that same year, the Retirement Board selected the Hartford Insurance Company, from nine proposals submitted, to serve as the Plan's trustee.

Through its 11 years of managing City employee money, it has consistently maintained its investment goals: conservation of principal and earning a reasonable return.

The 25% participation rate by City employees in the Hartford Deferred Compensation Plan is remarkable given that the national average is 19% employee participation in deferred compensation plans offered by large public employers.

Among San Francisco City employees, the average account balance is \$23,640 well exceeding the national average account balance of \$2,200.

San Francisco employees' average yearly contribution is \$3,650; \$140 per pay period. The normal maximum contribution allowed under deferred compensation is \$7,500 per year with the exception of the three year catch-up provision which allows

an employee to contribute, tax deferred, \$15,000 per year during his or her last three years of employment.

As of June 30, 1990 two City employees had account balances exceeding \$200,000. These large balances were obtained by participation in the plan since its inception along with a maximum contribution of \$7,500 per year coupled with placement of all the monies in the stock fund. There are now 25 City employees with account balances between \$150,000 and \$199,999. An additional 184 employees have balances between \$100,000 and \$149,999. The largest number of City employees are in the account balance range of \$10,000 to \$24,999 — 1,328; 2,852 City employees have account balances under \$10,000.

The Hartford Deferred Compensation Plan is indeed an affordable one. The minimum contribution is \$5.00 per pay period. Monies placed with the plan are put into tax sheltered accounts wherein earnings accumulate tax free, deferred that is, until paid out. The Internal Revenue Service agrees to postpone taxing that portion of the pay which the employees agreed to postpone receiving.

THE CITY & COUNTY PLAN

The Hartford Insurance Company now offers 11 funds for City employees who wish to take advantage of the deferred compensation scheme. The Hartford recently published its performance record for their 10 funds for the six months ending June 30, 1990.

The Hartford, to my delight, added its 11th fund on July 9, 1990. This is the International Opportunities Fund.

of the Hartford Funds are doing as well as, and in most cases much better with your money than their institutional peers.

MARKET INDICATORS	YEAR TO DATE ADVANCE
Dow Jones Industrial	6.4%
S&P 500 Index	2.9%
Nasdaq Complex	1.6%
Amex	-4.4%
Solomon Higrade Bond	1.8%
Wilshire 5000	.1%
Donoghue Money Market	3.2%
Consumer Price Index	2.5%
HARTFORD RESULTS	
Stockfund	4.1%
Aggressive Growth Fund	6.0%
Advisors Fund	2.6%

For information about the plan, the Hartford's phone number is 995-3232. CITY & COUNTY ALLOCATIONS

Of the \$152 million that City employees have paid into the Deferred Compensation Plans, they have, as a group, allocated their monies amongst the 10 plans as follows:

PLAN	PERCENTAGE
General Account	62.2%
Advisors Fund	14.6%
Stock Fund	12.6%
Aggressive Growth Fund	3.6%
Bond/Debt Fund	2.7%
GNMA Mortgage	1.3%
Money Market Fund	1.2%
Index Fund	.7%
US Government Money Market	.7%
Index Fund	.7%
Socially Responsive Fund	.4%

These allocations show that City & County employees are conservative in their investment approach with regard to deferred compensation. This is how it should be in that deferred compensation is truly meant to be a long-term plan for the accumulation of real wealth by the regular discipline of adding something all the time. It is meant also to be a supplement to a retirement system. The deferred compensation plan works best when it receives contributions for 15 to 25 years and pays out for 15 to 25 years.

While the general account is the most popular, recent trends in financial markets indicate that interest rates are falling and when they do, so will the amount paid on the general fund. Prior to September 1, 1989 the general fund paid 9.2%. It now pays 8.75%. This reflects the nationwide decline in short-term interest rates. Every three months this interest rate is reviewed and it does fluctuate. The general fund has, in the past, paid as high a fixed return as 12.5% and as low a return of 7.5%.

INTERNATIONAL OPPORTUNITIES FUND

Congratulations to the Retirement Board for its approval, in May of 1990, of the 11th plan offered by the Hartford Insurance Company. The International Opportunities Account did receive approval from the Securities and Exchange Commission on July 2,

1990 and has been available for purchase since July 9, 1990.

While this fund is not for everyone, it certainly does allow City employees the opportunity to now truly participate in the global market place. This new investment option has as its objective the achievement of long-term total return consistent with prudent investment risks with investments in a diversified portfolio of foreign investments (70% equity/30% bonds ratio as its goal). This offering will provide additional diversification opportunities for investors. Under normal conditions, it is anticipated that at least 70% of the underlying fund's total assets will be invested among a minimum of five countries. These investments will be broadly diversified by company and industry. Investments will not be made in South Africa. The foreign countries in which investments may be made include, but are not limited to, Australia, Belgium, Denmark, Finland, Germany, Hong Kong, Italy, Japan, Malaysia, the Netherlands, New Zealand, Norway, Singapore, Spain, Sweden, Switzerland and the United Kingdom.

The International Opportunities Fund Account will be managed by the Wellington Management Company. This company has 30 years experience in the international investment field and currently manages over \$3 billion in foreign assets. It has a stable team of international investment professionals with economic, political, technical and quantitative specialists.

With the addition of this fund, Hartford's family is now truly complete.

Markets in many countries around the world have consistently posted superior returns to those in the United States. Over the past 10 years, markets in 8 different nations have led the world in annual total return — and the U.S. was not one of these countries.

TIER II COMPARISON

In August of 1989 when I reported in the Notebook on the deferred compensation's mid-year results for 1989, I included a column under the heading of Tier II Comparison. I received so many comments about this comparison and personally feel that the comparison is so worthy of your attention that I repeat it now.

For several years I have been energetically and enthusiastically urging officers of the Tier II retirement system (joined police department after November 1976 or participated in Tier I benefit buy-out in 1981) to join the deferred compensation plan even if they could only contribute the minimum (\$5.00 per pay period). The Tier II plan provides a very minimal (2%) annual non-compound cost of living adjustment which makes it very unattractive.

The combination of Tier II and a deferred compensation retirement plan does provide for financial independence. Hypothetically, if a member of Tier II (age 52 with a spouse of the same age; 25 years in the SFPD) were to have retired for ser-

FUNDS	2ND QUARTER	YEAR TO DATE RESULTS	COMPOUND ANNUALIZED RETURN SINCE INCEPTION
Aggressive growth	8.6%	6.0%	15.3%
Stock	6.7%	4.1%	16%
Advisors	4.7%	2.6%	11.4%
Bond/Debt	2.7%	1.7%	9.3%
GNMA mortgage	3%	2.4%	9%
Money Market	1.7%	3.3%	7.3%
Index Fund	5.8%	2.1%	8.7%
Gov. Money Market	1.6%	3.1%	6.3%
Socially Responsive	3.9%	1.5%	9%
General Account			
Current Pays		8.75% per annum	

As measured by widely accepted market indicators, it is clear that the performance

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Plan's Mid-Year Results

vice on June 1, 1989 having contributed into deferred comp maximally (\$7,500/year for 25 years at an 8% accumulation rate) the following would happen:

Tier II Monthly Retirement Benefit: \$1,570
Deferred Comp Monthly Benefit: 4,433

Total Retirement Benefit: 6,003

The deferred compensation monthly benefit, used in the above figure, is option four — joint/survivor 50%, payments made for 37.3 years for a total payout of \$1,981,390. The deferred compensation cash value would be \$576,137 at the time (6-2-89) of this hypothetical retirement. **WHAT SHOULD THIS SCREAM AT YOU?** Deferred Compensation is a powerful money compounding mechanism that should be part of every Tier II officers' personal financial plan.

WHAT TO DO NOW

The 1990's are beginning as a decade filled with hope and promise. The breakdown of the east/west barriers, the stampede to free markets and free movement in Communist countries, and the approaching unification of Europe — not to mention the current economic environment of low tax rates, full employment, and modest inflation, all point to an era of potentially unprecedented prosperity and well-being, capable, perhaps, of spawning a bull market even greater than that of the 1980's. However, it is my forecast that the returns to investors in the 1990's will almost certainly fall short of those earned in the 1980's. In the 10 year period, 1980-1990, the stock market quintupled the value of investor portfolios containing high quality stocks; the S&P 500 rose in

nine of the ten years, soaring 404% overall on a total return basis, or about 18% per annum compounded.

Irrespective of political, social and economic forces then, investors will probably be earning much lower real return in the 1990 than the 18% per annum total return recorded by the S&P 500 in the 1980's. It is likely that the annual, inflation adjusted, return on quality stocks will return to their historical average of 11% per year. Bond funds should grow at about 6 to 8% per year with money markets in the range of 6 to 7%. It is also forecast that the Dow Jones Industrial Average (the most popular measurement of the equity market in the United States) will soon push to 3,000 or higher. This will be followed by a pull back, that is a decline of perhaps 10 to 15% as business continues to just poke along and corporate profits dwindle. Probably there will be no plunge as seen in October of 1987 but rather a gradual erosion in the market over several months. A Dow in the 2500 to 2600 range would certainly excite investor appetites and mark the beginning of another climb that might send the market to the 3500-4000 range by late 1992.

I consistently favor the use of the Hartford Equity Funds (stock, aggressive, index) as a way of participating in the United States economic growth. While stocks are certainly riskier than money market funds or government bond funds, the below table shows that your odds of making or losing money on stocks depends on how long you own them. A one year investment in equities is risky. The longer you hold, the more likely you are to come out ahead.

HOLDING PERIOD	YOUR CHANCE OF EARNING:			CHANCE OF LOSING
	0-10%	10-20%	Over 20%	
1 year	19%	19%	38%	24%
5 years	30%	40%	25%	6%
10 years	29%	54%	16%	1%
20 years	22%	70%	8%	0%

The chance of earning figures in the above chart show compounded annual growth.

The general fund is now yielding 8.75% which is still attractive. The general account contains no junk bonds and is presently invested in U.S. government securities to the tune of 93.8%; the other 6.2% is invested in high-quality corporate securities and cash equivalents. The advisors fund, with its emphasis on long-term total return, is attractive with its allocation of stocks, bonds and cash equivalents. For those willing to assume a bit more risk, there is the aggressive growth fund and now, for diversification purposes, the International Opportunities Account. Since the International Opportunities Account is a new fund, I would recommend no more than a 20% allocations until it is able to develop its own performance record.

AMERICA'S BEST INSURANCE COMPANIES

Junk bond phobia, which has already decimated thrift stocks, now is infecting insurers. Investors have visions of waking up to find that junk losses have devoured a chunk of insurer's capital. They worry that insurers, with perhaps \$50 billion of high-yield junk, might have to sell some at fire sale prices or mark it down sharply.

