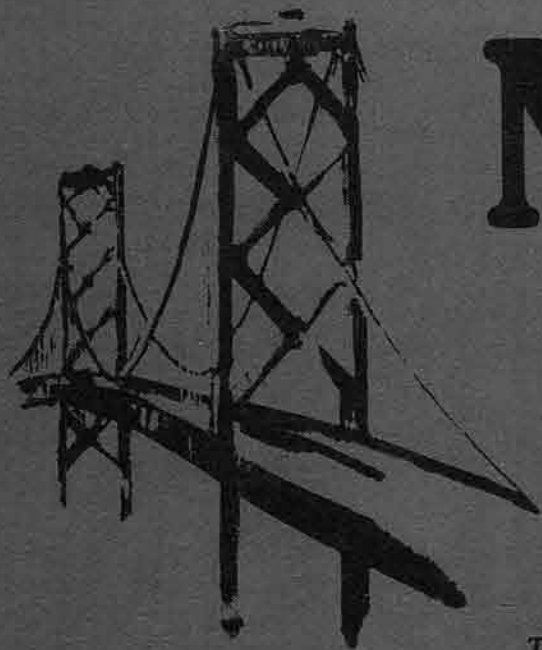


THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 22

SAN FRANCISCO, SEPTEMBER, 1990

NUMBER 9

'Banding' Hits Sour Note

by Gary Delagnes

The latest rabbit currently making an appearance out of the hat of those well known magicians affectionately known as the "Consent Decree" is called "Banding." This is a grading solution that can be used after all concerned parties have sat around a table, looked at each other and say, "By God, we have screwed up another test, now what do we do?" I can give you a long, complicated explanation of what "Banding" is, involving statistics, multiples, factors, etc., but in order to make it simple let me give you an example of a fair use of "Banding," and then I'll give you the "Consent Decree's" somewhat imaginative concept. The concept of banding that could conceivably be defended is illustrated under the following example:

(Person #1) Attains a score of 999.50
(Person #2) Attains a score of 999.15
(Person #3) Attains a score of 998.90
(Person #4) Attains a score of 998.75

"Banding" could be used in this instance because the scores are so close that if the same test was given again the person who attained the 4th highest score might conceivably be the highest; therefore, a four-person band is developed and person #4 could actually be appointed before person #1 because of the closeness of the scores. Under these circumstances, "Banding" is defensible, but still not right in my opinion. To illustrate why even this concept isn't right let's use sports as an example. It would be like saying that if the Giants played the Dodgers 18 times and won 10 of the games while losing 8 they could still be declared the losers of the season series because all of the games were so close it is impossible to say who is better. Make sense to you? Me neither.

Now let's look at the "Consent Decree's" version which takes the concept of banding from the ridiculous to the sublime. The first 100 positions on the sergeants were appointed in rank order 1-100. Appointments are supposed to be made as needed over

the next 2 years in rank order from the list which could conceivably net our membership anywhere from 50 to 100 jobs over the life of the list. Well you guessed it, the "Consent Decree" didn't get the minority numbers they were looking for so it was time to change the rules in the middle of the game. Where have we seen that before? The "Consent Decree" has made the following offer to the POA.

They will appoint from the list in rank order up to 131 if we allow them to band from 132 to 208 thereby allowing them to pick up an additional 19 minorities. The kicker is that the minorities be appointed immediately, making them eligible for the next Lieutenants test. The rank order 31 will be appointed some time during the life of the list. No non-minorities will be appointed between 132 and 208. What a deal. The "Band" they are proposing would be equivalent to two people taking a test, one gets an 85% and the other gets a 65%, and both people receive a B+. Now that's an imaginative "Band." I wish they had that "Band" in my high school, I would have been an honor student.

The "Consent Decree" goes on to say that if we don't accept their proposal they will not make anymore appointments from the current list, simply letting it die after two years. In other words, if you don't want to play by our rules we are going to take our toys and go home. Their strategy, of course, is to turn our members against each other hoping that the 31 affected are outstanding people who deserve a better fate. But in the final analysis it's an easy decision because we cannot, and will not, negotiate with a gun to our head. A couple of months ago, Paul Chignell said I live in a black and white world and life just doesn't work that way. Well, maybe I do, but in my mind some things are right and some things are wrong, and this is just plain wrong. It's not a racial issue, it's a fairness issue and we must stand by the only thing we have left: our principles. We just can't sell out for 31 pieces of silver.

Watch That Watchdog

by Jerry Donovan, TAC

Picture yourself some night monitoring a demonstration of 1,000 or so participants marching throughout the Union Square area, protesting the U.S. actions in the Middle East. Suddenly the crowd begins to light bonfires in the intersections, windows begin breaking, people screaming and arrests are started. You are a squad member assigned to crowd control duties, your squad must move into the intersection and arrest the core of a highly resistive and combative group for several riot related offenses.

You have one of the individuals and are on the ground wrestling with him attempting to gain control and handcuff the suspect. As you control the suspect someone from the crowd steps towards you and shouts at you "You are using too much force" and attempts to hand something to the suspect. Your reactions to this would likely be "Who is this person?", "What are they giving the suspect?" and "Is this person endangering me?"

This is a hypothetical situation made up from several incidents I know of concerning OCC investigators at the site of demonstrations. This hypothetical situation might occur before this article can be printed. (For those of you who don't know, OCC can and does hand out complaint forms and solicit complaints at demonstrations now.)

On August 15th the Commissioners were told by Mr. Langer that a written report or manual on the role of OCC investigators at the site of demonstrations is forthcoming. When this document is made public, both OCC investigators and police officers will know OCC's rules and boundaries as to their responsibilities at demonstrations. The need for this clarification became very clear because different opinions of these roles are practiced at demonstrations by different OCC investigators.

Mr. Langer stated that investigators are told to cooperate with police requests to move from areas where OCC might be in danger or in the way of police actions, but then a Mr. Shockey stated he has refused, and would refuse, to comply with these same requests. This really upset Commissioner Lee who now might have just a small sample of what the police officers on line run into with different investigators from time to time.

The union rep for the investigators said that the written manual would be welcomed by the investigators who apparently were never given written guidelines in the past. The Association will attempt to get copies of the OCC manual and make them available for concerned parties if the department doesn't furnish them.

The Police Commission wondered why only recently have complaints been received about OCC at demonstrations, so during public comments, I expressed a lack of knowledge as to the role of OCC at demonstrations, who to complain to and what would be done about conflicts or actual violations. Commission Kecker advised me that all complaints should be brought before the Commission, and the complaints would be looked into thoroughly.

I have talked to several officers and some concerns were fairly universal: after making complaints about OCC will you be treated fairly by OCC in any possible future investigations; will there be a "hit list" pressing for founded complaints against these same officers. With these and other concerns discussed, I proposed to the POA Board that a simple complaint form be devised to be filled out by officers in the field who have complaints against OCC. These complaints would be forwarded to the POA office and I, or another member, shall present the complaints to the Police Commission on Wednesdays.

Another point made at the Commission meeting was that the OCC can investigate complaints made by other OCC personnel against police officers and do so supposedly without bias, predetermination or supposition of guilt toward officers. This will be followed very carefully.

The Notebook Needs You

We need your articles to make this the best possible newspaper
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SFPOA Notebook
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San Francisco, CA 94103
Deadline for October issue:
Monday, October 1, 1990

Democratic
Central
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votes
23-3
in support of
SFPOA
Collective
Bargaining
Initiative

See
Page
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For
POA
Endorsements

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Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Jr. Past President T. Greene, at 2:10 P.M., Wednesday August 22, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Pres. Elvander V. Pres. Bruton, Tr. R. Kurpinsky excused.

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

NEW MEMBERS: Motion Hardeman/2nd McKee following be accepted as members — MARK ALVAREZ, JOHN A. ANTON, RAYMOND A. BEAZLEY, JILL BROPHY, ROBERT CHEW, EDWARD DEL CARLO, MICHAEL J. BROWNE, JEAN ETCHEVESTE, PHILIP FEE, ROBERT FRAZER, SANDRA L. GANSTER, KATHLEEN GRAY-HOGUE, JOHN GREENWOOD, RICHARD JUE.

ANDREA JOSEPH, GERALD A. LOUIE, LAWRENCE MACK, MARK TEDMAN, JAMES P. MCCAUGHY, THOMAS MOORE, MICHAEL PHILPOTT, JUDITH RIGGLE, JOHN M. ROBERTSON, ANGELO SPAGNOLI, WILLIAM T. TAYLOR, ROBERT N. ZEIGLER. All APPROVED.

REINSTATEMENT: Trustees voted to reinstate, WILLIAM J. VAN LAAK. Payment of back dues and interest received.

COMMUNICATIONS: Donations from following received and acknowledged by Secretary: MR/MRS THAYER BRAGG — in memory of their son Allyn Bragg; Police Commissioners, JOHN KEKER & PIUS LEE — regular donation of monthly salary.

Letter from Federal Judge J. P. Vukasin, Jr. Refer to New Business.

Treas. Parenti presented regular bills, benefits, salaries, taxes etc. APPROVED.

Treasurer Parenti reported the death of TIMOTHY THORSON — Born in San Francisco in 1929, he joined the Department in 1957, age 28, after working as a Probation Officer for a private institution. Tim spent a short time at Park and Potrero Stations before being transferred to Mission. He was 8 years there, in radio car, and when appointed a Sergeant in 1967 went to Richmond Station remaining their for 3 years, then to Northern for 6 months until his transfer to Community Relations. appointed a Lieutenant in 1979, Tim went to Richmond for 5 months, before being transferred to Crime Prevention and from there to Community Relations where he remained until his retirement for service in 1980, age 51. Tim received the following

awards — 1959-2 Capt. Comm, one for arrest of suspect in a stolen auto, second for arrest of suspect engaged in a burglary; 1960 — 2nd Grade for rescuing occupants of a burning building; 1962-3 awards, Capt. Comm. for arrest of a burglar in a hotel robbery; Capt. Comm. for arrest of 2 armed suspects engaged in burglary; 3rd Grade for arrest of armed suspect in a drive along shooting (we had them in those days); 1963 — arrest of armed suspect wanted for murder; 1965 — 3rd Grade for arrest of armed suspect in a jewelry robbery; 1967 — arrest and subduing of an armed burglary suspect. Tim was a young 61 at the time of his death.

REPORT OF TRUSTEES: Mr. McIntosh, Security Pacific Bank reported that stock holdings are only 13% of our Portfolio. Have cash which will be used to purchase some convertibles and blue chip stocks, or well managed companies. Hopefully some 1st grade stocks will reach new lows. Trustees to be contacted if above situations occur.

NEW BUSINESS: Secretary read letter from Federal Judge Vukasin, wherein he had made Widows & Orphans one of the beneficiaries of a fine assessed the City for not complying with a Magistrate's order. City is appealing and Judge suggested that all 6 beneficiaries hire one attorney to fight the appeal. Attorney for one of the beneficiaries has been contacted by Secretary and more will be known at next meeting.

GOOD OF THE ASSOCIATION: Acting Pres. Greene set next regular meeting for Wednesday September 19, 1990 at 2:00 P.M. in Traffic Bureau Assembly Room, Hall of Justice.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:48 P.M. in memory of departed Brother Timothy Shorson.

Fraternally,
Bob McKee, Secretary

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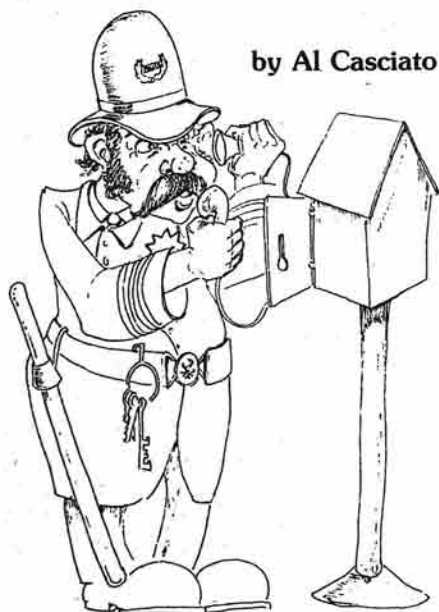
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AROUND THE DEPARTMENT

by Al Casciato



Upon reading the big 19 Dated 25 August 1990 which contained 3 homicides, 6 robberies, 1 kidnapping, 1 oral copulation, and a hot prowler burglary, Sgt. John Nestor commented, "The Barbary Coast is back — hell is breaking out on the streets."

- Remember in police work you can be "tactically right" but "politically wrong."

- The silent majority doesn't attend political meetings such as the Police Commission and Board of Supervisors where our policies are established. So remember that we are operating under policies influenced by the "political squeaky wheels" and we are their "oil"

- One administrative type describes being transferred out of the Hall as "Escape from Greywall Stress"

Quote:

"The paper gets 'nuthin straight'."
— Mike "Bugs" Moran



What's going on at the Retirement System?

- Why does it take two months to decide that an officer shot in the performance of duty is entitled to disability pay? (Off. Jim Adams)

- Why does it take nearly one year to get a hearing on an industrial disability retirement application? (Lt. Mike Dower)

- Why are officers with stress injuries treated with insensitivity, thereby increasing their stress? (Insp. Al Mutteoni)

Speaking of Off. Jim Adams:

The question being asked at Park Station is ... Why did no one above the rank of captain visit him during the two-week hospital stay following his shooting incident?