In light of the savings and loan industry scandals, the spotlight is beginning to focus on the balance sheet of the nation's largest insurance companies. The question arises about the possibility of defaults among insurance companies thereby not allowing them to meet their commitments to their policy holders. Some financial commentators are already talking about the "great insurance scandal of the 1990's". Incredible as it may seem, up to 20% of the 100 largest life insurers, which account for more than 4/5ths of the industry's assets, could become insolvent in the 1990's. Why? In most cases, it is the result of unsound junk bond and real estate investments, managerial incompetence and cut-throat competition.

Of the nation's 100 largest insurance

companies, three (Hartford Life Insurance, Colonial, and Combined Insurance) are the only ones without high risk, problem assets.

In a 1989 report called "Life Insurance Industry Credit Outlook," Moody's Investor Services examine the asset quality, profitability and capital adequacy of 40 life insurance companies. In its analysis, Moody's revealed that Hartford Life had achieved the highest possible quality in its bond portfolio. They found that Hartford simply had no junk. In its opinion, Moody's called that credit quality of Hartford's Life bond portfolio "among the best in the industry."

Hartford has been in the money management business since 1810. It has been the Hartford's investment policy never to jeopardize the financial security of its customers through investing in high risk investment securities regardless of the high returns these securities ostensibly yield. Consequently, the problems now being experienced by a number of junk bond investors (including some large insurance companies) are not being experienced by the Hartford.

Congratulations to the Retirement Board for having the foresight in 1978 to select, as trustee, such a high quality insurance company — The Hartford.

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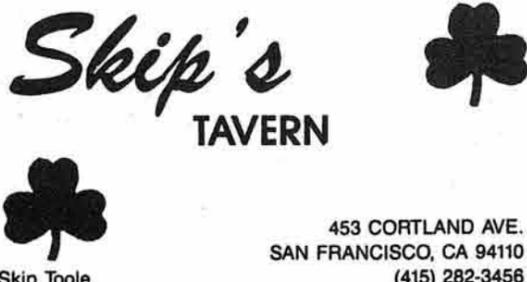
TOP 5 PERFORMING MAJOR STOCK MARKETS, 1980-89

(Performance rankings based on U.S. dollar evaluation)

FIRST	SECOND	THIRD	FOURTH	FIFTH
1980 Italy	Hong Kong	Singapore	Australia	United Kingdom
1981 Sweden	Denmark	Singapore	Japan	Spain
1982 Sweden	United States	Netherlands	Germany	Belgium
1983 Norway	Denmark	Australia	Sweden	Netherlands
1984 Hong Kong	Spain	Japan	Belgium	Netherlands
1985 Austria	Germany	Italy	Switzerland	France
1986 Spain	Italy	Japan	Belgium	France
1987 Japan	Spain	United Kingdom	Canada	Denmark
1988 Belgium	Sweden	Norway	Denmark	France
1989 Austria	Denmark	Germany	Norway	Singapore

These returns are historical and past performance is no guarantee of future results. But, as you can see, when you expand your investment focus beyond the United States to include economies in other parts of the world as well, you have the potential to achieve superior capital growth vs. a U.S.-only portfolio.

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SMOKE SCREEN

(Continued From Page 1)

from interest parties who has no reason to oppose it. Fortunately for us, the Board of Supervisors again demonstrated it will take the Mayor on when he goes too far and they will vote over his objections as they did for us in putting interest arbitration for police, airport police and firefighters on the November ballot.

Following is the harrowing tale of how these issues were dealt with in our final arbitration measure.

POA strategy

A bit of background. We decided to submit the proposed Charter Amendment to the Board of Supervisors because we heard from Speaker Willie Brown's office that the Mayor was planning to use as argument against our measure that it would pose a threat to the tax-exempt status of the retirement system. After receiving this information, we provided the Mayor's office with another copy of the proposed amendment, had several meetings over the amendment with Deputy Mayor Number One, Claude Everhart, the Mayor's Employee Relations Director, and various city attorneys; we also tried to discuss the amendment with the Mayor in our one meeting with him since he took office. Neither the Mayor nor anyone else expressed concern to us regarding the tax exempt status of the retirement system before July 10th, 1990.

To flush out Mayor Art's objections and enable us to deal with them in a timely manner, we requested Supervisor Nelder introduce our measure as a Charter Amendment to be placed on the ballot by the Board of Supervisors. Deputy Mayor Number One, Everhart, appeared before the Administration and Oversight Committee of the Board of Supervisors on July 10th, 1990 and, together with a Deputy City Attorney, announced to all the world that our proposed Charter Amendment, specifically section 8.590-6, would run afoul of IRS regulations, the effect of which would undermine the tax exempt status of the retirement system, thereby putting at risk hundreds of millions of city dollars. The Deputy City Attorney that Claude Everhart brought to this committee hearing complained that he had been assigned this matter only — the day before the hearing — an unexplained oddity given the fact that months earlier the Mayor's office had raised the issue with Speaker Brown.

The contentions made by the Mayor's office are just plain wrong, and in our view, irresponsible and politically motivated. Nonetheless, we have dealt with them in a manner which has taken from our opposition any legitimate, or even rational objection that they could make to the charter amendment, based on the issue of the tax-exempt status of the retirement system.

Retirement System Protections

First, while the Mayor's office and the City Attorney's office may not know this, you should know that the charter already contains protections against changes in the IRS Code that are central to this issue. In 1988, the voters added new language to charter Section 8.500 to specifically protect the tax exempt status of the retirement system. So that we fellow officers can be aware, that the Section now reads:

8.500 Retirement System for Officers and Employees

Subject to the vested rights rule, the Board of Supervisors is further empowered to enact, by a vote of three-fourths of its members, ordinances to conform to the provisions of the retirement system to any changes in the tax laws of the United States to the extent necessary to maintain the qualified tax status of the retirement system provided that the Board of Supervisors shall first secure, from the retirement board, an actuarial report of the cost and effect of any such change and the recommendation from the retirement board that such an Ordinance is necessary.

The Board of Supervisors is further empowered to enact, by a vote of three-fourths of its members, Ordinances to allow internal revenue code section 414(H) (2) tax treatment of members' contribution to the retirement system provided that the Board of Supervisors shall first secure from the retirement board an actuarial report which certifies that such ordinances will not

increase costs, other than administrative costs, for the city and county. (Amended November 1988).

Well, now you are smarter than the Deputy City Attorney. In our view, the authority granted the board by this section is sufficient to protect the qualified tax status of the retirement system. Nonetheless, we have now gone much further toward protecting the city's retirement system.

We went ahead and reacted to Mayor Art's announcement that the retirement system was being placed in jeopardy by our measure by letting the board know that we were willing to take whatever reasonable steps were necessary to assure the public that our measure could not and would not negatively impact the tax-exempt status of the retirement system. After several meetings with members of the board and the leadership of the Public Employees Unions, several amendments to the measure were adopted by the board addressing the concerns raised by Mayor Art and his cronies. Now, the measure being placed on the ballot by the board specifically providing for the extremely comprehensive protections states:

A. The amendment provides the charter measure, in its entirety, is subject to the charter section 8.500, which authorizes the board to take whatever action is necessary to preserve the tax-exempt status of the retirement system.

B. The amendment provides specifically that it is effective, only to the extent that benefits authorized pursuant to it "Do not have an adverse consequence on the tax treatment of benefits provided to any city employee of the city and county."

C. The amendment further provides that any agreement reached by the parties or any decision of the arbitration board concerning the retirement system shall not become effective until:

(i) The retirement board certifies that "Implementation of the modifications presents no risk to the qualified status of the retirement system", and,

(ii) After having received certification from the retirement system, the board makes an independent judgment based on "clear and convincing evidence" that there is "no risk to the tax-qualified status of the retirement system and will not increase the taxes of the city and county employees" and then enacts the changes by a three quarters vote.

Labor Support

All legitimate concerns regarding this issue have, very obviously, been more than adequately addressed. Such was the conclusion of Walter Johnson, Secretary-Treasurer of the San Francisco Labor Council and the Public Employees' Committee of the Labor Council. Mr. Johnson wrote the board on July 23, 1990 explaining that the public employees unions have as great an interest in preserving the tax-exempt status of the retirement system as anyone and, after thoroughly reviewing the charter amendment and the objections that were raised by Mayor's office, these unions, and the Central Labor council itself, had concluded that the charter amendment could now "in no way threaten the retirement system, nor city employees."

Particular thanks are owed to Walter Johnson, Larry Martin (Transport Workers), Bob McDonald (Laborers Union), Stan Smith (Building Trades), Paul Varicalli (SEIU Local 790), Sal Roselli (SEIU 250), David Novogrodsky and Carol Isen (IFPTE Local 21), J. B. Martin (Machinist Local 1305), Jim McPartlan (Carpenters Local 222), Larry Mazzola (Plumbers Union), and Franz Glen (Electricians Union). All supported our charter amendment. All saw through the mayor's attempt to divide labor on this issue. All saw through this charade of trying to convince the other city employee unions that this measure would jeopardize their interest and their members' interest in the retirement system. These labor leaders rose before the Board of Supervisors and spoke on our behalf. These same labor leaders wrote to each member of the board urging that our measure be placed on the ballot. Organized labor came forward and supported you.

Consent Decrees

Concern was expressed by several members of the Board of Supervisors con-

cerning the consent decrees. In order to alleviate the fears being expressed that the consent decrees covering their police and fire departments would be adversely affected by interest arbitration we agreed to amend the legislation to guarantee the consent decrees would be unaffected. Language is as follows.

8.590-5 Impasse Resolution Procedures (g) The impasse resolution procedures, set forth in section 8.590-5 shall not apply to:

3. Any rule, policy, procedure, order or practice which relates or pertains to the purpose, goals or requirements of a consent decree, or which is necessary to ensure compliance with federal, state or local anti-discrimination laws, ordinances or regulations.

In the event the city acts on a matter it has determined relates to or pertains to a consent decree, or in the event the city acts to ensure compliance with federal, state or local anti-discrimination laws, ordinances or regulations, and the affected employee organization disputes said determination, that determination or action shall not be subject to arbitration.

This provision means, in plain English, that the parties are left to their legal remedies under the consent decree and civil rights laws. I hope the deputy city attorney can understand this one.

Crowd control policies, Office of Citizen Complaints and arbitrability of police and fire disciplinary procedures.

Because of concerns expressed by the Police Commission, Chief Jordan and others regarding the applicability of interest arbitration to the department's crowd control policies, OCC procedures and disciplinary procedures, we agreed to the

Dirty Tricks Squelched By Nelder And Gonzalez

by Michael Keys, President

Supervisors Wendy Nelder and Jim Gonzalez were effective in heading off an attempt by the City Attorney's office to improperly change legislation which had already been adopted by the Board of Supervisors to the detriment of the airport police when they voted to place on the ballot the Charter Amendment for interest arbitration for police, fire and airport police.