Births:

On April 3rd, 1990, Samuel David Kerr Jacobs 7 lb. 5 oz. 18½ in. to Belinda Kerr, Legal Office, and Ron Jacobs, S & C Ford.

Steve and Jackie Thoma, Co. I, became the proud parents of twins on August 31, 1990. Steven Michael 5 lb. 7 oz. and Stephanie Michele 4 lb. 11 oz. are doing very well. Congrats and best wishes for the future to all....

Granpa derby:

Dick Racine has become a grandfather

for the second time. His son Nathan (an Oakland officer) and wife Linda (yes, the same one who took a second place in last year's S.F. marathon) presented the family with Samantha Louise (aka Sammie Lou) 6 lb. 11 oz. 20 inches long on July 24, 1990 at 0349 hrs. Grandma JoAnn is looking forward to buying something other than little boy's clothes because after four sons and one grandson, finally a girl.

Dick is now one grandchild up on John Brunner but I expect that this will be only for a short time.



Worth Their Weight In Gold:

Frustrations are running high throughout the entire department over a lack of staffing and arguments are being presented calling for the hiring of new officers. What I would really like to see is the hiring of 70 highly trained and qualified clerks to tame the massive paperwork monster that exists in this department, thereby releasing countless officers and inspectors from desks. Remember, good clerks who take dictation and transcribe tapes are worth their weight in gold.... After they're hired, then we'll know exactly how many new officers we really need.

Overhead at a recent demo. Senior officer acting as a squadleader saying, "Now I know why sergeants drink...."

Sponsor A Visitor

San Francisco, and its Police Department, has been chosen once again by the Japanese National Police as the agency to conduct training of select officers from the National Police Agency. In late September of this year two officers of the Miyagi Prefectural Police will arrive for a 30 day practical training and familiarization course in California law enforcement practices and technology. Although the time allotted for this training is short the Japanese officers always seem to get many new insights into policing problems and technology that they have not experienced in their own departments.

It has been a year since our last visiting police officer, Toshikawa Sakamoto of the Osaka Prefectural Police, arrived for a 90 day training session. When he returned to Osaka he was somewhat of a celebrity, having experienced the San Francisco earthquake firsthand! When "Toshi" left San Francisco for home it was with many memories of police camaraderie and warm hospitality.

This year's trainees are looking forward to learning as much about our system as they can in the short time they have been given. As was the case with Toshi, they are hopeful for invitations to stay with police families for a week at a time. This kind of informal exposure and interaction is educational and fun for all parties involved.

If you would like to host one of these officers for a week in September please contact Inspector Dave Tambara days at Community Services or Capt. John Robinson through Operations Center nights.

S.F.P.D. Semi Automatic Hand Pistol Conversion Course

by Sgt. Donald Blaine,
S.F.P.D. Rangemaster

On August 1, 1990, at 0700 hrs at the San Francisco Airport Range, the S.F.P.D. held its first department wide Auto Pistol Conversion course. This conversion is a 20 hour course of instruction (two ten hour days) designed to cover basic weapons skills. (knowledge; application; safety; shooting skills etc.)

The first group attending was made up of members from the Dog Unit, Muni Transit, Hondas and the Traffic Bureau. Somewhat of a "Let's see how this course runs group". The course basically went very well and all members involved performed exceptionally well. The weather was excellent (that in itself was extraordinary) and all participants were eager to start.

The course agenda is basically as follows: 1. Introduction and registration and pistol material handout sheets. 2. Safety aspects of course and time schedule. 3. Classroom nomenclature and functioning of pistol. 4. Breakdown and care and maintenance of pistols. 5. Combat shooting techniques. 6. Drawing and holstering of weapon. 7. Malfunctioning drills. 8. Numerous firing line drills. 9. Several practice qualifications. 10. Actual qualification course. 11. Written examination.

The shooting qualification course is 48 rounds, with 70% qualifying score. This covers from the 4 ft line to the 20 yd line; shot from a two handed modified weaver and or an Isoceles (Parallel) stance; one hand (strong and weak) shooting, standing and kneeling positions; with sights and without sights. The entire course is fired with time limit restrictions and there are no alibi's.

The written examination consists of 20 questions. The first five are safety questions which must be passed with a 100% score by all members. The remainder of questions (15) is based on a 70% passing score and deals with the Auto Pistol itself. A member must pass all aspects of the course in order to wear the Auto Pistol on duty as a primary weapon.

Although the first course went very well, a few minor adjustments have been made to get the bugs out, and I would think that a few more will also be made before it's refined. I believe the first group enjoyed the course, and all of us learned a great deal.

I will take this time to apologize regarding the sign ups. There were two different Information Bulletins put out, and the first one had the wrong sign up dates for the course numbers. Because of scheduling problems at the airport range, the course dates had to be altered. Information Bulletin # 90-70 has the actual course dates. All sign ups must correspond to that Bulletin.

A few points to remember when attending our Pistol Conversion course: make sure you read and comply with G. O. B 3. You must have your own weapon that you will be carrying on duty. You cannot borrow someone else's even if it's the same make and model. Make sure that you bring extra warm clothing, just in case, and have your rain gear if applicable. No matter what the weather conditions are, we will be on the firing line. Make sure you arrive on time. The time scheduling is very critical and we have to adhere to it very strictly. If you come in late, you will be turned away. To pass the course, one must attend the full 20 hours of instruction. I am sure you will enjoy the course when you attend, and we will be looking forward to your attendance.

At this time, I would like to personally thank every one involved who made this course possible. A great deal of personal time and extra work was expended to get this going. Again, THANK YOU for your time, expertise and participation.

RANGE NEWS UPDATE: The construction of our department's new range is right on schedule. The foundation has already been laid and is taking shape. The last word I received indicated that moving back in should be (possibly) in February of 1991. Let's keep our fingers crossed. At present, we are trying to schedule practice shooting once again for all members. We are running into scheduling problems, but I am sure we can work them out. I will inform everyone when this is possible.

It has been difficult for everyone involved at our temporary lodging at the Airport range. The change itself and the proximity of the range has created some problems which all of us have had to adjust to. The Airport range personnel have been more than helpful and we owe them all a big THANKS. Another big THANKS goes to all of our department members for your cooperation and demeanor while attending training and qualifications.

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San Francisco Veteran Police Officers Assn.

MEETINGS: We always meet on the second Tuesday of every month. September the 11th, is our next date. Arrive between 11:30 a.m. and 12:30 p.m. and visit with your friends at the refreshment stand. The president starts the business meeting promptly at 12:30 p.m.

NOTE: President Barbero was excused so he could enjoy camping with his family. 1st Vice President Al Aguilar conducted the August meeting.

SICK CALL: Otto Elvander is home, nursing pulled tendons in his knee.

CORRESPONDENCE: Vida Gremminger, Robert's widow, sent a thank you card...Denise Rasmussen (Bob's wife) said she read about our door prizes and sent us 5 passports for Pier 39: a Blue & Gold cruise, parking, drinks and more! Thank you, Denise.

NEW MEMBERS: D. J. Cole, Lawrence J. Santucci, Joseph C. Reilly and Phillip Dunnigan. Welcome!

BILLS: Treasurer Ray Seyden read the monthly bills. Approved.

PHONE NUMBERS: The secretary does not have, for example, Otto Elvander's home phone number so it could not be printed. Your phone number would be nice to have in case of sickness, so friends could give you a get well call. When paying your dues for 1991, include your phone number and the area code if it is not preprinted on your checks. The secretary often gets requests from members for the mailing address and phone of an old buddy. Too often, the phone number is not available.

DUES: It's a little early, but do pay the \$12 before November, as the majority of current cards expire on December 31, 1990.

COMMITTEE REPORTS: Jim Cole reported that at the eleventh hour, the Board of Supervisors voted 7 to 4 to put binding arbitration on the November ballot. The active SFPD members need this legislation to improve their salaries and benefits. Our retired formula cannot result in any less money than is presently the

case — actives get a raise then so do we...The POA picnic is September 22, 1990 at Morton Warm Springs. The whole park will belong to us, police officers, for the day. Admission is \$7 for anyone age 16 years and older. Drinks and food are free.

DRAWING: Five \$5 winners and five Pier 39 winners. The odds were good, 1 in 8 chances of winning.

Attendance: 78
Membership: 854

Marty Barbero, President
Gale Wright, Secretary

Mailing Address: P.O. Box 22046, San Francisco, CA 94122.

Meeting at ICA Hall,
3255 Folsom St.

2 Blocks So. of Army

High Marks For Co. D

In early August, the Mission Station Police Department's Staff Inspection Unit conducted a random survey among citizens of the Mission to solicit an evaluation of police services.

The results gave officers a rating of 4.7 on a scale of 1 (low) to 5 (high).

Among the words used by those citizens interviewed to characterize officer responsiveness were: "courteous, efficient, sympathetic and supportive."

"Coming at a time when we are experiencing a severe shortage of patrol officers, it's very heartening to know we're still getting high marks from the people we're out there to serve and protect," said Sergeant Steve Johnson, secretary of the Police Officer's Association.

Johnson added that reduced staffing levels have left several neighborhoods, including the Mission, dangerously short of enforcement. This has the POA concerned about the safety of residents and those officers assigned to the areas.

"We think the Mayor has been short-sighted in allowing staffing levels to sink so low — especially now when robberies and homicides are up 30% in San Francisco," said Johnson.

The POA has called on the Mayor's office to implement a series of recommendations to improve the situation, including support for Proposition D, a charter amendment to reinstate collective bargaining for public safety employees, which will be on the ballot this November.



RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Announcing Our 8th Retirement Seminar

As we begin to think about winding down our careers in law enforcement, most of us are aware of the pleasures but few are aware of the perils of retirement. One should look at retirement as the end of a particular life and the beginning of a new life. One can view it as the dessert that follows the full course of our earlier life. Retirement will not always run smoothly; it will consist of ups and downs and psychological detours.

That is why we feel it is so important for anyone contemplating retirement to attend our Retirement Planning Seminars.

By attending, we feel you will be better prepared. All aspects of retirement will be discussed; also what one must do in order to be able to enjoy their retirement years to their fullest.

Our speakers are chosen for their expertise on their respective topics. The topics that will be discussed are as follows:

Gino Marionetti (Ret. Lt.)	Psychological & Emotional Impact of Retirement	0900-0930
Captain Mike Hebel	Retirement Benefits	0930-1200

"LUNCH" 1200-1230

Lunch will be catered, as well as coffee and doughnuts on your arrival.

Off. Duane Collins Ret. Deputy Chief	State & Federal Taxes	1230-1300
Stan Cordes and James Maas Former Deputy Chief	Pros & Cons of Retirement Enjoying Retirement	1300-1400
George Eimil	Estate Planning	1400-1500

Handouts will be given to each one attending. Material covers the proper procedure of obtaining blood in emergency, new laws governing what one must do in order to be authorized to carry their weapon upon retirement. Tests will also be given. One deals with your attitude and assessment toward retirement, three tests as to the various types of retirement programs, the pros and cons which will enlighten you as to the one you are best suited for, etc.

One should realize that when retirement rolls around, we will have one third of our lives ahead of us. How pleasurable those years will be will depend largely on how well we plan for our retirement.

You owe it to yourself and the people who are important in your life to attend. The spouses of police officers and firefighters are also welcome to attend our next Retirement Seminar which is scheduled for Saturday, October 6, 1990 at the Superior Court Jury Assembly Room #307, Hall of Justice, 850 Bryant Street. Reserve now by making a check in the amount of \$15.00 payable to Retirement Planning Seminar and mailing it to 510 - 7th Street, San Francisco, California 94103.

I assure you that it will be one of the best investments you've ever made. If you need further assistance or information, please don't hesitate to call us at (415) 861-5060.

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Happily retired former S.F. policemen are seen attending the latest Santa Rosa luncheon of the F.S.F.P.L.I.N.C. held every three months in that city. (L-R), Harvey Harrison (Co. K), Wally Jackson (Co. D), Wal Braunschweig (I.D. Bur.), Gus Stremme (Co. E), and Jerry McNaughton (Co. G).

F.S.F.P.L.I.N.C. stands for Former San Francisco Policemen Living In Northern California.



(L-R), Vic Wode, Pat Simmons, Walt Braunschweig, Bill Lingafelter & Guy Stremme.

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Is The Best Defense An Offense?

by John F. Prentice

If you are a police officer in San Francisco there is a good chance that during your career either you or your partner will be sued civilly for damages. When that gnarly-handed process server catches you while you are getting into your patrol car and serves you with a complaint for damages, you will probably get a knot in your stomach and start thinking about filing a homestead on your house.

Fortunately, most suits that are filed against police officers have, in my experience, little merit. Even though most civil suits against police officers demand punitive damages against the officer, the likelihood of a jury returning a verdict and awarding punitive damages against the officer is minimal. Nevertheless, because California law does not allow municipalities to pay punitive damage awards for police officers, the exposure of a punitive damage award against a police officer is real and should not be taken lightly. Every police officer that is sued in a civil proceeding should consider a number of things that they can do to lessen their exposure. Here are a few considerations that should be examined if you get sued.

First, as soon as you receive a summons and complaint you should follow the general orders and department procedures. A copy of the complaint should be given to your commanding officer with an interdepartmental memorandum. Thereafter, the complaint and summons will be forwarded to the legal office and ultimately to the City Attorney for appropriate action. Naturally, you should cooperate with the City Attorney's office and the Department in giving all the information necessary to adequately investigate and defend you and the Department.

Now, let's look at "The best defense being an offense." Frequently, when civil actions are filed against police officers there has been some physical contact between the officer and the plaintiff. Every cop on the street knows that when there has been physical contact between a police officer and a citizen there is the potential for a complaint or a civil action. What many police officers don't know is that they should consider a cross-complaint against the citizen.

When a complaint for damages is filed, the defendant has a statutory right to file a cross-complaint alleging that the plaintiff violated the rights of the defendant. When the circumstances justify it, this places the police officer who is being sued on an equal footing with the citizen-plaintiff. The plaintiff is exposed to potential damages just as you are exposed to potential damages.

Is a jury going to award damages to a police officer who has filed a cross-complaint against a citizen in a lawsuit? Recently, a jury in the City of Westminster awarded damages against the citizen who filed the lawsuit against the Police Department and the officer. The message is clear. When a civil action naming you as a defendant and exposing you to damages is filed and served on you, don't roll over and play dead and assume that the City Attorney's office is going to protect you in every respect. Take an affirmative stance and get an opinion from an attorney as to whether a cross-complaint against the plaintiff is appropriate.

Everyone knows that most of the suits filed against police officers are either dismissed or settled out of court, but your case might be the exception. Why take the additional risk? It is amazing how much leverage an officer's attorney has when the officer has filed a cross-complaint as against the plaintiff. The possibility of achieving a settlement in those circumstances is increased substantially by the filing of a justifiable cross-complaint.

There is something else that many police officers in San Francisco might not be aware of. The Police Officers' Association has attorneys on retainer who have agreed to meet with police officers who are sued in civil actions; they will review the circumstances of the suit and give an opinion as to the best ways to preserve your legal rights. Call the POA office for a referral to an appropriate attorney for this purpose.

By considering a cross-complaint, you are also placing yourself in a position where you have an attorney representing your interests independent of the City Attorney's office. In most civil actions the interest of the City is consistent with the interests of the police officer. If a City Attorney sees a conflict in representing an individual police officer as well as the City, that conflict should be disclosed to the police officer. Nevertheless, in my experience, the City has shown little interest in pursuing cross-complaints for police officers. Therefore, independent counsel can direct their attention to the officer's exposure to punitive damages in the underlying plaintiff's case, as well as pursuing damages on behalf of the officer in the cross-complaint.

You should also receive advice whether or not the complaint filed against you should be removed to Federal Court rather than state court. Most civil actions filed against police officers are filed in state court, yet most plaintiffs' attorneys will include a Federal cause of action, usually a violation of Title 42 U.S.C., Section 1983. Most plaintiffs' attorneys include this cause of action because damages can be awarded to punish the officer. Attorney's fees can also be awarded, as well as general damages, and costs of suit. Procedurally, this cause of action can be pursued in either state court or in Federal Court. The City Attorney or your attorney does have the option of filing a motion to remove the suit from state court to Federal Court.

There are certain advantages to pursuing a civil action in Federal Court as compared to state court. First, a federal action will generally get to trial much more quickly. In most cases, Federal Court actions are in trial prior to the expiration of one year from the date of filing whereas, we have all heard how long it takes a civil action to go to trial in Superior Court in San Francisco. Two, three, and sometimes even four years is not unusual. How would you like to have a civil action hanging over your head for the next two to four years? It is just something else that you really don't need or want to worry about. What we should do is get these suits resolved as quickly as possible. In my experience, that has always worked to the officer's best interests.

Likewise, some officers believe that juries in San Francisco's state court system are very liberally minded. It is possible that the likelihood of a police officer being found negligent or being found to have violated some right of a defendant is greater in the Superior court than in the Federal Court. In Federal Court the jury panels are selected from a large geographic area. A typical federal jury in San Francisco will be made up of jurors from rural towns and cities as well as the nine Bay Area counties. In other words, a police officer is probably going to receive a fairer decision from a Federal Court jury than they would from a state court jury.

If you are the unlucky recipient of a civil action naming you as a defendant, don't assume that your rights will be protected automatically by the Department or the City. Take advantage of the resources available to you. Seek the advice of an independent attorney. If appropriate, consider the filing of a cross-complaint for damages. Ask your attorney if a motion to remove the matter to Federal Court would be intelligent in your particular case. Remember, a good defense is frequently a good offense.

Funny ...But True

by Tom Flippin, Editor

YES, MA'AM...YES, MA'AM:

Marcia Sparling of Pontiac, MI., came home one day recently and found a strange car parked in her driveway. She blocked the car in with her own car. Then when she spotted some of her household goods in the back of the car, she got mad. Sparling confronted the three burglars inside the house. They gave her their tough look, and told her to move her car so they could escape. She gave them back a tougher look, and demanded they unload her goods. They did. Then she ordered them to carry her stuff back into the house. They did. Then she made them hook her VCR and antenna back up "the way they found it." They did. Again, they ordered her to move her car. She ordered them to sit on the couch until the police arrived. They did. And no, they weren't kids. Detective Tom Strong had only one question: "I wonder why she didn't take them down and book them for us."

...

A NUMBER TWO SPECIAL ...TO GO! A Seattle motorist, while stopped at an intersection, was startled by a thief who reached through the car window, grabbed a package off the seat and fled.

The motorist wasn't too concerned, however, and police said they didn't bother to investigate the incident. It seems the good citizen motorist had just picked up some doggy doo off the street and ... right, that was the package.

...

THE EYES HAVE IT: Ohio authorities forced a taxi owner to abandon his driving after a municipal court judge took away his permit, registration, and license plates. The taxi owner, Dallas Pollack, said he might be forced to violate the law occasionally if he couldn't find someone else to get behind the wheel for him. The reason Pollock is being denied a chance to earn his livelihood: he was declared legally blind two years ago. And you thought our cabbies were bad.

...

MY MOTHER, THE CAR: Officer Copeland, Dallas PD, was no doubt concerned when his patrol car was rear-ended by another vehicle (causing him slight injuries). He was probably even more concerned when responding officers passed along a message that his mother had also been injured in a recent accident. He was certainly downright amazed to learn that his mother asked the officers to relay the message when they found her in the vehicle which had just struck him from behind.

...

DUMB: The Ann Arbor, MI News reported that a man walked into a Burger King in Ypsilanti at 7:50 a.m., flashed a gun and demanded cash. The clerk turned him down, saying he couldn't open the cash register without a food order. So the gunman ordered onion rings, and the clerk told him they weren't available at breakfast. The man, frustrated, walked away from the fast-food establishment.

...

DUMBER: A San Mateo County deputy sheriff found Barry Buchstaber standing beside a car with two broken windows. Well, you know how suspicious those darn police are; the deputy asked Buchstaber for identification. Fortunately, Buchstaber had some I.D. with him, and handed it over. Unfortunately, it was a copy of a warrant for his arrest for driving on a suspended license. He was arrested, and presumably, checked for brain wave activity.

...

DUMBEST: Willie Collins was charged with possession of cocaine after he walked into Atlanta police headquarters, threw down a packet of what appeared to be cocaine, and demanded that officers arrest the man who sold him the substance because it was of poor quality.

Watch Your Wallets

by Al Trigueiro

The campaign to defeat Mayor Art Agnos' (our labor advocate at City Hall) attempt to discredit our collective bargaining with binding interest arbitration ballot measure, has been, thus far, entirely successful, but costly. As a result of Mayor Agnos' attempts to sidetrack our efforts, key budgetary overruns are occurring during Phase I of the campaign.

As we begin Phase II, the Campaign Committee must revise its overall strategy due to budgetary limitations, caused directly and indirectly by "Labor's Friend", Mayor Art Agnos.

The Campaign Committee will meet soon to revamp its strategy in light of these budget constraints and Committee members will make a full report to the Board of Directors at the September 11 Board meeting.

At that meeting, your representatives will receive a full accounting of all campaign funds expended thus far. Please ask your representative for this campaign statement and detailed explanation of each expenditure. Keep in mind that cost overruns, directly attributable to Mayor Art Agnos, do have positive implications with regard to this overall campaign.

The Campaign Committee strategy from the beginning was to utilize the petitions and your hard earned signatures to place our measure on the ballot. It was only at the eleventh hour that the Committee found it necessary to solicit the Board of Supervisors to circumvent the many innuendos and half-truths circulated by the mayor's lackeys, the city attorney's office and the chief of our department.

Yet, the money spent soliciting signatures was not in vain as our research indicates that our collective bargaining message must be explained to the voters due to the concept's complexity, and each of the 62,000 voters whose signatures we solicited will have a better understanding of our measure. Also, when we introduced the collective bargaining idea to the Board of Supervisors we were able to bring to the forefront the mayor's flimsy arguments, each of which have been answered satisfactorily. By addressing these arguments, the committee has been able to solicit support for our measure from a wider range of San Francisco's political spectrum.

The next phase of the campaign will be critical and due to financial constraints the Committee must rely once again on the unselfish efforts of our members. I am proud to announce that we met our signature goal during Phase I, and am positive that you will respond in kind to our call for help during this final phase. Members will be asked to solicit support from neighborhood associations and to walk beats (off duty) handing out campaign literature. This November the vote to support our Proposition D will undoubtedly be close — it's going to be a horserace. So the time is now to lend your support. Please volunteer your services by calling the POA office and letting our secretarial staff know that you will be available during these critical days leading up to November 6.

As an aside, the POA has available for sale jackets, T-shirts, tank tops and correction pens. Most of these items are decorated by a new, revised POA logo. Come in to the office to see what's available.

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Chief Backs Mayor In Opposition To Collective Bargaining

by Michael Keys, President

Chief Frank Jordan disappointed the POA when he submitted a ballot argument in opposition to Proposition D last week. His opposition should be kept in perspective, however, as it's generally the case that management opposes binding interest arbitration as, undeniably, the effect of interest arbitration is to place limitations on the authority of management to implement whatever terms and conditions of employment they want when agreement can't be reached with the POA or firefighter union affected.

Nonetheless, we were disappointed by the Chief's stance. We know he was under pressure from the Mayor's office to come out swinging against us on Proposition D, but we would have liked to either have him with us, or stay neutral. It is not only frustrating that the chief endorsed the Ballot Argument but it is so poorly written and full of misconceptions to discredit the real meaning of the measure.

The chief's ballot argument raises four points that require a response:

First, his argument states that the City Attorney has determined that Proposition D threatens the City's retirement system, "possibly costing San Francisco taxpayers and retired workers hundreds of millions of dollars." The fact is, uncertainty has been created by recently-enacted IRS provisions that pose a threat to all public sector retirement systems. Proposition D itself does not exacerbate the situation and, in fact, provides very significant protections to the retirement system. This same issue was raised by the City in meet and confer sessions with all City employee unions, and all agreed that it was a bogus issue. These public employee unions have as great an interest in preserving the tax-exempt status of the retirement system as anyone and, after thoroughly reviewing our Charter Amendment and the objections that were raised by the Mayor's office, these unions and the Central Labor Council concluded that Proposition D "in no way threatens the retirement system, nor City employees".

Because of the above-mentioned IRS regulations, the City has already enacted safeguards which are contained within Charter Section 8.500 which provides that the Board of Supervisors may, subject to the vested rights rule, "enact...ordinances to conform 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..."

In addition, Proposition D specifically provides for the following extremely comprehensive protections:

a. The Amendment provides that the charter measure, in its entirety, is subject to 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 tax-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 City and County employees", and then enacts the changes by a three-quarters vote.

Thus, it's apparent that all legitimate concerns regarding the tax-exempt status of the retirement system have been more than adequately addressed by Proposition D.

The Chief's ballot argument also raises the argument that Proposition D provides police and firefighters with a "blank check". Jordan states that Prop D contains "no limit on how high salaries or benefits could soar". While there is no specific limitation in Proposition D, it specifically requires that should an arbitrator have to decide an economic issue, the City's ability to pay must be taken into consideration. In addition, history belies the "blank check" argument, in that interest arbitration presently exists in twenty-six (26) states, and in most major cities in the Bay Area, and it works! The cities and states affected are not required to pay their firefighters and police officers significantly greater amounts because of the existence of arbitration. What arbitration does provide is, in the event of an impasse, and only in the event of an impasse, an expert in labor relations, chosen by both sides, is provided with the authority to attempt to mediate the dispute and, if mediation fails, to implement one of the parties' last best offers on an issue by issue basis. These arbitrators have reputations to maintain as they must be selected by both parties. Under the circumstances, arbitrators generally issue fairly conservative awards and are motivated by necessity not to make an award that is overly harsh on either side.

The Chief's ballot argument also mentions, generally, that binding arbitration is simply a bad idea. At the Board of Supervisors' hearing, the Chief spoke against our proposition because he felt it would allow us to interfere with existing consent decrees, with OCC procedures and crowd control policies, and that it would interfere with the Department's authority to impose discipline. To accommodate the Department, and Chief Jordan, we agreed to amendments that now specifically exclude the consent decree, OCC hearing procedures, crowd control procedures and disciplinary procedures from an arbitrator's authority. Thus, the objections that Chief Jordan stated publicly at the Board of Supervisors' hearing have all been addressed.