For pragmatic reasons, both the POA and Firefighters Local 798 agreed to an amendment that provided disciplinary procedures applicable to San Francisco police officers and San Francisco firefighters would not themselves be subject to arbitration. That is to say, if we could not reach an agreement with the City as to what the disciplinary procedures ought to be, an arbitrator would not have the authority to make that determination. No such agreement was made by the San Francisco Airport Police Officers' Association, as they do not have the same political problems, nor had the City requested that the airport police make any such concession.

Thus, when the amendment was made on July 25, the Board's vote had the effect of providing that if the Charter Amendment was approved by the voters, airport police officers would have the right to have their disciplinary procedures subjected not only to negotiations, but also to interest arbitration.

Evidently, the City Attorney's office was not pleased with the prospect of airport police disciplinary procedures being subject to the arbitration provision. Such background is necessary. The City Attorney's office has been very partisan against binding interest arbitration, had been bending over backwards to support the Mayor's office against the POA, and has not maintained any sense of neutrality on this issue, particularly now that the Board of Supervisors has placed our measure on the ballot. The City Attorney's office went too far, however, when it engaged in the inappropriate, unethical and most probably illegal behavior of attempting to change the content of the Charter Amendment after it had been voted on by the Board of Supervisors.

After the measure was voted on by the Board of Supervisors, and while the next matter, the City budget, was being discussed, Supervisor Gonzalez was approached

following amendment:

8590-5 Impasse Resolution Procedures (g) The impasse resolution procedures set forth in section 8.950-5 shall not apply to:

1. Any dispute or controversy concerning the San Francisco Police Department's crowd control policies;

2. Any procedure or practices relating to the processing and disposition of complaints handled by the Office of Citizens Complaints, or matters relating to disciplinary procedures that apply to disciplinary actions involving members of the San Francisco Police Department, Fire Department and (Airport Police) covered by these sections or matters covered by charter section 8.343;

These amendments were agreed to by the POA to blunt political rhetoric and opposition and because these amendments do not interfere with our ultimate goal of utilizing negotiations with arbitration to obtain fair wages and benefits for all of us.

In sum, what we are left with is a good solid interest arbitration measure which is supported by labor, the Board of Supervisors, Dianne Feinstein, and Assembly Speaker Willie Brown, and which should and will be supported by most political organizations in San Francisco.

We expect that the mayor and those dependent on his largess will insist on opposing us in every possible way. If we are to win in November we will need the assistance of each and every member of this POA. We will need each of you to get the facts out on this issue. The smoke and mirrors of the Agnos administration will be everywhere. Be ready, get ready, 'cause here we come!

by one of the clerks of the Board of Supervisors and asked if he had a written copy of the amendment that he had read into the record. He replied that he had, and showed the draft to Special Assistant to the City Attorney Jonathan Holtzman. It did not mention airport police. Holtzman then asked Gonzalez why the amendment did not make any reference to airport police, and indicated it should. Gonzalez thought that Holtzman was talking to him about a possible clerical error in the amendment, and so asked Holtzman if it would make any difference in the substance of the measure if airport police were included. Holtzman responded that it did not. Because he felt that he was simply complying with a technical requirement and permitting the correction of a "clerical error", Supervisor Gonzalez wrote the words "airport police" on the copy of what he had read into the record. Armed with this document, the City Attorney then consulted the Clerk of the Board of Supervisors, and they proceeded to change the legislation that had been adopted by the Board of Supervisors and produced a "Fifth Draft", which provided that airport police now would also not have the opportunity, should this measure pass, to have disciplinary procedures subject to the arbitration provisions of the Charter Amendment.

The next day when the written document was produced and forwarded to the Registrar of Voters, both Supervisors Nelder and Gonzalez reacted sharply, complaining, obviously, that it is supposed to be the members of the Board of Supervisors that adopt legislation, not the City Attorney.

Supervisor Wendy Nelder authorized the attorneys representing the airport police, Davis, Reno & Courtney, to file a suit to

(See TRICKS, Page 16)

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Letters

Farewell

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

July 23, 1990

Dear Sir:

I wish to thank the below listed officers for their unheralded support, not only for me, as their supervisor, but for the support that they have demonstrated in their devotion to duty in protecting and serving the citizens in the Mission District during my tenure as supervisor of the Mission Police Station Street Crime Abatement Unit.

Since December 12, 1987, I have had the fortunate assignment of supervising officers of the Mission Police Station Street Crime Abatement Unit. This unit's backbone was the initial officers assigned, all of whom are still present in the unit. These officers are: Lou Espinda, Eric Quema, Kevin Dempsey and Mike Moran. Many other officers have come and gone, and some have remained. These include: Pat Correa, Robert Jensen, Steve Morimoto, George Fogarty, Laurel Hall, Daryl Ball, Phil Tummarello, Ken Nieman, Mike Cosio, Lou Perez, Marlene Willhoite and Christine Lee, as well as others who have had short assignments to this unit.

These officers, during my tenure, have made over 5,100 felony and misdemeanor arrests. They have seized over \$153,000.00 in narcotic related funds. They have been involved in assisting, solving, and investigating untold numbers of serious crimes for Inspectors of the various Bureaus of our department, whose gratitude for these officers is as great as mine.

Since June 2, 1987, officers of Mission Police Station have made over 1,000 11550 H & S arrests in our district. The conviction rate for these specific arrests is now hovering at an unprecedented 90%. A special thank you to Mike Paganini and Tom Murphy. These two officers, as well as the aforementioned, have all given their time and energy to the program. They have unselfishly trained, without compensation, over 83 officers of this department in the 11550 H & S Field Training Program. Unfortunately this program no longer exists.

Again, thank you to these officers, as well as all the officers of Mission Police Station Street Crime Abatement Unit.

Joe Dutto
Sergeant of Police
Mission Police Station

Thanks

Frank Jordan
Chief of Police

Dear Chief Jordan:

On July 8th, 1990 my husband, Lawrence Patrick Merrill, (SFPO, retired) passed away. A time of deep grief for my family and myself.

My Pat was a good man and a good police officer. The tribute you paid him will never be forgotten. At a time of sorrow I felt so proud and happy to see the Color Guard at the rosary, and it was so beautiful to see the mounted men at the Mass.

I wish I could find the words to really express my feelings in seeing the mounted men in their uniforms. They were so impressive, and I have had nothing but compliments about them and the San Francisco Police Department.

A special thank you and my sincere gratitude to Deputy Chief Fred Lau and Captain John Willett. I know that without them the tribute would not have happened. My thanks also to: Sgt. Rene LaPrevotte, Off. Vince Simpson, Off. Corrado Petruzzella, Off. Dave O'Donnell, Off. Bruno Pezzulich Off. Laura Bianchi.

You have to feel very proud to have men like this in the department that my Pat loved very much. While watching the mounted men I could see Pat on his horse, and saying, "Thanks men, for remembering me."

Sincerely,
Mrs. L P. Merrill

Resign!

July 12, 1990

Mr. William R. Hearst III
Editor and Publisher
San Francisco Examiner
San Francisco, CA

Dear Mr. Hearst:

I have written to you in the past and appreciated your written response to my concerns. The last time I wrote to you I was protesting the inflammatory style of writing by Mr. Hinkle regarding black on white crime. Surprisingly he began to write, or so it seemed to me, in a softer tone and even began to write articles favorable to some police officers.

My concern this time is somewhat simple. I am requesting that you seek letters of resignation from your Executive Editor, Managing Editor and Editor and to fill their current positions with minorities and/or women who are qualified. They need not be equally qualified.

I am asking for this simple request in order to avoid classifying them as hypocrites. The Editorial in Wednesday's 7/11/90 Examiner calls for "THE FIREFIGHTERS SHOULD GIVE UP" and further states that "YET THEY FIGHT ON, ATTEMPTING TO PRESERVE WHAT AMOUNTS TO A SPOILS SYSTEM OF PRIVILEGE FOR LARGELY WHITE MALE MEMBERSHIP."

Isn't this a case of the pot calling the kettle black?

If Mr. Kramer, Mr. McCulloch and Mr. Dembart have any real integrity they will immediately submit their letters

of resignation. However, they probably lack the strength of their convictions and would refuse to resign. Thank you for your attention in this matter and I hope to hear from your office as there is a slight chance they may resign. Thank you.

Cordially,
Louis Calabro

Thanks

Tom Flippin
SFPOA

Dear Tom,

Thank you for your willingness to support my candidacy for the Superior Court in what to me was a critical endorsement — The POA. I know it was not easy, given the divided loyalties of many of your colleagues, but I am grateful that you were willing to be in my camp.

Alex Saldamando

Mike Keys
President
San Francisco Police Officers' Association

Dear Mike:

I wish to extend my thanks on behalf of the San Francisco Police Marathon Runners, for the P.O.A.'s contribution, used to host a picnic in Golden Gate Park following the City of San Francisco Marathon.

The runners from our department and their families, along with the officers from visiting agencies appreciated the lunch following the long, hard, run.

Many thanks,
Jeff Brosch
Coordinator

S.F.P.D. Marathon Runners

Smear

Tom Flippin, Editor
SFPOA Notebook

Dear Editor:

In Dennis Tomason's article: "Commission 'Gag Order' No Right to Free Speech," (Notebook July '90) he trivializes and villifies the acronym for the AIDS Coalition To Unleash Power by writing "Act Up" in lower-case letters. As a vigilant monitor of news media, I see this smear tactic often. For example, anti-gay politicians and religious leaders are fond of writing variations on, "The sodomite disease," "Aids," because they have nothing to gain from fair words and attention to detail. Likewise, Mr. Tomason has no stake in accurately teaching readers that a group of people united to bring an end to the government's criminal negligence in dealing with a pandemic that has killed 85,000 people in the U.S., calls itself ACTUP for a reason, not for the clever and powerful name alone. I'm responsible for informing San Francisco's lesbian, bisexual, and gay community of the small injustice that Dennis Tomason committed. We like to know who our friends are, and others.

Clarissa Van Der Meer

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Kudos

Davis, Reno & Courtney
Attorneys At Law

Dear Mr. Quaide:

I have received all of your correspondence pertaining to dues paid to Local 790 and sincerely appreciate all of your well documented research that truly shows that Local 790 should be held liable not for three but for the past five years. According to my calculations Local 790 owes me approximately \$2,500.00 and the time and effort that you have put into this case will not be soon forgotten.

I have sent a copy of this letter to Michael Keys, the President of the San Francisco Police Officer's Association in order that he too can appreciate the work that you as well as the other attorneys at Davis, Reno and Courtney have accomplished in regards to this matter. Once again thank you for all of your help.

Sincerely,
Sgt. Thomas J. Griffin



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TRICKS

(Continued From Page 14)

correct this problem if that were necessary. As it turned out, it wasn't necessary, as Supervisor Gonzalez provided a sworn Declaration that was used by POA attorney Vince Courtney in persuading John Taylor to correct this problem administratively. Gonzalez's Declaration really tells the story. It states:

After the Third draft, as amended, was approved by the Board of Supervisors, I was asked by one of the clerks of the Board of Supervisors if I had a written copy of what I had read into the record prior to the vote on my amendment. I replied that I had. I then showed the draft to Special Assistant to the City Attorney, Johanthan Holtzman. Mr. Holtzman asked me about subsection 8.590-5(g)2 of the draft, inquir-

ing why the draft did not make any reference to the airport police. I asked Mr. Holtzman if it made any difference in substance. Mr. Holtzman replied that it did not. I concluded that there was a clerical error and wrote in "airport police". We had a number of important matters ongoing at the time, including approval of the budget. I mistakenly thought that Mr. Holtzman's statement meant that there was a clerical error. No vote of any kind was ever taken on the notation that I made on the written memorandum that I gave the clerk of the Board.

I later learned that the notation "airport police" has been included in the draft labeled "Fifth Draft" that had been prepared by the city attorney. I also learned that there had been no clerical error at all in the Memorandum that I read into the record as set forth above, and that the so-called

"clerical error" that I thought had occurred was in fact a change of substance. The police officers and firefighters had approved of the language that I had read into the record as part of 8.590-5(g)2. They understood that they would not be able to arbitrate disciplinary procedures. There were never any discussions with representatives of the airport police officers to exclude from them the opportunity to negotiate and arbitrate disciplinary procedures. Accordingly, no reference had been made to the airport police officers in the amendment motion made by me. The Fifth Draft that now has been submitted to the Registrar that is the subject of this lawsuit contains 8.590-5(g)2 as set forth below and is, therefore, in error:

(g) The impasse resolution procedures set forth in Section 8.590-5 shall not apply to:

2. any procedures or practices relating to the processing and disposition of complaints handled by the Office of Citizens' Complaints, or matters relating to disciplinary procedures that apply to disciplinary actions involving members of the San Francisco police department, fire department and airport police covered by these sections or matters covered by Charter Section 8.343; and

I understand that it is the position of the Clerk of the Board of Supervisors, on the advice of the City Attorney, that written memoranda that are referenced to by a member of the Board of Supervisors are to be given higher status than a motion that had actually been made by a member of the Board. I am aware of no such higher status that is provided to such written

memoranda. Written memoranda that pertain to verbal motions are given to the Clerk of the Board after they are read to assist the Clerk in seeing that accuracy is maintained. Amendments are made verbally to written proposals as a matter of course, and they are an appropriate and necessary part of our responsibilities as legislators. However, the actions taken by the Board are those that are voted on by us, not those that may be amended or altered by any one of us after a vote has been taken. The dangers of the latter practice are obvious, and are not to be condoned. Accordingly, I fully support this action for modification of the Proposed Measure that has been submitted to the Registrar to ensure that the language submitted to the voters conforms to actions actually taken rather than actions that someone wished had been taken.

The San Francisco POA, as well as the San Francisco Airport Police Officers' Association, appreciate the fact that both Supervisors Nelder and Gonzalez were insistent upon having the City place before the voters the measure that was enacted by the Board of Supervisors, rather than what the City Attorney's office would have preferred. The outrageous effort on the behalf of the City Attorney's office to interfere with legislation already adopted by the Board of Supervisors in this underhanded manner poses close watching in the future, as evidently Segretti tactics are considered appropriate by our very partisan City Attorney's office. There are too many Deputy City Attorneys who consider themselves to be above the law. Fortunately, they got caught this time.

AROUND THE DEPARTMENT

by Al Casciato



Trans Union National Service Division
111 W. Jackson Blvd. 16th Fl.
Chicago, IL 60604

TRW Target Marketing Services Division
600 City Parkway West,
Orange, Ca 92668

There's a POA Committee actively looking into moving all of Tier II officers into the PERS State Retirement System — Airport Police, Sheriff and DA Investigators have already moved.

Ingleside Station hosted a going away party for Dave Bardoni on July 26th. Dave has joined a community of monks and will be pursuing a religious vocation — best wishes Dave and please keep us in your prayers....



Lots of stories floating around that the 4 x 10 schedule in the stations is in jeopardy — well that's a matter for debate and negotiation. What is really going on is that the 4 x 10 plan is the political football within the department as the department is the political football of city politics. Look for more intense plays by all politicians within and without as the Mayoral election gets closer — remember the Mayor wants to get reelected — the appointive ranks want to hold on to what they have or create vacancies above while the wannabe's want to create vacancies anywhere, all of which has little to do with police work...

Ed Note:

This letter was sent to the seven supervisors who voted to place the POA's Collective Bargaining Amendment on the November ballot. Those supervisors are: Nelder, Hsieh, Britt, Gonzalez, Ward, Maher, and Alioto.

Dear Supervisor:

On behalf of the San Francisco Police Officers' Association, I want to thank you for your support in putting our joint Police/Fire Collective Bargaining with Interest Arbitration on the November ballot. We appreciate your support despite the Mayor's offices' numerous attempts to block our measure with scare tactics and misinformation. This is an important labor issue which is fair to public safety personnel and one which should be decided by the voters.

Again, a mere thank you does not seem adequate enough on such an important issue which effects our departments but be assured our membership appreciates and will remember your support.

Sincerely,

San Francisco Police Officers' Association
Michael A. Keys
President

The new pic radios sure show that a desk jockey did the ordering. No earplug jack.

Can't help but wonder who ever checks up on the Franciscan Treatment Room and St. Francis Emergency. Some DP's just boggle the mind such as minor cuts or injuries occurring after the close of business on Friday which guarantee a weekend off, 4½ lbs. of paper work for supervisors, and an increased workload for those left on duty.

The new promotions have been made and congrats to all. Though we are short of Q2's currently it is a great disservice to some newly promoted sergeants. It denies them the opportunity to learn their new job by keeping them in the same Q2 assignment.

Recruitment has opened a new campaign for Q2's call 553-1999 for details...(about 160 openings)



Births:

Tony and Irene Fotinos proudly announced the Aug. 1st arrival of Katherine Denise, 8 lb. 1 oz. 12 inches long at 0807 hours. Granpa John, retired inspector, will be proudly showing off pictures at the next gathering of the veterans.

The Whites, Pat and Patty welcomed their third Aug. 2 at 0957 hrs. in the person of Sean Patrick 6 lb. 9 oz. 19½ inches long. Sean will have lots of attention from his sister Emily and brother Paul who were very excited about his arrival.

Gabe and Susan Harp proudly announce the Aug. 5th birth of their first child Chloe Rose 7 lbs. 8 oz. 20" inches long.

Congrats to all and best wishes for the future.

From the DA's Office:

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415/346-7525 Charles Jacobs



Let's Win with Wendy

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

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

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

Please sign up on this pledge sheet and show Wendy we're behind her 100%.

Sign me up for the Win with Wendy Campaign.

Name _____

Address _____

Phone - _____

I will do the following:

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

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

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



For additional information
Phone PAL 821-1411

POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



From the President's Desk

by Joe Mollo

After the Police Olympics, these are my suggestions for stress management:

1. Take 10 minutes daily to relax.
2. 15 to 30 minutes of physical exercise, jog, bike, swim or dance away your tension.
3. Treat your body right. Eat good foods. Reduce your consumption of coffee, alcohol, drugs, cigarettes, processed or junk foods.
4. Practice mental relaxation. Meditate, read a book, listen to music, draw, take a hot bath — nurture yourself.
5. Write stressful situations on a piece of paper. Get it out of your head and on the paper.
6. Positive self talk, "You can do it." Take it one step at a time.
7. If you reach a point where no matter what you do brings more stress on you: leave the stressful situation. Take a long walk, go for a drive or spend a couple of days away from the situation. Often the solution will occur when your mind and body are relaxed.
8. Don't take yourself so seriously. LAUGH!!
9. If you have stress related to your work, set it aside and work on something else for a few hours. Then come back to it.
10. Enjoy a long, slow stretch to release muscle tension. Take three deep breaths. You can't be tense and relaxed at the same time.
11. Use muscle relaxation. Slowly tense up and then gently relax the parts of your body, first the feet, then the calves, next your thighs, your buttocks, stomach muscles, then hands, forearms, upper arms, shoulders and chest, your neck and finally your face muscles. Then smile!
12. Talk with a friend or spouse. It can be healing and may help you gain a better perspective.

Now you are ready for the 1991 Police Olympics.

Law Enforcement Cadets

Cadets are working in the Stations this summer. The young men and women in the light blue shirts are learning first hand at Crime Scene Investigations, Investigations, Headquarters, Planning and Property.

From Vera's Desk

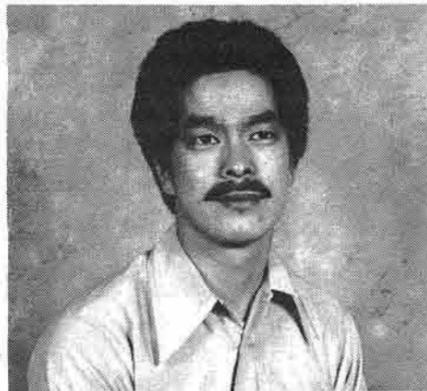
A ring is round and has no end and that's how long I'll be your friend.

I am not the flag; not at all. I am but its shadow. I am whatever you make me, nothing more. I am your belief in yourself, your dream of what a people may become.... I am the day's work of the weakest man, and the largest dream of the most daring.... I am the clutch of an idea, and the reasoned purpose of resolution. I am no more than you believe me to be and I am all that you believe I can be. I am whatever you make me, nothing more.

—Franklin K. Lane, Makers of the Flag

August 22nd, CAL/PAL Day At Marine World

Tickets, Popeye Chicken, and fun with the whales, call for more information — 821-1411. Join Popeye and the PAL staff while we take fifty children from the Tenderloin. Don't miss this chance to get your tickets at 1/2 price. Meet other officers from other PAL's.



Jim Gaan, graduate of St. Ignatius High School, has joined the PAL. Jim was a victim of Southern Station for 3 years, the Canine Unit for 5 years before going to Mission Station and then the Honda Unit for 3 years. Jim was a former PAL Cadet. Jim will be the coordinator of the Junior Cadets, Team Handball, Tennis, PAL Mobile and the Pistol Program.

Welcome Jim, to Juvenile and PAL — Captain Gleeson.

Happy Birthday Thelma

Thelma Williams is a lively 80-years old. On August 4th, Thelma's family and friends gathered at the Mariposa H.P. Yacht Club to honor her and her 80th Birthday. Although her party was not shown like Rose Kennedy's on national T.V., she was certainly honored by her friends and family.

At the National PAL Convention in Colorado Springs, Thelma was honored as "Woman Volunteer of the Year," an honor she well deserved. Thelma has been coaching, directing, helping PAL and youth for 32 years.

You are special and Happy Birthday, Thelma.