So, why arbitration? A good answer was

Official Ballot Argument Against Prop. D

Do not be deceived by Proposition D. Proposition D jeopardizes the city's Retirement System, increases costs, and takes management authority away from the Police and Fire Chiefs. San Francisco voters rejected Proposition D in 1979. Reject it again.

Retirement System Jeopardized

The City Attorney has ruled that Proposition D threatens the City's retirement system — possibly costing San Francisco taxpayers and retired workers hundreds of millions of dollars!

A Blank Check

There is no limit on how high salaries or benefits could soar.

With State and Federal budget deficits ahead, we need to find ways to reduce the cost of government.

Unlimited Binding Arbitration is a Dumb Idea

At first, submitting disputes to an arbitrator sounds fair. But a closer look reveals major problems.

1. An arbitrator is not accountable — to the Police and Fire Chiefs, or the voters. The arbitrator makes the decisions, but San Franciscans have to live with the consequences.

2. An arbitrator is not qualified to make public safety decisions. The police and fire Chiefs should decide how to balance the need for personnel, equipment, and benefits. Those are public safety decisions to be made by Chiefs — not amateurs.

3. The voters — not an arbitrator — should make final decisions. Once granted, some employees' benefits can never be taken away — even by voters.

The Chiefs Should Run the Police and Fire Departments

Last year, the Fire Chief wanted to hire more firefighters and purchase new fire trucks. The Fire Union wanted more overtime. San Francisco voters backed the Fire Chief. This year, the Police Chief ordered more police officers to work uniformed street patrol. The Police Union criticized that.

Under Proposition D, the Chief's decision could be overruled. Don't be Deceived — Vote No on Proposition D.

Submitted by,
Fred Postel
Fire Chief
Frank Jordan
Police Chief

provided by Alan Davis in an article that he wrote for the California Public Employee Reporter in December of 1984. There, Alan stated: So, why arbitration? Because the process provides stability. It provides a forum where disputes can be aired and fully heard, and it provides an opportunity to correct non-cost as well as cost-related inequities. Arbitration also provides an opportunity to be innovative where the arbitration process has been refined. And, finally, arbitration eliminates paternalism, whether well intended or not.

While arbitrators' awards are not subject to review by locally-elected representatives, the arbitration process is itself subject to review by the electorate. Knowledge that the process is subject to public review plainly influences the participants in the manner and the frequency in which they use the process. The checks and balances of our political system thus remain intact.

As difficult as it is to accept for those who are committed to a city manager or strong mayoral form of government, there are established abuses to both systems that can only be overcome by another institutionalized system that checks those

abuses. The empirical evidence shows that a wage and benefit arbitration framework provides an adequate, fair, and effective check against those abuses.

Finally the argument states that the Chief should run the Department:

It's stated that the Chief wanted to put more officers in uniform but the POA objected. The real story is that the cops the Chief wanted to put in uniform were the Narcotics Unit under Bruce Marovich and it was because they were too efficient. They were making too many arrests and getting too much overtime. So with people screaming for more police the chief put the Narcotics officers back in uniform to create the presence that there were more police on the street than we really have. Actually, it was a slap in the face for all the officers in the Narcotics Unit who were busting their butts for this City. And drug dealing in this City is at an all time high because of that.

Again, I'm disappointed that the Chief chose to oppose our measure. With morale and working conditions already at an all time low, this will only entrance the continued down slide of this Dept.

Demos Support Proposition D

by Ray Benson,
Chairperson, Legislative Committee

The San Francisco Democratic Central Committee voted overwhelmingly (22-3) to support Proposition D at its endorsement meeting last month. Solid support from members of this influential Committee was encouraging, given the opposition from the Mayor's office. Mike Keys, together with Lee Militello, Al Casciato, Jack Ballentine, Sylvia Harper and Al Trigueiro all deserve the credit for this one, as they worked not only on putting together impressive presentations but also by making the contacts that were necessary to explain the issues to members of the Committee, many of whom were very interested in this Charter proposal.

The Committee's strong support for this labor measure is greatly appreciated by the POA, given the fact that a formidable contingent from the Mayor and City Attorney's office showed up to oppose the POA. Deputy mayor Claude Everhart, Police Commissioner Gwen Craig, Deputy Mayor Gail Orr-Smith, Employee Relations Director Maggie Jacobsen and City Attorney Louise Renne all spoke against Proposition D before the Central Committee.

The City Attorney's office raised the issue, once again, of the possibility that the tax-exempt status of the retirement system could be lost as a result of our Charter

measure, only to be rebuffed by Committee member Steve Neuberger, an SEIU Local 790 representative, who stated that all City employee unions, who obviously have a great stake in this issue, disagree with the City Attorney obviously have a great stake in this issue, disagree with the City Attorney and have no doubt but that Proposition D will not detrimentally affect the retirement system.

In addition, POA attorneys Vince and Sylvia Courtney effectively rebutted each argument raised by the Deputy Mayor and the City Attorney.

The bottom line is that the Democratic Central Committee declared itself four-square in support of police officers' and firefighters' right to collective bargaining and interest arbitration, and stayed in line with the Democratic Party in California and nationally, as the Democratic Party has supported implementation of interest arbitration for public safety officers across the nation in twenty-six (26) states, and in most major cities in the Bay Area.

The Republican Central Committee is going to decide this matter within the next couple of weeks, and we hope we're as successful in convincing them. They traditionally are supportive of law and order issues, and given the current environment in San Francisco, Proposition D will definitely have a positive effect on improving police services and morale.

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FROM THE PRESIDENT

Collective Bargaining Update:

As you know by now our collective bargaining measure is on the November ballot as Prop "D."

I would like the membership to know who wrote ballot arguments for the voter handbook in support of our measure. Past Police Chiefs Al Nelder, Tom Cahill, Don Scott and Keith Calden. Our current Chief Jordan did not support our measure and submitted, along with Fire Chief Postel, a ballot argument against our measure. Additional support: John Molinari, Tom Scanlon, Former Mayor Alioto, past Police Commissioner Jo Daly, Gubernatorial Candidate Dianne Feinstein, Former Controller John Farrell, Walter Johnson, LeRoy King, Larry Martin, Sherri Chiesa, Stan Smith of the Labor Council, Chuck Ayala, Mitchell Omerberg, Speaker Willie Brown, Senator Milton Marks, Arlo Smith, Alexis Smith, Adrian Bermudez, Tony Kilroy, Greg Day, Robert Barnes, our own Bob Geary of the Democratic Central Committee, Al Casciato on behalf of the Latino Police Officers, Paul Varacalli Director of Local 790, current supervisorial candidates Carole Migden, Roberta Actenberg, Bill Maher and Assemblyman John Burton. I would also like to thank Assemblyman Burton for the letter of support he wrote to the Democratic Central Committee members encouraging the committee to endorse our measure. The committee's final vote was 23-3 in favor. Speaking of the Democratic Central Committee, Claude Everhart and City Attorney Louise Renne showed up in opposition to our measure. I guess the Mayor felt that Claude Kolm and John Holtzman weren't enough so he brought out another unbiased party (UH) Louise Renne. I guess she spoke on the issue, as if she had a clue what she was talking about, and then Claude Everhart unleashed his new scare tactic of collective bargaining. If this passes the cops/firemen will get all the money and there will be no money for AIDS. Give me a break. I tell you, when Claude finally leaves the mayor's office he can get a job at Walt Disney writing fantasies. Next scare tactic will probably be: Prop "D" will affect civil rights. A thank you to Lea Militello, Ray Benson and Vince Courtney for the work done at the Demo Central Committee and a P.O.A. thank you to the committee itself for the outstanding support of our measure.

Last item regarding our collective bargaining measure. Last Board meeting a member made the accusation that this POA Board deceived the membership regarding assessing the membership spending money in getting petitions signed and then getting the Board of Supervisors to put the measure on the ballot. Second accusation was that the expenses don't show up on the monthly Treasurer's report and that we're keeping the costs for the campaign from the membership.

To answer the first accusation, this POA Board assessed the membership after their approval to put collective bargaining on the ballot, which we did. I explained in last month's Notebook, front page, why we chose to have the Board of Supervisors put it on in lieu of the petitions. You may disagree with our strategy, and you have the right to your opinion, but our responsibility was to get it on the ballot, which was accomplished, and to gather support to achieve its passage. I think if you've read our list of supporters thus far I would say we're off to a good start but there is still

plenty of work to be done.

To answer the second accusation, there is no way this POA Board will attempt to hide anything. I would hope that's a plain fact by now. The reason the campaign cost doesn't show up on the monthly POA Treasurer's Report is because it doesn't belong there. This statement reflects only POA monies received or spent. The campaign has its own account. Al Trigueiro is currently putting the campaign figures together and a copy will be sent to all reps for posting. I think the two accusations were a cheapshot, and I guess just political posturing for the future. As far as this measure goes, I cannot guarantee its passage—that's up to the voters—but our measure is on the ballot and we're working hard to try and see that it is successful. If our measure is unsuccessful, it won't be from lack of effort, I can assure you.

Candidate's Day/Endorsements:

Saturday, August 25 at the POA we hosted Candidate's Day in which 36 people appeared before the POA Board and Legislative Committee either seeking an endorsement for office or speaking for and against different measures.

The Executive Board and Legislative Committee will be meeting and discussing recommendations for POA endorsements. Items to be considered when endorsing candidates is how that person feels about the police dept., our current ballot measure, electability and who is supporting them. A bulletin will be sent out listing the various candidates and propositions. The Board representatives will then poll those members who wish to participate for their opinions for or against. Another issue the Board will take a position on is the banding concept for promotions. Again, express your opinion to your rep.

O.C.C.:

Recently Jerry Donovan and I met with Director Mike Langer and his staff over POA/OCC issues.

A question arose of what is OCC policy, when asked to move from an area by an officer for safety or other reasons. Mike Langer said that his policy is that OCC will obey the officer and move. Mike did request that if you ask OCC personnel to move for some reason, you allow them another vantage point so they may still do their job as observers and not get in the way of you doing your job.

Another question was identifying OCC personnel. Mike Langer said OCC has a shirt, baseball cap and a jacket which all have OCC letters on them, and that OCC personnel should have one or any combination of the three when out in the field at demos, etc., except if an unavoidable circumstance arises. OCC at all times will have their IDs with them and are to show them on request.

OCC wants to remind officers regarding the member response form (MRF) and obtaining reps for interviews. If you get an MRF, turn it in ASAP. If you forget or whatever, you're in violation of L-1 and subject to discipline. If you're going to be interviewed by OCC and you need a rep and your rep is unavailable for whatever reasons, make arrangements ahead of time to be represented and don't wait until the last minute.

Last item regarding OCC. By the time you read this, the POA has made up an OCC complaint form which you may obtain from your rep if needed. The complaint form itself is self explanatory and is to be used if you think OCC personnel have acted improperly either toward you or during an activity. These complaints, if any, will be sent to Director Langer and the Police Commission. This form is to be used for legitimate complaints only and only for complaints against OCC personnel. You cannot complain about the complaint itself or the person who complained against you because OCC has to accept the complaint regardless of who and why. We hope the new complaint form won't have to be used but if so, maybe problems can be identified and worked out before they become major concerns. If you use the complaint form, please forward a copy to Jerry Donovan at HQ's TAC or the POA office.

Platoon System:

We have now entered into the platooning system. Many members feel this system is built to fail and therefore gives the administration the opportunity to get rid of

the 4-10 Plan. I have been assured by Chief Casey this is not the department's intention. The Platoon System was put on line to help the 4-10 work, with cooperation from the Patrol Force. The POA has agreed to try the Platoon System because the concept is good but only if we have enough staffing. That's why the POA is skeptical because of our understaffed police force.

If Platooning does not work with current staffing, we have alternate plans that will still use the 4-10 work day and current staffing levels. The 4-10 workday is not the cause of the escalating crime problem although some would have us believe so.

Personal Vehicle Alert:

Members should be reminded that although the dept. may authorize you to use your own vehicle during working hours if you get into an accident, you're not guaranteed by the city that you'll be covered.

The Automatic Issue:

Just thought I'd let the membership know that, although embarrassing, people have called the POA wanting to donate money to help the purchase of the

automatics for officers. It's nice to know the public is thinking of our safety. But we're rejecting the donations.

One-Officer Car Issue:

The issue of the safety of one-officer cars has come up again. Dave Herman, Al Trigueiro and I met with Chief Casey over this issue and to find out what actual policy the Department has regarding one-officer cars and the 4-10 Plan. Chief Casey read to us what the Department has on file as of 1986.

I won't go into depth now about the policy because the Chief is sending the POA a copy of the policy, which I will forward with an explanation to each representative. The membership has to remember this policy was decided in 1986, and the POA gave its blessing to one-officer cars for the 4-10 plan. You know as well as I do, with the Department being now, and for years, understaffed, that not all cars can be two-officer units. If the membership feels the one-officer car issue is that important, then maybe a vote should be taken whether to get rid of the 4-10 plan and go back to the 8-hour day—we certainly don't want any more officers injured.

California Hispanic Law Enforcement Conference and Training Symposium

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Opening Session September 27, 1990—9 A.M.

General Session/Panel Presentation—9:30 to 11:45 A.M.

"Hispanics/Changing Demographics/Effects On Criminal Justice Organizations"
Presenter—L. Estrada, Ph.D., Associate Professor, UCLA

Panelists

Sherman Block, Sheriff, Los Angeles County
Grace Flores-Hughes, Director, Community Relations Service, D.O.J.
Daryl Gates, Chief, Los Angeles Police Department
James Rowland, Director, California Department of Corrections
Joe Sandoval, Secretary, Youth & Adult Correctional Agency
C.A. Terhune, Director, California Youth Authority

Workshops

	SEPT. 27	SEPT. 28
GANGS: PRACTICAL SOLUTIONS AND ALTERNATIVES—Instr. Natalie Salazar	1-5 P.M.	1-5 P.M.
HATE CRIMES—Instr. Gordon Graham	1-5 P.M.	8-12 P.M.
SUBSTANCE ABUSE: SOCIETY AND THE WORK PLACE—Instr. Donald Lacher	1-5 & 6-10 P.M.	
AIDS: PRECAUTIONS FOR LAW ENFORCEMENT/AND UPDATES—Instr. Judy Pohl	1-5 & 6-10 P.M.	
GANGS: LAW ENFORCEMENT—Instr. Tony Argott		8-12 P.M.
PROFILING SERIAL KILLERS—Instr. Denis J. Cremins		8-12 & 1-5 P.M.
HISPANICS: CHANGING DEMOGRAPHICS—Instr. Barney Martinez	1-5 P.M.	8-12 P.M.
CAREER DEVELOPMENT—Instr. Tom Mahoney	6-10 P.M.	8-12 P.M.
STREET COUNSELING AND COMMUNICATIONS—Instr. Ynginio Rudy Fernandez, Jr.		8-12 P.M.
MAJOR INCIDENT MANAGEMENT—Instr. Gordon Graham	6-10 P.M.	1-5 P.M.
FINANCIAL STRATEGIES FOR THE LAW ENFORCEMENT PROFESSIONAL—Inst. Randolph Lindsey (non STC/non POST workshop)		1-5 P.M.

REGISTRATION INFORMATION

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\$45,000, \$200,000?

Did We Get Our Money's Worth?

by Ron Parenti
Northern Station

During the recent attempt to place a Collective Bargaining/Interest Arbitration Charter Amendment before the voters of San Francisco, the POA membership was advised the way to proceed was through the petition process. By following this method the POA leadership reasoned we would avoid political interference in the content and wording of our ballot measure.

The membership was asked to finance a petition initiative drive to be followed by a campaign if success was attained in gathering the needed number of signatures. The POA membership, through a general membership vote, approved an assessment of \$10 per member for this process.

The Association proceeded and hired a firm to gather signatures. Forty-five thousand dollars later the required number of signatures was attained. I think. You see, the petitions were never submitted to the Registrar of Voters for certification.

Here is where I become confused. Contrary to what the membership was told and had approved, the decision to use the petition was abandoned by the current POA Leadership. The very thing the POA had attempted to avoid by using the petition route, i.e. political interference, now took place.

Supervisor Nelder was asked to introduce our measure before the Board of Supervisors. She did. Guess what? The measure began to change. Portions of the initiative relating to disputes between the POA and the City concerning crowd control policies, the OCC, and matters relating to discipline, were diluted. All this took place under the guise of POA strategy.

Why give up the petition? What did we spend \$45,000 for? It seems the POA leadership became aware the Mayor's office and the City Attorney were going to question a portion of our measure as it relates to IRS regulations which deal with retirement provisions and possible violations thereof. Well, so what? Let them ask their questions. If our measure was sound and correct to begin with, then why not proceed with the process? Why did we go to the Board of Supervisors? Was our petition problematic to begin with? Did we waste \$45,000? In last month's *Notebook*, Legislative Chairman Ray Benson in his article titled "Agnos Smoke Screen Fails to Ignite" states, "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 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."

Well, was it in fact a Mayoral smoke screen or was our initiative poorly written? Could it be at the eleventh hour the only way to salvage the initiative was to approach the Board of Supervisors for their assistance? Is it possible the petitions were useless and the \$45,000 was wasted?

The articles in last month's *Notebook* attempting to make this change in course seem reasonable raised questions in my mind about the entire process and how assessed monies were spent. That, coupled with the fact that the treasurer's report was conspicuously missing, prompted me to attend the Board of Directors Meeting.

When questioned by me about the monies, a defensive Steve Johnson said, "I take full responsibility." He told the board the three unions involved in this endeavor (i.e. SFFD, AP and SFPD) have spent to date approximately \$200,000! To make matters worse, the specifics of this enormous expenditure were completely unexplainable by any Board Member present. The excuse: "The treasurer is on vacation." Should they have some idea? With eyebrows raised (were some of them not aware either?) some members of the Board of Directors requested a breakdown of monies spent. This is to be forthcoming. Steve Johnson not only startled the group announcing the cost already at \$200,000, but implied more money may be needed! The fact that expenses are so high before we have seen one TV spot, heard one radio ad, or have seen one billboard is frightening. Where did the money go? Is there to be another assessment?

One final note. I am in complete support of collective bargaining/interest arbitration. Those of you who know me, know this to be true. I have supported and have been involved with the previous attempts to get the voters of San Francisco to pass such a Charter Amendment. I am questioning the process here. I think the smoke screen here is not the Mayor's, but may belong to our current POA leadership.

American Police Hall Of Fame And Museum

With a massive marble memorial honoring law officers who have died in the line of duty, the American Police Hall of Fame & Museum now is open in the former Miami FBI building at 3801 Biscayne Blvd.

The hall and museum are open free of charge to law enforcement officers.

Dedicated last month in ceremonies attended by some 500 invited guests, including more than 150 widows, orphans and other family survivors of slain officers from throughout the United States, the building also includes an extensive collection of more than 10,000 law enforcement artifacts.

But the focal point of the edifice is the 400-ton, multi-walled marble monument inscribed with names, ranks and department affiliations of more than 3,400 U.S. officers killed in the line of duty since 1960. The

engraved lettering, placed end to end, stretches for more than one mile.

"How unfortunate that the list of names of those who made the ultimate sacrifice reaches over a mile in length," wrote First Lady Barbara Bush. "It is a sad mile, but a respected mile, as we remember those brave men and women, and their families."

The three-story, 45,000-square-foot building is 10 times larger than the Sarasota County quarters in which the hall opened in 1960. The Miami site includes an interdenominational chapel and a crime prevention center. An eternal flame burns at all times outside the edifice.

Museum exhibits include law enforcement equipment and vehicles, an electric chair, a gas chamber, a guillotine, jail cells,

(See MUSEUM, Page 16)

Open Letter To All Officers

Dear fellow officers:

The City has put forward an offer for using the current Q-50 list that helps all officers — minority and nonminority, female and male. Under this offer, every officer ranking 1 to 100 on the Q-50 list would be appointed. Then, on top of that, the City has committed to 50 more appointments, these 50 appointments include males, females, minorities and nonminorities.

Despite the clear benefit to its members, the POA has yet to endorse this proposal. Accepting this proposal is the only way to obtain these extra 50 appointments. If the POA rejects the proposal, the issue of banding will be resolved by the courts. However, by then the City will have withdrawn its offer and the Judge will only be considering whether to use banding to make 100 sergeant appointments, not 150. The chance for those extra 50 appointments will have fallen by the wayside. And remember, in considering whether to band the Judge will know that the City is already banding in the Fire Department, that the City's own expert, Dr. Zedick, considers banding a valid method for promoting off a test, and that the Department of Justice supports banding. We think it is likely that given these factors, the Judge will order banding. So, by not accepting the City's offer, the Department will probably still get banding, but without the 50 extra appointments.

Why then hasn't the POA accepted the City's offer? Because the POA leadership is so hostile to any measure that benefits minorities that it is willing to reject a pro-

posal that benefits its own members too. Don't let this happen! Let the leadership know that you want to see the sergeants rank expanded by 50 positions. This not only benefits the 50 officers who get appointed, but the Department as a whole. We all agree that the sergeants rank could use more people.

OFJ does not want to see a protracted legal battle over these lists. We do not want to challenge the validity of the exam process if some valid way of using the lists is available that reduces adverse impact. The City's offer to band provides such a way. Under the City's offer there still will be adverse impact against minorities. However, we are willing to compromise on this in order to resolve this matter and get on with the job of working with all officers to protect the City of San Francisco. The City has also shown its willingness to compromise by substantially increasing its fiscal responsibility despite the current budget crisis. We call on the POA to do the same: don't cut your own nose off to spite your face. Accept the City's offer of 50 more appointments even though you may not agree totally with how those extra 50, qualified, minority and nonminority, male and female officers are selected.

Sincerely,
Isaac Henry
President, OFJ

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

Roberto Yzquierdo Named Law Officer Of Year

Perilously posing for 14 months as an outlaw biker, Redlands (Calif.) Police Officer Roberto Yzquierdo infiltrated a network of cutthroat drug dealers while constantly putting his life on the line. Yet Yzquierdo is modest in talking about this extremely dangerous undercover assignment, which led to arrests and convictions of more than 100 drug dealers.

"I was a small pawn in the whole chess game," said Yzquierdo, who was honored last month as the American Police Hall of Fame Law Enforcement Officer of the Year. "The credit needs to go to the people who started the program."

According to Redlands Police Chief Robert Brickley, however, Yzquierdo is to be credited with "the most successful one-man operation" the chief has seen in 27 years of police work.

Yzquierdo took the job in Redlands, a city of 60,000 that's 55 miles east of Los Angeles, after talking with Brickley at an awards dinner for canine handlers competing in Redlands' annual police and military dog event. He was a U.S. Marines K-9 Corps member and impressed Brickley enough that he recruited him specifically for the undercover assignment.

Leaving his wife and his children behind in his native Houston for the duration of the assignment, Yzquierdo welcomed the opportunity to make a dent in the San Bernardino County drug trade. "Don't you know, I'd do this for free," Yzquierdo later said. He took a position as a manual laborer, riding a customized Harley and gaining the confidence of bike gang members.

"His life was on the line 24 hours a day, seven days a week, for more than a year," Brickley said. "There's a very, very fine line between life and death, because if they'd found out he was a police officer, they'd



Officer Roberto Yzquierdo was named American Police Hall of Fame Law Enforcement Officer of the Year.

have killed him."

Yzquierdo had several close calls, including one when a methamphetamine-crazed biker put a gun to his head. But Yzquierdo managed to stay alive — and make recorded drug purchases that netted arrests of more than 100 dealers, all but one of whom have been convicted.

Yzquierdo, 29, whose family has now joined him, currently is a Redlands field patrol officer and recently became a member of the city's special weapons and tactical team.

"He gained an absolute treasure of intelligence information," Brickley said. "The results of his efforts are still evident."



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The Craziness Continues...

by Robin L. Matthews
Potrero Station

Well, once again Potrero had a short lineup — three and a half cars working on a Wednesday night, though it just as easily could have been on a weekend. The day of the week, however, doesn't really matter in the Po, as there is never any rhyme or reason as to when it's going to be busy. It can hit the fan just as easily mid-week as it can on a Friday or Saturday night. The fact that only three and half cars were working the street during the busiest time of the day at any station, let alone in the Potrero, is appalling. It doesn't take a brain surgeon to figure out the serious officer safety implications involved.

This shortage of officers has been going on for quite some time now, and with the recent promotions of both sergeants and inspectors, an additional strain is being felt at all district stations. The morale is low, officers are exhausted, and now I hear that the latest rumor is the possible elimination of the ten hour day. Platooning is also being implemented to supposedly increase our bodies on the street. With the lack of equipment (Potrero is already down eight cars), I don't know how they think that we're all going to be able to work on the street, especially on the one day that we all overlap. I, for one, do not intend to go on the street without a radio, but then again, that's a whole other article that maybe I'll address another time.

The obvious answer to this entire problem is to **HIRE MORE OFFICERS!!** If the mayor and the administration gave two hoots about any of us, that would be made a top priority. Instead, the shuffle game occurs yet again, and the cancellation — excuse me — the *postponement* of another academy class occurs. (The next class, I understand, has been pushed back to February.)

Yes, I know the City is claiming that it doesn't have enough money to hire more officers. In fact, there's talk of increasing EWW because it's cheaper than hiring and training new officers. That's all fine and good, however, that's little more than a bandaid on the problem. We need more officers and we need them now. The mayor needs to work with the Board of Supervisors, or whatever other powers that be, that make up the budget for the city, and find some money for the Police Department.

Maybe the communities should be made aware of our dilemma, as the mayor listens to the communities much more than he listens to us. I'm sure the residents of the Bayview, Hunters Point, Potrero Hill, and the Sunnyside would have been thrilled to know that they only had three and a half cars of officers patrolling their neighborhoods for them that night. Thank God, no serious incidents occurred, but that may not be the case the next time that we have a short lineup. Hopefully, something will be done soon and more officers will be hired, but then it probably won't happen until more officers get seriously hurt or killed because there was no one to respond for them as backup.

Hearing Conservation Program

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

The SFPD has recently begun participation in a new program developed by the Center for Municipal Occupational Safety and Health (CMOSH) at S.F. General Hospital. This Hearing Conservation Program is being implemented in order to protect employees from, and educate them about, noise induced hearing loss. Hearing Conservation Programs are required by both federal and state law for employees exposed to excessive noise levels since these exposures can cause permanent and irreversible hearing impairment. The most significant noise exposure for the Police Department occurs at the firing range, although many units have a variety of other hazardous noise sources such as sirens, motorcycles, loud hailer, etc.