Why

by Emperor Norton

My Imperial Government only extends through the United States and Mexico. The causes of Eastern Europe, Africa or the Middle East are important, but I'm the Emperor of the United States and the Protector of Mexico. So when I institute programs for the youth of San Francisco, I don't feel that the situation of South Africa should jeopardize good programs for the youth of my empire. Two issues ago, I wrote about a new PAL diversion project with Shell Oil which was rejected by Supervisors Ward, Walker, Kennedy and by Chief Fred Jordan of Juvenile Probation, not on the merit of the program, but because of Shell's financial involvement in South Africa. South Africa is not losing, but the children of San Francisco are. Chevron, who financially supports youth summer jobs, had their check returned by the County. The only reason given was South Africa.

Jobs are the number one response by San Francisco youth when asked how can we fight "juvenile crime." Two good job development programs were rejected because of the City's policy for another country. You were not punishing Chevron or Shell, but the youth of San Francisco by rejecting these programs.

I celebrated four glorious days at the Civic Center Plaza to help support the



youth of the City with Emperor Norton Days. \$7,400 was raised for PAL to continue to work with the youth of the City. Board, please do not forget our "kids."

What I Saw

by Captain Cairns

During the last eight months I have been assigned to the Police Academy to write the Patrol Officers Manual. When I was told to go to the academy to accomplish this task, I had no desk, chair or office. Ron Exley, Director of PAL, saw my dilemma and kindly took me in. Actually, he thought I was homeless and felt sorry for me.

The time I spent in the PAL office, marked "Emperor Norton," has shown me what the PAL really was about. If you're like me and sort of always knew there was PAL but didn't really "know" the PAL, this article is for you.

Ron, Vera, Monica, Rich and Karen are all hard workers. The energy they put out making the PAL run is overwhelming. Fund raisers, phone calls, letters, organizations to be contacted and endless jobs that these people do with an expertise that simply amazes anyone who come in contact with them.

All of the sports programs, day trips, camps and outings that PAL runs are organized by the office staff. Of course the hundreds of volunteers are not to be



overlooked by any means.

My eyes have been opened as to the real benefits that PAL does in our city. Its work transcends all barriers of race, creed, color or finances. All kinds are treated equally and all have a chance to participate. The PAL is now under Juvenile Division and works closely with Captain Gleeson on all their programs.

The PAL has proven itself as an invaluable ally in our crime war and I urge all officers to volunteer to help the PAL in any program that they wish.

I wish to thank PAL and especially Ron Exley for taking me in and showing me that the PAL is a valuable asset to our department.

MATT SHAW

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Steve Sparks



Kickers Take 3rd Place In Cal. Police Summer Games

by Nicholas "Nick at Night" Shihadeh

The S.F. Kickers, the department's #1 soccer team, won the Bronze Medal during the Summer Games that were held in Sacramento last June. They played in the Division I tourney that had six teams all together; after every team plays each other once, win/loss records are combined with goals given up to determine the rankings. It turned out to be a somewhat frustrating week of soccer for the Kickers, winning three games decisively, but on the other hand losing two games by similarly wide margins.

The first opponent for the team was LAPD#2 on Tuesday morning. It was a good way to start the week, as the Kickers had no problem beating this rival 4-1. In the first half, forward Steve Roche started off the scoring with a goal coming from an indirect kick from halfback John Conefrey. LA#2 was able to tie it soon when one of their players scored a goal off a penalty kick. The second half really took off for the Kickers as Roche scored two more goals, both on assists from forward Pat Mullins, which completed a "hat trick" for him on the game. Roche returned the favor by later setting Mullins up for a goal of his own

which capped off the victory.

The Kickers were looking forward to an L.A. sweep as LAPD#1 was next on the agenda. The first half didn't go very well as LA scored two goals, and the Kickers weren't able to score any. They got on the board in the second half though, when forward Steve Glickman took the ball on a fast break and deposited it into the net to cut LA's lead in half. The game was soon tied at 2-2 when forward Brian Delahunty scored on a nifty scramble after receiving a corner kick. The Kickers were trying to continue their momentum swing with constant pressure on LA#1's side of the field; but bad luck for the Kickers on some near misses and good defensive play by LA shut the door. The LAPD team went on a scoring spree later in the second half, scoring four unanswered goals to win the game 6-2.

Game 3 for the Kickers was against Oakland PD on Thursday. The flow of the game was interrupted too soon for the team, as Oakland was able to take an early lead 1-0 on a goal. The Kickers tied it before the half though, when Mullins scored off a head ball from Toche. OPD scored early in the second half as well, but the team bounced back with another

Mullins score to even it up at 2-2. The Kickers finally opened up the game by scoring four goals in a row and shutting down Oakland the rest of the way. Mullins scored his third goal of the game to complete a hat trick, halfback Joe Boyle scored his first goal of the week on a penalty shot, Delahunty scored his second goal of the week, and forward Marty Dito added one of his own as well. This was the first goal for Dito in years, as he was welcomed back to play this year after a very long hiatus from the team.

Another returnee to the team after a break was halfback Billy Dyer, who took one year off when his wife had their first son. The rest of the Kickers were all regulars including: halfbacks Mike O'Brien, Brian Candeo, and Ken Sanchez; fullbacks Don West, Tim Dempsey, Liam Frost, Jimmy O'Shea, Brian Olcomendy, and Marty Lalor; goalie Rollie Canales; and of course there's coach Frank Machi who decided to give opposing teams a break by retiring this year.

The tourney continued on Friday with South Bay Combo next on the agenda. This team consisted of players from SF Airport PD, CHP, Culver City PD, and verypopular Garden City PD. This game was no problem for the Kickers as they won 3-0 on a Glickman goal (with an assist from Mullins) and two more goals were scored by Roche to give him five on the week. Now it was time for the Kickers to prepare for their nemesis of the last two years, LA Sheriffs Department #1 team, who have won the Gold Medal in the last two competitions.

This game would be played on Saturday and give the Kickers a chance to have a lock on the Silver Medal, with a slight op-

portunity for the Gold. LASD was very tough as usual, putting the pressure on with an early first half goal. The Kickers weren't able to mount many threats and were continually frustrated when they were scored upon again right before the half. The second half proved to be very exciting, as the team cut the score in half on a penalty kick score by Boyle (his second of the week). The game then turned into a defensive struggle the majority of the half, with the Kickers constantly trying to press LASD for a score to tie. Unfortunately, LA held tough the rest of the way and even added another goal near the end to wrap up their 3-1 victory; thus, the Kickers had to settle for third place.

It was an inconsistent week of soccer for the SF Kickers during the Police Summer Games in which they just couldn't get going when they needed to. They played their usual hard and determined game, but the opposing teams, it appeared, just had an edge on them. "It's just that these other teams are bringing in younger players these days," said one Kicker. While another said, "Yeah, this team has had this same nucleus for many years. It's been very successful, but we could use some fresh blood on this team as well." With the incoming of recruits from the recent academy classes, the Kickers might get what they need to get that edge again. They'll need it, as next year's competition in Oakland will feature the Killer B's in Division I play, and the B's are not a team to be taken lightly. For the time being, both clubs will send a combo team of players up to Toronto to play in the open division of this year's North American Police Soccer Tournament in early September.



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JOHN 3:3, 7
Jesus answered and said unto him, Verily, verily, I say unto thee, Except a man be born again, he cannot see the kingdom of God. Marvel not that I said unto thee, Ye must be born again.

ROMANS 10:9
That if you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised Him from the dead, you will be saved.



California Special Olympics Law Enforcement Torch Run. Sacramento to Los Angeles. Jeremiah and David Morgan.

Special Olympics Torch Run

On Thursday, June 14, 1990, the San Francisco leg of the Law Enforcement Torch Run for Special Olympics wound its way through out city. This yearly fundraiser for Special Olympic athletes was spearheaded in San Francisco by Police Chief Frank Jordan who carried the torch

from Justin Hermann Plaza through the Financial District, where it was handed off to another of the SFPD volunteer runners.

Officer Jeremiah Morgan and his son David, a special education student, had the privilege of carrying the torch through part of the Mission District. Money raised from this event goes to support sports programs for athletes with mental retardation through the California Special Olympics Program. Police departments throughout California were involved in this torch run as it traveled from Sacramento to Los Angeles.

Marianne Andy Diane

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POA Soccer Team Members

S.F. Kickers Forwards: Steve Roche, Pat Mullins, Steve Glickman, Brian Delahunty, Marty Dito. **Halfbacks:** John Conefrey, Joe Boyle, Billy Dyer, Mike O'Brien, Brian Canedo, Ken Sanchez. **Fullbacks:** Marty Lalor, Liam Frost, Don West, Jim O'Shea, Tim Dempsey, Brian Olcomendy. **Goalie:** Rollie Canales. **Coach:** Frank Machi.

Killer B's Forwards: Bobby Guillermo, Jimmy Miranda, Nick Shihadeh, Joe McCloskey, Steve Murphy, Matt Gardner (unable to play due to injury), Jim Hall. **Halfbacks:** Mike Cleary, Mike Becker, John Garrity. **Fullbacks:** Steve Caniglia, Charlie Ellis, Phil Dito, Tommy Bruton, Greg Suhr, Oscar Carcelen. **Goalie:** Mike Berkley. **Goalie/Forward:** Don Woolard. **Player/Coach:** Jim Deasy. **Coach:** Dan Inocencio.

Killer B's Strike Silver in Sacramento

by Nicholas "Nick at Night" Shihadeh

SFPD's number two soccer team, the Killer B's, were Silver Medal winners in this year's California Police Summer Games that took place in the state capitol during the last week of June. The team played seven games in a five day span (posting a 4-win, 1-loss, and 2-tie record), which when combined with ninety degree temperatures proved to be a brutal week of soccer. The B's were lead by forward Bobby Guillermo who was the top scorer with seven goals. He returned to the team after a one year respite to play exceptionally well in a Division II competition that included twelve teams total.

Other former B's who returned to play this year were fullbacks Steve Caniglia and Charlie Ellis, who responded as major forces in defensive play; and, there was forward Jim Hall, who used his experience to help out in the front line. Newcomers to this tourney were speedy forward Joe McCloskey, halfback/forward Steve Murphy (also new to the department), and fullback Greg Suhr — the three contributed considerably to the team play. The regulars included: forwards Jimmy Miranda and Nick Shihadeh; halfbacks Mike Cleary, Mike Becker, and John Garrity; fullbacks Tom Bruton, Phil Dito, and Oscar Carcelen; goalie Mike Berkley; goalie/forward Don Woolard; player/coach Jim Deasy; and coach Dan Inocencio. All performed commendably in their respective positions throughout the week. Unable to play in this year's competition was seasoned veteran Matt Gardner who was unfortunately out with a bad knee.

The B's had an easy time with their first opponent Kern County, thrashing them 8-1 on Tuesday morning. Guillermo had a great game scoring a hat trick (three goals) before being removed early in the second half. Miranda scored a miraculous goal after being set-up in the middle by Shihadeh, while Deasy came off the bench to score a penalty kick goal. Woolard had a good game scoring one goal and assisting

Murphy with another, and McCloskey was happy to score his first goal as a Killer B. Kern County was able to scratch out a goal in a truly dominant performance by the B's.

Game 2 was against Bakersfield CHP on Tuesday afternoon. Guillermo again did well scoring two goals, while Murphy scored his second goal of the tourney on an assist by Miranda. Berkley played well including a great save on a penalty kick attempt that preserved the 3-0 shut-out. The B's were off and running with a 2-0 record preparing for only one game to be played on Wednesday.

The next opponent was tough Northern California United, which was a combined team of smaller departments in the area. This was a hard fought battle on both sides of the field; a blend of good defense and missed shots by both teams eventually lead to a 0-0 tie as a final. The B's couldn't dwell on this contest they felt should've been won because they had to prepare for two more games to be played on Thursday.

The morning game was against the Los Angeles Sheriff Department's #3 team who barely put enough players on the field as a result of injuries. They followed the USA's example in the World Cup by stacking up all their players on the defensive side of the field, and making it nearly impossible to score a goal. After some missed shots and good defensive play by the opposing goalie, the B's had to settle for their second 0-0 tie in a row.

The afternoon game was against L.A. Sheriff Department's #2 team which was the best game of the tourney. The B's were weary from the early morning game and had to play a fresh L.A. opponent that hadn't yet played that day. There was no scoring throughout the first half and for most of the second half. The tie was finally broken with 15 minutes left in the game when Shihadeh raced down the right sideline with the ball and pushed it back to Cleary at the 18 yard line. He one touched it toward the middle to Guillermo who sent a powerful shot headed for the left corner of the net that LASD#2's goalie had

no chance of defending. This 1-0 win was Berkley's fourth shutout in a row and put the B's into the semifinals against a tough San Jose P.D. team who had been beating everyone decisively all week. Unfortunately during the day, the B's lost Bruton with a pulled calf muscle and he wasn't able to play successfully the rest of the competition.

This was the second year in a row that the Killer B's made the medal round in these games, and they were anxious to go out and continue to play well. The B's settled for luck though, when early in the game one of S.J.'s fullbacks accidentally pushed the ball through his own net. The score remained 1-0 until halftime. Unfortunately at the half, Berkley had to leave the game because of an injury and would be lost to the team for the remainder of the tourney. Woolard played the rest of the game at goalie and did well preserving still another shutout for the B's, as Guillermo added a second half goal for the 2-0 victory.

History had been made as the B's had never gotten far enough in this tourney to play for the gold, which was scheduled for Saturday morning. Here was a team that

played great up and down the field all week — with the fullbacks (with the help of the halfbacks) doing an immense job on defense to minimize shots at the net, and the forwards (also with halfback help) usually scoring just when they needed to.

The final contest would be against a fired-up Santa Clara Sheriffs team who in their Friday semifinal game had dodged Northern California United for a hard fought, overtime victory. SCSO was also fired-up in this game as they scored a goal early in the game for a 1-0 lead. The B's defense held tough the rest of the first half, and the offense finally got going when Shihadeh put a ball through the net to even it up 1-1 right before the half. This certainly was an excruciating match as both sides were getting worn down from playing intense soccer all week under a very hot Sacramento sun, and it showed during the second half. The B's were controlling the ball much of the time, and they were getting scoring opportunities here and there; but, they just couldn't put any goals into the net. Unfortunately, Santa Clara was able to find the net for a score late in the game and ended up with a 2-1 victory; thus, the B's had to settle for the Silver Medal.

The Killer B's played their hearts out all week during this year's Summer Games, but the great effort just wasn't enough to go all the way. They're a proud team, never-the-less, that accepted their newly, triangular shaped medals with heads held high. They'll have to remain "heads up" for next year's games in Oakland when the team will be moved up to Division I.

Standouts for the B's included: Mike Berkley, who played excellent defense all week when protecting the goal; Phil Dito, who at 42 years young played aggressively the majority of every game in addition to playing many softball games for the Masters Team; and once again Bobby Guillermo, who played determined soccer all week long despite a sore ankle.

Special appreciation goes out to Jim Deasy, who not only played well (he's 56 years young), but showed great patience while running smooth practices at Beach Chalet; and Dan Inocencio, who managed the team well throughout the competition and made timely substitutions to keep everyone as well rested as possible. CONGRATULATIONS TO THE KILLER B'S!

JOANNE MCEACHERN

Associate Broker
Residential Specialist
19 Years Experience

- Long standing association with the San Francisco Police Department.
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Loons gather at the putting green.

1990 Club Championship

by Ed Garcia

On July 24th, the Loons Nest Golf Club held its Club Championship at the scenic Sharp Park Golf Course, on the Pacific Ocean in San Mateo County. As the Loons landed they enjoyed a fine breakfast before teeing off on the 6,273 yard course, which played very tough with strong and blustery winds off the Pacific. The Loons were divided into two flights, with two "closest to the hole" contests and a long drive contest. The defending first flight champion, Mike Dutoroff was playing in the second flight this year, leaving the field wide open to a tightly packed first flight. Ben Vigil, the defending 2nd flight champion was there ready to defend his title against numerous challenges.

The early part of the day saw grey skies, with light wind, but afternoon winds drove the scores up, as three first flight players struggled to post net scores of 73. Charlie Anzore from Richmond Station, Ken Davis, the distinguished retired Vice Sergeant and Ed Garcia of Northern Station. Ties were broken by matching scores on the cards from hole number 1. This gave 1st place to Garcia, 2nd place to Ken Davis, 3rd place to Charlie Anzore and 4th place was captured by Mike Brady, a retired member formerly of Park Station. Brady shot a net score of 75. In the second flight, 1st place went to Earl "The Pearl" Wismer of Northern Station, who fired a blazing net score of 67. 2nd place was taken by Al Stellini, a former member of Co. E, who just returned after an extended stint at Narcotics. Art had a net 68, finishing one stroke behind Wismer and



J. Smith, K. Davis, E. Wismer, J. Clary.

one stroke ahead of 3rd place finisher Bruce Omholt, who had a 69. Bruce Omholt is the owner/operator of Trinity Construction, the sponsor of our yearly Trinity Construction/Loons Nest Invitational, held each year in Sonoma County. Dan Everson took up 4th place with a net 71. Everson picked up a birdie on the 8th hole and several pars en route to his fine finish.

The first "closest to the hole" contest was a very tight contest between Glen Mar and Dan Everson. Mar put his eighth hole tee shot 1 foot and 6 1/2 inches from the cup, a super shot. Everson later stepped up from the cup, giving Dan the prize. Earl Wismer, who was having a good day, won the second "closest to the hole" prize with his tee shot on the par 3, 15th hole.

In the long drive contest, Warren "the Big Bobber" Omholt, ripped a tremendous drive up the 4th fairway, going past an excellent drive previously smashed by Ron Parenti. Warren's drive was paced off at approximately 312 yards. Both Parenti and Omholt used Taylor "metal woods" off the tee with big results.

Low Gross prizes went to Ed Garcia for the first flight and Bruce Omholt for the second flight. After the rounds were completed, the Loons gathered at the 19th hole for refreshments, and Ron Parenti made the presentation of trophies and prizes.

The Loons are now putting together plans for a roadtrip later this year; checking on availability and accommodations at numerous resorts. In October, look forward to the first ever Loons Nest Golf Club Aloha Invitational. Details will be sent out in the next month regarding this event.

Sacramento Police Games — Tennis

by Lou Calabro

Everybody who went to Sacramento to play tennis had a terrific time.

It was hot, hot, hot and besides coming home with a great suntan the SFPD Tennis Team managed to bring home some gold, silver and bronze medals.

Jim Farrell is our hero for the event as he brings home a gold in Masters Singles and a silver in Mens Masters Doubles along with much retired Jim White. Great win, boys.

Beth Pedrodolasol was our heroine, bringing home a gold in Open Womens Doubles, a bronze in Open Singles and a bronze in Mixed Doubles, along with hubby Larry Pedrosolasol. Larry has promised Beth that next year he plays three events and she plays only two events.

Rich Quesada's efforts produced a bronze in Senior Singles, teaming up with

Ann Corriea The Great to take a bronze in the Mixed Open Doubles. Ann gets around a lot as she also competed in the Womens Softball and the Javelin Toss. Brother Rich in Management Control says she's got the athletic ability and he was gifted with the brains in the family. Now, no fighting kids.

Lonnie Ramlin and Mary Dunnigan made a valiant effort to carry home a trophy. They managed to get to the quarter finals in Senior Singles for Lonnie and 1/4 finals in the Mixed Doubles. Next year will bring greater honors.

Lou Calabro and Bill Petrie were able to outfox a couple of other old-timers to come from behind 6-0 in the first set to take the Consolation bronze in three sets. They left Sacramento as Happy Campers.

Rich Leon and Larry Pedrodolasol hobbled to a bronze in the Mens Senior Doubles. Rich, laboring with a sprained ankle never let it stand in the way of success. Larry's persistent steadiness and Rich's relentless pursuit of victory brought a smile to all of the SFPD Tennis Team fans.

POA Basketball 1990

by Steve Ortiz

This year the 1990 basketball season will start off with a new commissioner, me, Steve Ortiz of Northern Station. Those of you who attended our last basketball banquet were there to give Bob Puts a nice farewell for his hard work over the past years. Don't worry guys you will still be around to foul Bob on the court.

This year Power Burst will be getting involved as a sponsor. There will be Power Burst Performance Beverage for us to drink during our games. No monies were given to the league this year, but the 1992 season will see financial help from Power Burst.

If you plan to purchase a couple of new black t-shirts this year, hold off. Smart looking SFPOA basketball t-shirts will be out at the end of August. The profit off these t-shirts will go to cut costs of our league. So keep an eye out at your stations and details.

Remember those of you smarter individuals who passed the promotional who were transferred will have to play for your current assignments team. A free agent is only when your assignment or station does not have a team to play on. Then you may play for whoever you wish. This year's season will start some time in September. Those of you who are planning to form a team this season send said info to Steve Ortiz care of Northern Station. That includes established teams.

More news in September's Notebook.

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by Dennis Bianchi

As some of you readers may have noticed, I'm a staunch believer in jogging and running as a means of physical and mental health. Science continues to document my belief that our bodies and minds are far better served when used vigorously and consistently. What is much more difficult to document is the improvement in one's spirit, one's soul, if you will, when engaged in this most simple and basic of body movement. Every now and then a story comes my way that demonstrates this phenomenon. Here's a story I think does just that.

Jake Stasko, from the Academy Staff, has run off and on for several years. He once ran and completed a marathon, no casual accomplishment. Due to his current schedule he's been forced to drop most of the training necessary to run at that level but on this past July 4 he and his entire family entered the 12th Annual Weaverville Timber Ridge Run, a local community race—Jake's community, that is. Jake and his oldest daughter, eight-year-old Tara, ran the five-kilometer leg of this event. Although Tara hadn't run this far previously, she came across the finish line in a time of 28 minutes and won first place for the 9-and-under age group! She did this in 85-degree weather.