There are several components of a Hearing Conservation Program as required by OSHA:

1. Noise monitoring — measuring noise levels that employees are exposed to at work. These measurements have been taken at the firing range (both the Lake Merced and the airport sites), with the solo motorcycles, during crowd control training and in patrol cars with members of the HQ unit. Additional monitoring will be conducted in the near future to gain a representative sample of sound levels. A report of these measurements will be made available to all employees.

2. Audiometric (hearing) testing — required to be conducted annually with results reviewed by an audiologist. (an audiologist is a professional holding at least a Master's Degree in the area of detection and remediation of hearing loss.) These tests are currently being given at CMOSH and may in the future be conducted at the Academy. Officers are being scheduled by unit for baseline audiograms.

3. Training/Education Program — to be provided to all employees annually. Training will be provided by Health Educators from the Department of Public Health and will be scheduled to coincide with other training conducted at the Academy.

4. Hearing Protection — must be provided free of charge to employees working in areas of hazardous noise.

The ultimate goal of this program is to prevent occupational hearing loss by fully implementing the OSHA noise regulation. As the daughter of a 38 year veteran of the SFPD (Vince "Tiny" Desmond, former motorcycle sergeant), I am looking forward to working towards this goal with you. Please feel free to contact me at 821-3189 if you have any questions about this program.

BEST WISHES

From

CATHOLIC CHARITIES
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Gratefully receiving checks from the Police Officers' Association Community Services Fund in consideration for the special programs of their organizations are (L-R): Scoutmaster Keith St. Clare and assistant Scoutmaster Hanalei Ofalei of Boy Scout Troop 180 (Taraval District); Ruby Smith, girls' program manager of the Sunnyside branch of San Francisco Boys and Girls Club and Barbara Lynn, anti-crime specialist with Project SAFE; Enola Maxwell, director of the Potrero Hill Neighborhood House and Ruth Passen, editor of the Potrero View. Presenting the checks at far right is Mike Keys, POA president.

POA Contributes To Three Community Projects

On August 21, the San Francisco Police Officers Association presented checks from their Community Services Fund to three San Francisco organizations.

Receiving a POA contribution in consideration for their meritorious projects were: Boy Scout Troop 180; Project SAFE/Sunnyside Girls' and Boys' Club; and the Potrero Hill Neighborhood House.

The Boy Scout Troop 180 and Cub Scout 180 form the Edgewood Children's Center co-sponsor the All-Scout Computer Camp. The POA funds will be used to have counselors from Walden House provide information about alcohol and drug abuse to the over 200 young men and women who attend the camp.

Project SAFE, among other things, works with the Boys and Girls Clubs of San Francisco. They will be using the POA check to buy needed safety equipment for the Sunnyside Jr. Giants Baseball Team.

The Potrero Hill Neighborhood House, a community institution which serves local residents from cradle to grave with a variety of special programs, will use the money to meet continuing operational costs.

According to POA treasurer Al Triguero, the POA collects over \$20,000 for its Community Services Fund at their annual fundraiser. Donations are given to community groups throughout the year on the basis of special need.

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The SFPOA Police Picnic Is Back!

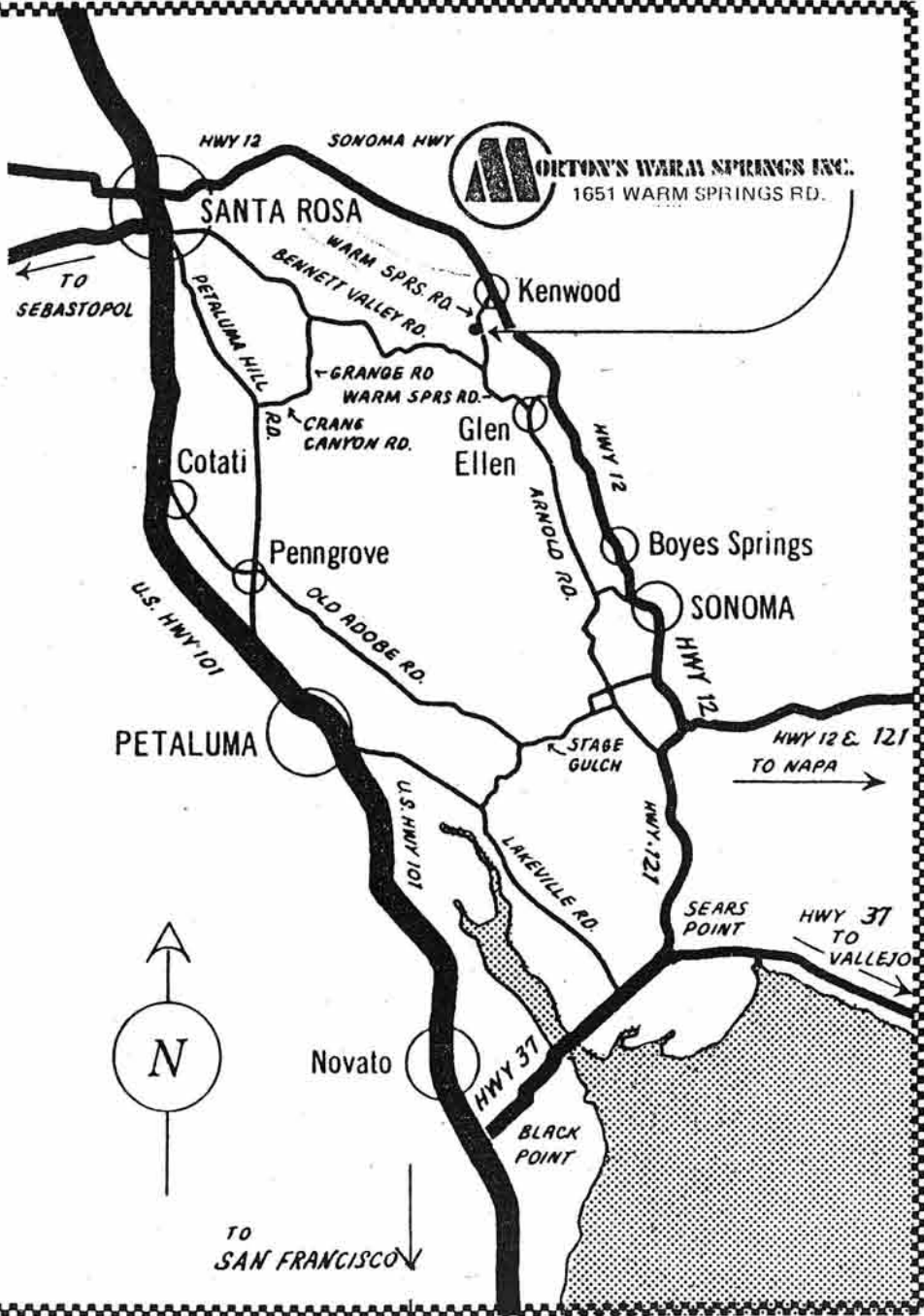
Saturday, September 22, 1990
Gates Open At 11:00 A.M.
Morton's Warm Springs
Kenwood, CA



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.



T-Shirt.....\$10.00
Navy blue Hanes "Beefy-T" with white POA logo. Heavyweight 100% cotton. Sizes S-M-L-XL

These items are currently available for sale at the POA office and will also be available along with other assorted memorabilia at this year's Lady of Fatima/POA Picnic on September 22, 1990 at Morton's Warm Springs.



Jacket.....\$38.50
Navy blue with white POA logo. DuPont water repellent two ply nylon. Preshrunk cotton lining. Sizes L-XL-XXL



Uni-Ball Pen.....\$1.00
This black Uni-Ball ONYX pen combines a sturdy metal roller point with smooth writing liquid ink for flawless performance every time.



Tank Top.....\$7.50
White Hanes "Beefy-T" Tank top with blue POA logo. Heavyweight 100% cotton. Sizes S-M-L-XL



Correction Pen.....\$2.00
Unique plastic pinpoint tip dispenses fluid for both delicate corrections and larger errors. Uniform coverage over ink or photocopy with just one application.



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

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

And The Winner Is...



Due to recent budget cutbacks, there arose a need for an inexpensive uniform. These officers are modeling the proposed (award winning, as you can see) SFPD uniform. Foot beat officers will be issued shower clogs.

Submitted by Ken Sugrue, Co. A

John Payne (Co E) of
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Things That Go Bump In The Bay

by Dan Greeley, Co. E

I got to the phone by the second ring and found Vin Simpson on the other end. "Homicide wanted the dive team to look for a gun off Candlestick. Be at the pier by 0900 for the briefing." My first response was to conduct a mental check of my equipment, "yep everything was ready to go." After a few scheduling changes and a short time convincing my lieutenant that the Abalone season was really closed, I was set for another fun filled day of wallowing in the mud of San Francisco Bay.

We arrived at the pier to find a biologist taking a water sample. After seeing that we were unloading SCUBA equipment, he shook his head, smiled and continued down the beach. The collective decision was that it was better not to ask. The briefing commenced with Sgt. LaPrevotte giving us a general run-down of the incident. What the witness had seen, where they had been and the relationship of the witness to the suspect. Everybody seemed to have a dozen questions. How big was the suspect? Right handed or left? How heavy was the gun? Was the suspect actually seen throwing the gun? Could he have dropped it? Was the witness available to come to the scene to provide first hand information? Sgt. LaPrevotte gave the questions his best, however, most called for speculation and we were better left to our discoveries once we were on the bottom.

As I suited up my mind began to wander back to previous dives with the Underwater Recovery unit. The bulk of my training with the Unit was spent in Aquatic Park looking for simulated guns and bodies. Although the Bay is not known for the best diving conditions, this particular day provided a good two feet of visibility. We practiced search and recovery techniques for hours. On my first call up we landed in the drink off Pier One with little information on the dive. We were soon untangling each other from the concrete and rebar strewn across the bottom. The visibility was a mere eighteen inches, depending on the direction of the tide. I continued to inspect my gear a piece at a time. I considered a depth gauge, then discounted it on two premises. First we were in an area of the Bay that was less than fifteen feet deep and secondly judging by the exposed mud bottom the visibility would likely be zero at best.

We assembled at the water's edge and formed a single file line to conduct our first sweep from shore to about two feet of depth. Standing erect became increasingly difficult as we began to sink into waist deep mud. Our technique was soon modified to a belly crawl. Visions of my "Academy Tac. Staff" flashed through my mind. The sensation of crawling on the mud can only be described as slithering on not so good smelling wet dough. The mud soon found its way into my wet suit through zippers and seams. I could feel the squish at the back of my neck and knew it would be days before the smell could be forgotten. Reaching into the mud with a gloved hand had a sensation all its own. I thought back to my days of Marine Biology at College of Marin and of all the organisms, mollusk and exoskeletal vertebrates that live in this fragile ecosystem that my fellow team mates and I were plowing up as if we were eager John Deere tractors in a fresh field. I soon found myself grouping the frame of a motorcycle trying to discern exactly what it was. For all I knew it was just a twisted pile of metal pipe discarded by someone trying to save dump fees or maybe even DMV fines. In any event I was certain it was not a revolver. We pressed on for the next two hours searching both sides of the pier at slack water until the rising tide made searching with snorkel gear impractical. We were reassured of the importance of the mission by Deputy Chief Frank Reed's presence on the pier.

We returned to the water after lunch with SCUBA gear and resumed our search. A single file "sweep" pattern was utilized to maximize the use of all hands. Several variations were tested. Sgt. Dirk Beijen was designated the pivot man as he had the lowest body fat count for the day. He received signals from the line tender while the rest of us reached out holding the diver to our right by the weight belt and searching with the left hand. We slowly groped our way along the bottom uncovering the debris of pier fishermen including broken bottles and discarded fishing equipment. At one point it became necessary to surface and untangle the first three divers adjacent to the pier as they had become ensnared in fish hooks and monofilament line. Sgt. Beijen described later the surprise of grabbing for a rock only to discover that it was a dungeness crab that quickly scampered up his arm and made its escape over his

shoulder to the muddy darkness.

As the dive team is a volunteer unit the equipment is limited to that which is brought to the team by its members. All of the divers are avid sport divers and supply the team with a tremendous amount of experience and enthusiasm which often results in several different perspectives. A constant problem in the water is communication. Given that we are most likely to be diving in zero visibility the use of hand signals is out of the question. Our current solution is to use a rope and a series of tugs indicating a prearranged code. This has worked pretty well so far; however, anyone who has ever tried to pass along a message to several people will tell you that the signal get mixed.

I remember having a grade school teacher demonstrate this by whispering a message to one person who then whispers the message to the next and so on to the end of the class. When the first person and the last person compared notes, the messages were almost completely different.

So was the case with the dive team. The conditions were a little more severe in that we were swimming against the current, with zero visibility and groping the bottom for a gun which we hoped the suspect had not left cocked. I passed along the message to move left when all of a sudden I was rammed head on by another team member. Was I dreaming or was there another competitive dive team out looking for the same thing. Several options ran through my mind as I could only make out a large dark shape in the water just ahead of me. To the sound track of Jaws, I immediately discounted the great white as they tend to like deeper and cooler water. Seals were out of the question as they were vacationing at Pier 39. My heart resumed its normal rhythm when I saw that it was Jerry Salvador and that we as a team had become wrapped around the pilings under the pier.

My second encounter for the day came shortly after that, my position on the line steered me directly into a submerged piling. With a resounding thud at the top of my head I reached out expecting to find Jerry again and came face to face with the jagged remains of a broken piling. Oh well, I thought, swimming over the obstruction to resume the search, all in a day's diving. With these few distractions, nothing to look at aside from the grey mud and the

solitary sound of bubbles, I tried to occupy my time on the bottom thinking of the suspect spending his time in San Quentin due in part to the dive team's efforts. We concluded the first day's search having covered about 40% of the bottom and planned to return the following day to resume our efforts.

We were on the beach by 0700 and the water by 0730. Again nobody bothered to ask the biologist just what they were looking for with their water samples. With necessity the mother of invention, we armed ourselves with a piece of electrical conduit doubled up and secured with duct tape. This new contraption, it was hoped, would allow us to form up on the conduit and better maintain our respective positions in the search pattern. The first hour was uneventful with the exception that the new piece of equipment was working great. Our search patterns were much straighter allowing for more time on the bottom and less time was required to surface and get reoriented. On our third sweep of the pier end Sgt. Bijen's flipper snagged on the bottom and came off. The search was halted and an attempt was organized to locate the missing fin. At \$80.00 a pair, we were all anxious for Dick to get his flipper back. Sgt. LaPrevotte set the coordinates and calculated for the tides drift on the fin. As we reestablished a skirmish line, mumbles were heard to the effect that now we had two objectives to hunt for in the slime of the Bay. The tide was now coming in and moving around got a little easier with the deeper water. The only way to describe Dick's response to reaching into the mud and grabbing the long sought after pistol was that of a Poseidon missile breaking the surface, gun in hand he yelled "I got it." A cheer went up around the team along with a bunch of back slapping. The exact location was marked, measured and photographed. Dick refused to move until we found his flipper, holding us all at bay with his prize in hand containing a barrel full of mud. "Nobody leaves 'til I get the fin back." The flipper was quickly found and we exited the water exhausted and happy. Our yelling and cheering had gathered a crowd at the foot of the pier. Their stares were looks of confusion as several mud-died police officers climbed from the slime of San Francisco Bay satisfied in knowing that it was just another day in the Underwater Recovery Unit.

SFPOA ENDORSEMENTS

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Quentin Kopp

Assessor

Wendy Nelder

Municipal Court Judge

Julie Tang

Propositions

Prop. A: New Jail Facility—Yes

Prop. C: Port Revenue—Yes

Prop. D: Police/Fire Bargaining—Yes

Prop. E: Nuclear Free Zone—No

Prop. F: Airport Police Retirement—Yes

Prop. G: Confidential Secretary—Yes

Prop. H: Waterfront Land Use—No

Prop. I: Mission Bay—Yes

Prop. K: Domestic Partners—Yes

State Prop. 134: Liquor Tax—No

SFPD: New Policing Realities

by Mike Hebel
Opinion Correspondent

When the *San Francisco Independent's* July 24, 1990 edition carried a front page headline stating "SFPD: Understaffed and Overwhelmed" followed by the *San Francisco Chronicle's* August 17, 1990 headline of "Steep Rise in Crimes Against People in San Francisco," the new realities of policing the streets of this City were thrust forward into public view. Indeed a threshold had been crossed; a new era had been entered.

The Workload

The work output required of San Francisco's police officers is awesome.

- 3,700 calls for service per day
- 1,350,500 calls for service per year
- 415,580 dispatched assignments per year
- 72,500 yearly on view and self-initiated events
- 200 demonstrations handled per year
- 800 special events handled (parades, fairs, races, marches, conferences, athletic events, etc.).

The Soaring Crime Rate

When robberies and killings dramatically rise, there follows a deeply felt concern for public safety. Such a steep rise has been experienced in San Francisco since the beginning of the year and shows no present signs of abatement. For the first 8 months of 1990 compared to the same period in 1989:

- homicide +31.5%
- rape +11.5%
- robbery +44.5%
- aggravated assault +6.2%
- burglary +3%
- larceny -10.1%
- motor vehicle theft +16.3%

Especially worrisome are the increasing incidents of reported robberies in the Tenderloin (+54.9%), Western Addition (+52.7%) and South of Market (+21%). Citywide auto boosts decreased 20.4%, but citywide purse snatches were up 15.7%.

4-10 Plan

While not immediately obvious, the 4-10 personnel scheduling system (4-10 hour days per week) is groaning and squeaking in reaction to the police workload and soaring crimes against person and property.

The 4-10 Plan started, as an experimental six month pilot program, at Park Station on November 2, 1986. This program was part of a "deal": one person cars for a 10 hour day. The objectives of this "deal" were (1) less sick leave used; (2) greater productivity; (3) quicker response time, and (4) more available personnel on weekends. It was understood that if these objectives were accomplished at Park, the two pronged program (4-10 with one person cars) would spread to all other district stations.

Police commissioners wanted improved morale, better self-discipline, loyalty to department goals and objectives, less absenteeism, improved productivity and response times. Patrol officers desired a better working schedule. From these two desires sprang the "deal": 4-10 for one person cars.

Within three weeks, this pilot program was producing successes:

4-10 Plan

- notable improvement of morale
- improved acceptance of supervision
- significant reduction in sick leave usage
- improved productivity
- renewed loyalty to the system

1 Officer Car

- more available manpower at times when most needed
- greatly increased street patrol presence
- renewed enthusiasm and commitment
- improved sector responsibility and accountability
- more equitable distribution of workload
- more logical distribution of personnel.

(For an historical review of the 4-10 Plan inception, please see Mike Gannon's article on page 4 of the January 1987 Notebook entitled "Four-Ten Plan.")

By June 1987 the results of "the deal" at Park Station were truly both stunning and compelling.

- response times to "A" priority runs reduced 31%
- self-initiated activity increased 25%
- on view incidents increased 36%
- moving citations increased 118%
- sick leave usage reduced 53%.

An officer satisfaction survey demonstrated the plan's widespread acceptance and its morale enhancement effect.

The 4-10 Plan was next tried at Ingleside and gradually went department wide in the patrol force.

However, by early 1990 "the deal" was beginning to unravel. Police officers, in response to rising violent crime and assaults against themselves, were calling one person cars unsafe. Sick leave uses and other absenteeism began slowly rising. Productivity gain slowed as calls for service stacked. Greater availability of personnel on weekends and during high activity times seemed elusive.

The foundations of "the deal" trembled and were shaken by the new realities of an ever growing workload coupled with rising violent crime and growing citizen demands for public safety.

The Casey Factor

The 4-10 Plan has proven to be a great employee benefit, but, growing management concern. It is an "expensive" program requiring 2.75 officers to fill one position compared to 1.6 officers, working the traditional 5 day/8 hour plan.

The 4-10 resulted in fewer police officers working (57% availability) as compared to the 5-8 tradition (66% availability). It lessened the effectiveness of the chain of command and reduced supervisor-officer accountability. "The 4-10 is killing us": so spoke department administrators and managers at all levels.

Realizing that the 4-10 needed a rescue, Assistant Chief Willis Casey looked at three options.

(A) fixed days off; (could have up to 66% availability on high crime/service days)

(B) rotating days off; 7 day week rotation cycle with 7 watch-off groups (57% personnel availability) and

(C) platooning; rotating days off, two groups in a 7 week cycle. (50% availability 6 days per week and 100% availability 1 day per week).

The assistant chief opted for plan C as the best option to relieve the "4-10 deal." While slightly reducing daily available personnel, it does increase supervisor responsibility and officer accountability. This option, coupled with the three division organization, is seen as the vehicle to improve work quality in the context of the new policing reality.

"You Call, We Run" Policing Style

The new reality (growing workload, escalating violent crime, increasing public expectations) commands a new policing style. 1,350,500 calls for service, 415,580 annual dispatch assignments, 72,500 on-view and self-initiated events coupled with 200 demonstrations and 800 special events have created, in San Francisco, a constant reactive policing style best characterized as "You call - we run".

The response to these calls, dispatches, on-views, demonstrations and events have, simply stated, totally consumed patrol resources leaving little or no time to actively assist citizens and merchants at the neighborhood level to maintain order and improve the quality of life on their streets.

Building A Strategic Action Plan

Recent research shows clearly that the levels of fear and insecurity experienced by people are influenced primarily by their perceptions of quality of life problems and general disorder in their immediate environs, rather than by the actual volume of

street crime occurring there. Alleviating quality of life problems at the neighborhood level will not only reduce citizen fear but may also reduce the actual volume of crime in the streets.

We need a plan! Long term we need additional police officers. (Note: New York Police Commissioner Lee Brown recently called for the hiring of 5,000 new officers. Mayor Dinkins just hired 1,058 officers for expanded street patrols.) Short term we need:

- an organizational, diagonal slice, strategic planning team
- a mission statement with specific goals and objectives
- "community policing", in all nine districts (problem solvers, order maintainers, law enforcers, community organizers)
- street crime abatement task forces in each district station
- quick, immediate and effective response to "A" priority items
- redefinition of "B" and "C" priority runs creating a more sophisticated prioritization and system of scheduling a police response time for less critical calls for service
- truthful, comprehensive, and interactive public relations programs to explain the "new policing realities" to the citizens and the department's action plan to meet the challenge presented
- partial decentralization of investigative and support service units
- revision of the Performance Improvement Program (PIP)
- comprehensive overhaul of the report writing and review system
- continuing, comprehensive training for one officer patrol (already part of the basic academy and advanced officer course).

The goal of the strategic action plan is twofold: (1) quick, effective response to emergencies by uniformed officers in patrol cars; and (2) putting other police officers back on the streets and into partnership with citizens to stop crime before it happens.

Patrol, response and arrest have limited effectiveness. Personnel shortages and waves of crime have turned us into reactive figures who show up after trouble has erupted.

Highly visible, uniformed community policing is the "wave of the future." By giving beat officers autonomy to solve problems, fewer arrests are needed. It can help fear-ridden communities regain the security of their homes and streets.

The real question is how to respond to the citizen whose letter was printed in the August 26, 1990 *San Francisco Examiner*: "The evidence is all around us — a rising violent crime rate combined with an understaffed police force, widespread open drug use and sale, litter left to accumulate, graffiti not cleaned up, sidewalks black with grime and reeking of urine, daily intimidation by beggars (often intoxicated), and the mentally ill left to fend for themselves. These conditions are no accident, but are the direct results of neglect and abandonment of the streets and the neighborhoods by city government. I wonder why any tourist in his right mind would visit any part of the city except Pacific Heights, Pier 39, and the T-shirt shops at Fisherman's Wharf."

Support For Collective Bargaining

Ed. Note: This letter was written by John Burton to all members of the Democratic Central Committee. We carried the committee vote in favor of our Prop. D 23-3. It was a great help.

I am writing to express my support for the Collective Bargaining/Interest Arbitration for San Francisco Police, Firefighters and Airport Police that will appear on this November's ballot.

I have always considered collective bargaining to be a basic labor issue. Twenty-six states and several cities in the Bay Area have legislation such as this.

This measure basically provides:

a) firefighters, police officers and airport police to engage in collective bargaining and interest arbitration of all matter relating to wages, hours, benefits.

b) prohibits strikes and provides that any police officer, firefighter or airport police who engage in strike activity shall be dismissed.

c) provides for an obligation to negotiate in good faith.

d) impasse resolution procedure provides for a three member board of arbitrators, selected by management and labor.

The impasse resolution procedures will not apply to:

1) San Francisco Police Department crowd control policies

2) complaints handled by the Office of Citizen Complaints, or matters relating to disciplinary procedures

3) a consent decree necessary to ensure compliance with federal, state or local antidiscrimination law ordinances or regulations

As I have stated this is basically an issue that labor has traditionally supported and that management, i.e. local government, has consistently opposed. I understand the government opposition to this measure and nevertheless I believe that it is in the public's best interest to have such a procedure for these vital services. Despite what some have asked, this emphatically is not a racial issue. It is a labor issue and I believe that the Democratic Party should be on record as supporting it.

Should you have any questions do not hesitate to call.

Peace and Friendship,
John L. Burton

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Board of Directors Meeting August 21, 1990

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

President's Report

On August 21, President Keys presented checks from the POA Community Services Fund to three San Francisco organizations.

Receiving a POA contribution in consideration for their meritorious projects were: Boy Scout Troop 180; Project S.A.F.E./Sunnydale Girls' and Boys' Clubs; and the Potrero Hill Neighborhood House.

The Boy Scout Troop 180 and Cub Scout 180 from the Edgewood Children's Center co-sponsored the All-Scout Computer Camp. The POA funds will be used to have counselors from Walden House provide information about alcohol and drug abuse to over 200 young men and women who attend the camp.

Project S.A.F.E., among other things, works with the Boys and Girls Clubs of San Francisco. They will be using the POA check to buy needed safety equipment for the Sunnydale Jr. Giants Baseball Team.

The Potrero Hill Neighborhood House, a community institution which serves local residents from cradle to grave with a variety of special programs, will use the money to meet continuing operational costs.