Then Jake's six-year-old daughter, Meagan, accompanied by her mother, Linda, took off for a one-mile jaunt, completing the distance in a most respectable eleven minutes! It appears she likes putting those race numbers on her shirt and going out and just doing it.

This is the type of running that makes the sport special. I believe I know how proud Jake must have felt, but running also provided a source of family accomplishment that his children will most likely always happily remember. It's moments like these that provide motivation to get out on the training roads regularly. To the Staskos: Well done and keep doin' it.

San Francisco Marathon

The San Francisco Marathon saw the continuation of the S.F.P.D.'s running challenge with the New York Police Department. We whipped 'em again. Mike Mahoney led a team composed of first-time marathon runner Nelson Lum, all-around

athlete Bill Cooke, the speedy Stan Buscovich, the real iron-man Jeff Brosch, reliable Jim Ryun and perhaps the brightest addition to the team, our first female marathon team runner, Pamela Hosfoss. Mahoney led the team with a fine time of 3:17, followed by Cooke's 3:22, Buscovich, Hosfoss, Lum, Ryan and "Iron" Jeff Brosch. Well done, team! If all goes well we will be represented in New York this October with another victory.

Future Races

August has at least two damn fine races. One is for the fitness buff who wants a change of scenery and a bit of a challenge. That would be the Presidio 10 on August 19 at 0900 hours. It's a beautiful 10-mile course that starts at the Centennial Tree in Main Parking Lot, winds through the beautiful scenery of the Presidio and returns to the Parade Grounds ten miles later. Entry cost is \$15, which includes a t-shirt. On August 26, at 0900 hours, the 12th Annual Hook and Ladder 10k race will be held. This Department has been right on the verge of beating the Fire Department at their own race for the last several years, but always coming up just short. This race can be run fast and, even if you don't you will enjoy the competition, so get out to Golden Gate Park's Rainbow Falls on Kennedy Drive that morning. If you're not inclined to run, show up and cheer your co-workers on. Watch for Lou Perez to leave a trail of smoke as he burns up the course. Lou is in great shape and determined to find a way for this Department to whip the Fire Department. Do your part and be there.

Follow up on fitness article

On the advice of Chief Jordan's article in last month's "Notebook," I checked out the San Francisco Bay Club. What a beautiful fitness center. Every exercise imaginable was available and well maintained. The facility has obviously taken the stance of physical fitness and health first. There is a steady emphasis on the medical benefits of exercise. The cost is reduced by becoming a member through the corporate membership being set up by Mr. Steve Fryar and the P.O.A. Mr. Fryar is currently attempting to further reduce the cost by getting a reduced monthly rate for members of the "Bridgeway" HMO. Numerous members of this Department currently participate in this health service system (formerly known as Children's Hospital Plan) and will be eligible for this discount if the current negotiations go according to plan. For more details and an appointment to see the facility phone Steve Fryar at 433-2550.

Well, whatever you decide is the best training solution for you, I hope you follow through and as the "Nike" ads say, "Just do it!" See you on the training trails.

Masters Softball

— 3rd Place Bronze

by Gary Lemos

Before the Police Summer Games Dennis Bianchi asked me to write an article about the Masters Softball team. When I agreed I figured that I would write the usual who-did-what, give-the-scores kind of article. Instead I would like to write about the joy and excitement I felt coaching and playing with this truly fine collection of athletes.

To say we took the third-place bronze medal doesn't begin to tell the story of how this team continually battled back, never quitting, of how guys taped themselves together and kept running out there despite painful injuries, of how our growing legion of supporters kept us going with their cheers and wisecracks and, win, lose or draw, we were able to play together as a team. We won the bronze medal but we won much more than that. We won the respect and admiration of our opponents, the coordinators and anyone who saw us play.

By the time this article is published I will be 48 years old and have been playing softball or baseball since I was 7 years old. I would have to say that Thursday when we had to play three games (winning all three, including a dramatic last inning, come-from-behind victory over L.A.S.O.) was probably the most fun I've ever had playing ball. Hearing our friends in the stands still cheering a good five minutes after the game gave me goose bumps. No other team had that kind of spirit and sense of camaraderie in the stands. S.F.P.D. really showed everybody what these games are all about. Before each game, after the coin toss, I would shake hands with the opposing coach and instead of the usual "Good

Luck" I would say "Let's have some fun." I don't know if they did, but I guarantee you we sure did.

When I look back on these games, outweighing the disappointment of not winning the gold will be the special memories I have of this special group of men. Memories like Mike Keys, despite a bad ankle playing every inning of every game and getting on base about 90% of the time; like Phil Dito who had to play 2 soccer games and 3 softball games in the same day, grinning from ear to ear as he was scoring the winning run in the L.A.S.O. game; like Ben "Pigpen" Vigil playing his heart out with a bad hamstring taped right over his pants and half the dirt in Sacramento on his uniform; like John Portoni, a great ball player, playing out of position for the good of the team; like Charlie Coates rushing back from court in S.F., not even knowing if we would still be in it but not wanting to take a chance on missing a game; like Joe Engler, who could hardly walk, begging to play, and the sheer joy of watching Dave Herman deliver time and time again. A special memory is that of sitting around the POA Hospitality Room sharing time and stories with the other competitors, not always coherently but with great friendship.

I'm sure the other players would like to join me in thanking everybody who supported us. I would personally like to give my thanks and appreciation to my 12 teammates: Mike Keys, Ben Vigil, Jeff Barker, Dave Herman, Joe Engler, John Portoni, Ross Laflin, Bruce Lorin, Phil Dito, Charlie Coates, Layne Amiot, Walt Scott.



Back row, (l to r): Tom Morris (Ret.), Bill Leet. Front row (l to r): Jamie Ongpin, Cliff Java. Photo courtesy of Showtime Photos, Pier 39

California Police Summer Games

Wild Wild West

The die-hard rifle team did it again in Sacramento. Cliff Java, Bill Leet, Tom Morris (ret.), and Jamie Ongpin prevailed against high odds and stiff competition to bring home eight of the attractive, newly-designed medals.

The team withstood a serious threat by L.A. and hung in there to take a fifth team in the High Power Rifle competition on a full NRA course of 600 yards. Java took an individual third in the Sharp Shooter

class and Ongpin placed third in Expert.

Wednesday found our four on the line again for the Small Bore competition. The 50 yard distance for Small Bore doesn't seem like much but with iron sights the bull is only the size of a dime and the X ring is not even visible. Ongpin won a fifth place in the Expert class and Leet placed fifth in unclassified.

Practice has already begun for a 1991 "gold" in Oakland.

A Message from the Mayor

Notre Dame vs. U.S.C.

(Here we go again)

I've got the trip all set-up.

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Unofficial Calif. Police Summer Games 1990 Results

compiled by Lou Bronfeld & Dennis Bianchi

EVENT	COMPETITOR(S)	MEDAL
ARCHERY Bowhunter Div. 28 Target Field 900 Round Field	Robert Foley Robert Foley	2nd Place Silver 3rd Place Bronze
GOLF Men's Master Singles Men's Open Singles	Tim Hettrich Mike Renteria	2nd Place Silver 4th Place Bronze
KARATE Katas Weapons Div. Kumite Heavy Men's Seniors Kumite Heavy Men's Masters Kumite Men's 195 lbs. Women's Kumite Open Div. Women's Katas Open Div.	Paul Lozada Bart Johnson Rich Cairns Con Johnson Lily Mattoch Lily Mattoch	4th Place Bronze 3rd Place Bronze 3rd Place Bronze 1st Place Gold 4th Place Bronze 2nd Place Silver
HANDBALL Singles Open Div. Singles Open Doubles Open Div. Doubles Open Singles Master Div. Doubles Masters Div. Doubles Master Div.	Vic Aissa Al McCann Al McCann & Dave Berti Ed Dullea & Vic Aissa Ed Dullea Dave Rios & Ed Kenney Dennis Devlin & Tom McGee	1st Place Gold 2nd Place Silver 1st Place Gold 2nd Place Silver 4th Place Bronze 2nd Place Silver 1st Place Gold
HORSESHOES	Joe Stone (Retired)	4th Place Bronze
EQUESTRIAN	Don Haskell	4th Place Bronze
CYCLING 800 Meter Sprint Ten Mile Criterium Mountain Bike Event Thirty Mile Road Race	Jeff Brosch Jeff Brosch Jeff Brosch Jeff Brosch	1st Place Gold 4th Place Bronze 2nd Place Silver 3rd Place Bronze
PENTATHALON Men's Grand Master	Mike Shubin	2nd Place Silver
OPEN WATER SWIM	Lucio Perez	3rd Place Bronze
WOMEN'S SOFTBALL	Dolly Casazza, P.J. Jackson, Barbara Chambers, Anne Corriea, Jennifer Freitas, Juanita Stockwell, Mindy Pengel, Pat Correa, Ellen Bren, Melba (S.S.F.P.D.), Sandy Tong, Robin Mathews, Sonia Mariona, Rose Woolard, Jennie (S.F.S.O.)	4th Place Bronze
MEN'S MASTER'S SOFTBALL	Dave Herman, Mike Keys, Ross Laflin, Bruce Lorin, Jeff Barker, John Portoni, Gary Lemos, Phil Dito, Charlie Coates, Walt Scott, Ben Vigil	3rd Place Bronze
SOCCER	Killer Bees Team One	2nd Place Silver 3rd Place Bronze

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EVENT	COMPETITOR(S)	MEDAL
POWER LIFTING Masters Div. Masters Div. Open Div. Masters Div. Seniors Div.	Steve Landi Joe Curry J.J. Newman Dennis Thomason Steve Hutzler	3rd Place Bronze 3rd Place Bronze 3rd Place Bronze 3rd Place Bronze
RACQUETBALL	Terri Jacobs	1st Place Gold
RIFLE COMPETITION Team Division Masters Individual Sharpshooters Individual Expert Individual Open Skill Div.	Clifford Java, Jamie Ongpin, Bill Left, Tom Morris Jamie Ongpin Clifford Java Jamie Ongpin Bill Left	5th Place Bronze 3rd Place Bronze 3rd Place Bronze 5th Place Bronze 5th Place Bronze
PISTOL COMPETITION Distinguished Master Team Competition Distinguished Master Team Competition	Camilleri, Sloan, Quigley, Fitzer Otis, Zurcher, Farrell, Pelisetti	2nd Place Silver 4th Place Bronze
TRIATHALON Men's Open Division Men's Master Teams Men's Master Teams Masters Individual Seniors Individual	Lucio Perez Reno Rapagnani, Dennis Bianchi, Jeff Brosch Reno Rapagnani, Sr., Stan Buscovich, Dave Herman Gary Jimenez John Newlin Bill Cooke Steve Venters	1st Place Gold 5th Place Bronze 6th Place Overall 7th Place 8th Place 7th Place 16th Place
TRACK & FIELD Cross Country Men's Master 10K Men's Open 5K Men's Master 5K Men's Master 100 Meter Dash Men's Master 200 Meter Dash Women's Master 100 Meter Dash Women's Master 200 Meter Dash Women's Senior 200 Meter Dash Women's Senior Shot Put Women's Senior 400 Meter Dash Men's Senior 400 Meter Relay Team	Lucio Perez Dennis Bianchi Lucio Perez Lou Bronfield Jerroll Bell Jerroll Bell Lou Bronfield Willa Brown Audrey Moy Willa Brown Audrey Moy Ava Garrick Ava Garrick Karen Hibbitt Jerroll Bell, Howard Weatherby, Mark Mahoney, Charles McCuller	3rd Place Bronze 6th Place Overall 2nd Place Silver 7th Place Overall 2nd Place Silver 4th Place Bronze 5th Place Bronze 1st Place Gold 3rd Place Bronze 1st Place Gold 3rd Place Bronze Bronze 5th Place Bronze 3rd Place Bronze 4th Place Bronze
TENNIS Women's Open Doubles Women's Open Singles Mixed Doubles Open Men's Masters Singles Men's Masters Doubles	Beth Pedrodalasol Beth Pedrodalasol Beth Pedrodalasol Rich Quesada & Ann Corriea Jim Farrell Jim Farrell & Jim White Larry Pedrodalasol & Rich Leon Brad Nicholson & Al Mould Lou Calabro & Bill Petri	Gold Bronze Bronze Bronze Gold Silver 5th Place Bronze Bronze Bronze

* **SWIMMING:** Several members were awarded medals in this division. Their names and medals will be noted in a future issue.

NOTE: The above are partial results, as much as could be obtained in Sacramento by Saturday 6/30/90.

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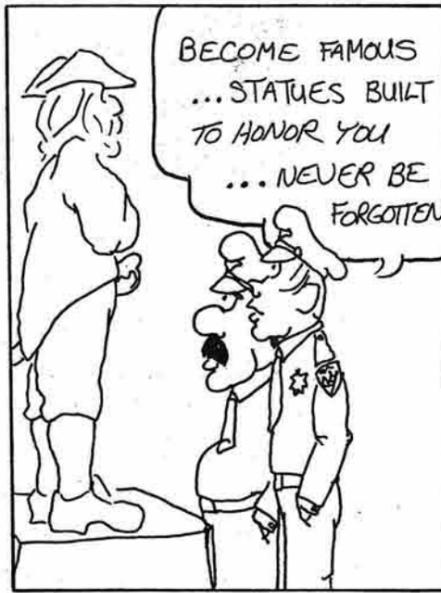

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ON THE STREET/Tom Flippin



A Funny Thing Happened...

by Tom Flippin, Editor

Well, here's the next installment of "It may be against the law, but it sure is funny."

CUT DOWN IN THE PRIME OF LIFE: Some fiend in Carmel cut them down in the prime of their lives. A police spokesman said it "was definitely a homicide."

Hold on though! We're not talking about another drive-by shooting ... no crazed sniper ... we're talking "tree-homicide."

Some evil-doer killed three of Carmel's picturesque cypress trees. The fink bored holes in the trunks and filled them with pesticides ... when that didn't immediately fell them, the trees were girdled; that is, the bark was cut through all the way around the trees. A specialist said this final attack ensured the trees' deaths.

This is, indeed, a vicious crime, and we hope the perp is caught and caught quickly ... but, guys, "tree-homicide"?! Maybe it's time to call on Sherlock Elms.

PERRY MASON FOR THE DEFENSE: Officials in Tokyo and other Japanese urban centers are almost ready to concede defeat to an invading force from the surrounding countryside. The invaders are a type of giant crow. They terrorize strollers in city parks, rob garbage cans and vandalize all sorts of property.

The crows have virtually taken over in some park and residential areas. Last year, 40 crow attacks were reported in Tokyo. The attacks ranged from hat theft, to scratching children, to biting hapless pets.

In Nishinomiya City, an outlaw crow known as Kako became such a nuisance to the population that he was arrested and sentenced to an indefinite term in a cage at a local park. The bird, who is a member of a protected species under Japanese law, will be released when he calms down and behaves, according to a local official.

THREE HOURS WORK FOR THREE HOURS PAY: In France, a cabinet minister was forced to resign after he was caught hiring actors, students and day laborers to pretend to be the audience at a sparsely attended government conference.

Olivier Stirn first tried to defend himself by saying his payments to the "audience" helped to alleviate unemployment. Stirn's resignation came after mounting pressure from members of his own political party.

The loudest call for his head came from Minister of Defense Chevenement. He had watched in astonishment as the conference hall emptied when he approached the podium to deliver his speech. Stirn had paid the audience for only three hours work, and the time was up just as Chevenement's turn to speak came up.

IM AN OUTPATIENT ... HONEST I AM: In New York, a prisoner being treated in a Brooklyn hospital escaped but was recaptured a short time later, authorities said.

Shortly before dawn Elgin Sanchez ran from the hospital where he was being treated for a swollen knee. He was held

while awaiting trial on a grand larceny charge.

Less than an hour later, transit police were called about an unusual passenger on a subway train. Police held the train at the station, and a passenger directed them to the next-to-last car where Sanchez was taken back into custody.

So what caught the eyes of the subway passengers? Surely, they've seen just about everything down there. Well, Sanchez boarded the train after his escape still wearing only a hospital gown and with an IV still attached to his arm.

ALFONSO BEDOYA. WHERE ARE YOU? Mexico's government recently announced curbs against various police activities because of concern over alleged human rights abuses.

President Salinas ordered a stop to the use of roadblocks to catch drug and arms smugglers. In addition, by presidential order, all police agents will be required to wear visible identity badges at all times.

Possibly, President Salinas only now has gotten to watch *Treasure of the Sierra Madre*, and he was quite properly outraged when he saw the supposed police tell Bogie and the rest, "Badges? What Badges? We don't got to show you no stinking badges!" Those immortal lines were, no doubt, enough to set the new guidelines.

Alfonso Bedoya was the Mexican actor who told off Bogie.

GREAT MINDS THINK ALIKE: Police in Miami arrested two burglars who had met two days before their arrest and formed a partnership. The two met when one of the burgling burglars broke into the other's home to burglarize it and the two struck up a conversation that led to the partnership.

JUSTICE, TOO: Police in Vallejo, CA arrested a man for bank robbery after a teller gave him \$105 cash based on the man's note that he had a bomb. The teller later said that, at first, the man's cane and dark glasses looked like a disguise, but when he asked for directions to the front door, the teller realized that the man was blind and apprehended him. The man said that he was trying to publicize the plight of the disabled.

WELL, LOOK WHAT I FOUND: A drug-possession defendant in Pontiac, MI, claimed that he had been searched without a warrant. The prosecutor said the officer didn't need a warrant because a "bulge" in his jacket could have been a gun. Nonsense, said the defendant, who happened to be wearing the same jacket that day. He handed it over so the judge could see that its material did not allow for bulges. The judge discovered a packet of cocaine in the pocket. (The judge laughed so hard that he required a five-minute recess to compose himself.)

VOTE

(Continued From Page 1)

some kind of collective bargaining measure next November in return for support by City workers in his re-election bid. Neither situation convinced us that we should wait for the outcome of the task force's recommendations.

While the petitions were being circulated, we asked Supervisor Wendy Nelder to introduce our exact initiative measure for placement on the ballot by the Board of Supervisors to force the Mayor's office to go public with their objections so we could deal with them. Supervisor Nelder introduced our measure and our Amendment was set for hearing before the Administration and Oversight Committee of the Board. At this Committee hearing, our strategy worked and the Mayor's office took their best shots. Out of left field came Deputy City Attorneys, soaked to the socks with partisanship for the Mayor's office, who unbelievably, told Supervisors and Committee members Hsieh, Britt and Hallinan that they had just seen our initiative for the first time, and that the language protecting retirees would ruin the tax-exempt status of the entire Retirement System. While we were expecting their opposition, we were nonetheless amazed with what we heard, since the petition had been out for months, had been given to the Mayor's office months earlier, and the City Attorneys were claiming they just saw it. Much to the credit of the Supervisors, they saw through this smokescreen, and, thanks to Supervisors Hsieh and Britt, it was moved out of Committee to go to the full Board.

With the emergence of the "new" retirement issue, although we felt the language in the petition was sufficient to foreclose any adverse effect on the Retirement System, our attorneys did extensive doublechecking and all our concerns, as well as those of the other City employee unions, were laid to rest with amendments that satisfied all City employee unions and the Board of Supervisors.

We then went to the Board of Supervisors' meeting on Monday, July 23. The Board decided to put off a vote on our measure for a week, and the Mayor's fingerprints were all over the continuance; apparently, during the weekend, the Mayor's misinformation was provided to

various Supervisors, apparently intending to head off a vote. We then explained to several Supervisors that our deadline to submit petitions was Wednesday, July 25, and therefore the Board had to act; they agreed to hear and vote on our measure after the dinner break.

During the dinner break, it's safe to assume the phone lines were burning up once the Mayor's office heard that the measure was not dead. We reconvened at 7:30 p.m.; in came Deputy Mayor Claude Everhart with both the Fire and Police Chiefs and members of the Fire Commission. Both Chiefs spoke against the measure, Chief Jordan explaining the Charter Amendment could interfere with OCC procedures, crowd control procedures and implementation of the consent decree. The Board voted again to continue the matter for a week, recessing the meeting until July 25. (Recessing rather than adjourning the meeting permitted the issue to be reconsidered on July 25.)

Between Monday and Wednesday, representatives of police and firefighters and our attorneys met with unions and Supervisors to answer any questions they had in order to solidify support for the measure. While the Board argued about the measure, we had representatives sitting in the Registrar's office, ready to file the petitions by the 5:00 p.m. deadline if we lost the vote. Overcoming the diehard opposition from the Mayor's office, the Board voted 7-4 in our favor, and the measure will appear on the November ballot. Amendments were added making clear that the Charter Amendment cannot interfere with implementation of the consent decree and excluding OCC procedures, crowd control and disciplinary procedures from arbitration.

In this process, the Mayor's office threw up every obstacle possible to get the Supervisors off the track: the retirement tax-exempt status, the consent decree, arbitrability of discipline, the Office of Citizens' Complaints, you name it. We stood our ground and steadfastly met each and every issue which the Mayor's office failed and refused to discuss with us in past months, amending the measure as required to make it clear that his diversionary tactics were sleight of hand. Through commitment, dedication and hard work, we prevailed in our efforts and owe a debt of gratitude to our friends in labor and our political supporters.



LABOR DAY

September 3, 1990

*Remember and Honor
America's Workers*