Gratefully receiving checks from the Police Officers' Association Community Services Fund in consideration for the

special programs of their organizations were: Scoutmaster Keith St. Clare and assistant Scoutmaster Hanalei Ofalei of Boy Scout Troop 180 (Taraval district); Ruby Smith, girls' program manager of the Sunnydale branch of San Francisco Boys and Girls Clubs and Barbara Lynn, anti-crime specialist with Project S.A.F.E.; Enola Maxwell, director of the Potrero Hill Neighborhood House and Ruth Passen, editor of the Potrero View.

Candidates' Day — President Keys announced that Candidates' Day will be Saturday, August 25, 1990 commencing at 9:30 in the morning until at least 1500 hours that afternoon. All candidates for the office of Board of Supervisors, as well as Board of Education, Community College and other charter amendment interest groups, have been invited to attend.

President Keys welcomed to the Board the new POA representatives from Mission Station and Park Station. Mission will be Glen Sylvester taking Gary Fox's place. Gary has been promoted to the rank of inspector and will no longer be assigned to Mission. Brian Olcomendy has taken Matt Gardner's place at Park Station.

President Keys announced the drafting of a new POA complaint form that will be submitted to members so that members can document questionable actions of OCC investigators whether in the field or during OCC interviews.

Vice President's Report

The Vice President's report was deferred except for the presentation of Mr. Rich Perino of the Probation Officers' Association and Judge Munson of the juvenile court at point and counterpoint on the charter amendment prepared for November of 1990, which will determine whether or not a new YGC Building should be built.

Secretary's Report

The Secretary's report for July 1990 was approved unanimously. M/Friedlander, 2nd Alves. Secretary Johnson stated that the POA is currently working on a new policy involving the processing of hospital prisoners with representatives from the Institutional Police, the San Francisco Sheriff's office, and the SFPD administration. Initial discussion centered around the release of non-violent prisoners under certain conditions with the understanding that as soon as they are treated, they must

report to the Institutional Police or face an additional charge of escape. This would free officers who, in the past, were stuck for hours on end awaiting treatment for prisoners.

Secretary Johnson also advised the members that the Office of Citizens Complaints has over 600 pending complaints from 1989. Please forward any complaint your members might receive that may have been initiated from alleged improprieties from actions taken in 1989 to the POA office, Attention: Secretary Johnson.

The Secretary was also directed by the Board of Directors to draft correspondence to the chief of Police requesting clarification of the role of the attorneys at the Management Control Division level due to recent incidents that occurred at Skelly hearings.

Treasurer's Report

Treasurer Trigueiro was excused and Secretary Johnson briefed Board members as to the status of our interest arbitration campaign funds. After a brief discussion, M/Fagan, 2nd/Ramlan to accept the treasurer's report. Motion passed 18 yes and 1 no vote. The yes votes were: Rosko, A; Maloney, B; Coggan, C; Sylvester, D; Barsetti, D; Paulsen, E; Goldberg, E; Olcomendy, F; Ramlan, G; Alves, Hdqts.; Friedlander, Hdqts.; Fagan, Invest.; Sullivan, Invest.; Donovan, TAC; Flippin, Muni; Cole, Ret.; Johnson, Sec.; Keys, Pres. Voting no: Doherty, K.

Committee Reports

Police Services Committee (Delagnes) — Sgt. Ed Springer from the Police Academy was presented with the SFPOA Officer of the Month Award for August 1990.

Chairman Delagnes also reminded the Board of Directors that the POA/Lady of Fatima Picnic will be held on Saturday, September 22, 1990 at Morton's Warm Springs.

Federal Litigation Committee (Sullivan) — Roy Sullivan, along with Duane Reno reported on the status of the Q-50/35 promotional examinations. The City has apparently made an offer of 131 promotions from the sergeant's list to be made in rank order. This offer necessitates 19 individuals to be selected from the positions of 132 through 208. The 19 additional positions will meet affirmative action goals according to the City. The 19 individuals will be selected on a "banding" basis. Part of the City's offer also includes the assistant inspector's exam. The City said they will give us 67 positions in rank order from that list.

If the POA does not accept the City's offer, then the City stated that they will appoint only 100 Q-50s and 60 Q-35s, in rank order.

M/Johnson, 2nd/Conway that the POA issue an informational bulletin on this matter and that the general membership be allowed to conduct a special vote on

September 11, 1990 at 1500 hours at the POA to determine whether or not to accept the City's proposal. There will also be an informational bulletin issued very shortly regarding the times and dates of future court hearings.

Constitutional By-Law Revision Committee (John Ehrlich/H) — John is looking for members interested in helping redraft the POA constitution. Please contact the POA office if you would like to help John in this regard.

Legislative Committee — Report deferred. Please see President's Report regarding Candidates' Day.

New Business

One Officer Car Petition — A petition was received by the POA from the members of Central Station requesting the Board of Directors review the one officer car policy. This concern has come about because of officer safety directly attributable to our personnel shortage. Many of our members are now handling between 20 and 25 calls for service every day, while 10 to 20 calls for service are still waiting assignment. (There was even a period of time since this discussion took place when there were no police units available for any call for service.)

The Board of Directors requested members of the Executive Board to meet with department administrators in order to review the 1986 policy agreement regarding one-officer car assignments.

Financial

Issue: Supervisor Harry Britt has sponsored a charter amendment that will allow for the basic recognition of domestic partners in the City & County of San Francisco. (This legislation has nothing to do with health benefits.)

Cost: M/Paulsen, 2nd/Maloney that the POA contribute \$1,000 to this particular issue. Motion passed unanimously.

Issue: Fund-raiser for Supervisor Jim Gonzalez. Supervisor Gonzalez will be hosting a Gala Tardeada celebrating the anniversary of both Mexico and Central America's independence.

Cost: Sponsor: \$250. M/Sullivan, 2nd/Barsetti. Motion passed unanimously.

Issue: SFPD Fishing Program. Captain Larry Minasian was present to discuss the need for financial support for the fishing program the department and the POA have historically sponsored for youths of all ages in our City.

Cost: \$3,000. M/Paulsen, 2nd/Maloney. Motion passed unanimously.

Issue: Rey Ibay, Legislative Committee, attended an event sponsored by the Phillipino Employees' Association of San Francisco honoring the Public Utility Commission President Rodel E. Rodis during the month of July 1990 representing the SFPOA.

M/Johnson, 2nd/Maloney that Rey be reimbursed for the cost of his participation to the amount of \$104. Motion passed unanimously.

The meeting was adjourned at 1830 hours.

Steve Johnson
Secretary

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City Position On Banding

August 27, 1990

Duane W. Reno, Esq.
Davis, Reno & Courtney
90 New Montgomery, Suite 909
San Francisco, CA 94105

Re: Police Sergeant and Assistant Inspector Examinations

Dear Mr. Reno:

Based on our recent discussions regarding the current proposal for selecting candidates for Sergeant and Assistant Inspector positions, it appears that some members of the department have a misunderstanding of the "banding" method of selection.

The "banding" method, which has been employed to promote affirmative action goals in the Fire Department, is based upon the following premise: If an identical examination is administered to the same person on successive occasions, the person taking the examination will not achieve an identical score on each occasion. Because of certain factors (e.g., educated guessing), the test taker's score will likely vary to some degree on successive occasions.

Using statistical techniques, experts can calculate the so-called "standard error of measurement" inherent in any particular examination. The experts then can derive a range of test scores. The experts can conclude with a statistically significant degree of confidence, that persons who score within the calculated range of a particular score are essentially equal in the knowledge, skills and abilities which the examination was designed to test.

Integral to the implementation of the "banding" method is the "sliding" of the band to reach candidates whose names appear further down on the list of eligible candidates. Consistent with the premise underlying application of the "band," the band cannot "slide" until the highest-ranking individual within the band is appointed to the available position. To slide the band without appointing the highest-ranking individual would, in effect, amount to "stretching" the band to a range beyond the standard error of measurement calculated for the examination.

If the band were "stretched" in the foregoing manner, it might be argued that it is no longer statistically valid to claim that all individuals within the larger range of scores were equally qualified for the position. Specifically, the person who had occupied the highest-ranking position in the band could claim to be better qualified than candidates whose scores were lower than the highest-ranking candidate's score by more than the standard error of measurement for that examination. The contention is that the highest-ranking candidates would, in effect, be "skipped over" for a less qualified candidate as measured by the test. Candidates within a band, however, cannot make such a claim because they are equally qualified.

It should be noted that candidates were advised prior to administration of the examinations that "banding" might be used.

You advised that some members of the department view "banding" as equivalent to the reweighting of components which occurred on the 1983 Sergeant and Assistant Inspector examinations. There is no similarity between the use of the "banding" method of selection and the reweighting of examination components after administration of the examinations.

In the case of the 1983 examinations, the weights given to the various components of the examinations were changed. In other words, the actual scores were altered. The use of "banding," on the other hand, does not affect in any way the manner of scoring the examinations; the criteria used to score the examinations are unaffected by "banding." Rather, "banding" is used simply to break statistical ties between candidates by selecting minorities and women in order to achieve the goals of the Consent Decree.

A district court recently ordered that

"banding" be used to make selections from a police sergeant list in Bridgeport, Connecticut. *Bridgeport Guardians v. City of Bridgeport*, 735 F. Supp. 1126 (D. Conn. 1990).

We request that this letter be published to the POA members, in order that their consideration of the current proposal will be based on accurate information.

Very truly yours
Louise H. Renne
City Attorney
Barron L. Weinstein
Deputy City Attorney

Rebuttal

August 28, 1990

Michael Keys, President
San Francisco Police Officers Assn.
510 Seventh Street
San Francisco, CA 94103

Re: Membership Poll On Banding Of
Scores On Sergeant And Assistant Inspector Examinations

Dear Mike:

Enclosed is a copy of a letter which the City Attorney's office has requested the POA to publish and distribute in connection with the membership poll on the City's proposal for banding of scores on the Sergeant and Assistant Inspector examinations.

In my opinion, the City's letter is inaccurate and purposely misleading. I therefore recommend that you reject the City's request for you to distribute it to your membership.

In this regard, although it may be true, as the City's letter contends, that "experts can conclude with a statistically significant degree of confidence, that persons who score within the calculated range of a particular score are essentially equal in the knowledge, skills and abilities which the examination was designed to test," the City has still not demonstrated that the "bands" it has proposed for these examinations actually encompass only those persons who can be said with a reasonable degree of confidence to be "essentially equal." As you will recall, we filed a memorandum with the court challenging the City's contention on this point. We argued that the "bands" proposed by the City are so large that the odds are at least 4 to 1 that the "true score" of the candidate at the top of a band is more qualified than the candidate at the bottom of the band. Despite my many invitations to the City for it to provide a response to that memorandum, it has still not done so. Accordingly, I believe that to the extent the City contends that all candidates within one of the proposed "bands" are "essentially equal," that contention is unfounded.

On a second point, the City states that in *Bridgeport Guardians v. City of Bridgeport*, 735 F. Supp. 1126 (D. Conn. 1990) a district court recently ordered that "banding" be used to make selections from a police sergeant list. However, the "banding" which the Court indicated that it would approve in that case was different from the "banding" proposed by the City. The Court stated that it was not in a position at that time to mandate what type of banding would be appropriate, but that, in its view, "banding should take into account a number of factors not necessarily accounted for in the examination process including a candidate's past work dependability, job experience, race, ethnicity, gender, and any other factors shown to be relevant and worthy of consideration by a similar employer. Rather than promoting simply on the basis of a candidate's race or ethnicity, the Court contemplates merely that such factors are among those to be considered in promoting within a specific band." Here, on the other hand, the City's proposal provides that selections from within a "band" are to be based exclusively on race, ethnicity and gender. Because

(See REBUTTAL, Page 16)

Alex Fagan Honored

Sgt. Alex Fagan was recently honored, with others from the Bay Area, at the Oakland A's Law Enforcement Day. The theme for the day was "Superheroes," and the real-life heroes being honored were joined on the field by Marvel Comics' Superheroes: Captain America and The Amazing Spiderman.

Alex is well known around the Bay Area for his many, many off-duty activities supporting the youth in our locality. Alex is a Vice President of the Guardsmen, an organization dedicated to assisting needy kids. In addition, Alex is deeply involved in the SFPD Fishing Program, the SFPD Wilderness Backpacking Program, and local Boys Clubs and Girl Clubs.

As Guardsman Vice President, Alex Fagan personally raised \$38,000 for the Guardsman Campership Fund. He was also instrumental in arranging funding for SFPD's Backpacking and Fishing Programs, through Guardsman Sponsorship.

For his many off-duty accomplishments Alex was honored by the Oakland A's and Kaiser Aluminum as a Bay Area "Superhero"!



Alex Fagan accepting award from Kaiser's Gerry Carrell.



Front Row: Rick Helgesen (Wheelchair), Spiderman, Captain America, standing, (L&R): Alex Fagan - SFPD, Gerry Carrell - Kaiser, Walter Vidosh, Steve Hutchcraft - Kaiser, Mick Seidl - Kaiser, Terry Rhodes - K.S.A.N., Ron Barajas - SLPD, George Berenbrok - Fremont Fire, Danise Parke - Alameda P.D., Stephen C. Brown - Ala. County Sheriffs.

Glove Protection

by Robin L. Matthews
Potrero Station

While working the Aids Conference at Moscone Center, I spoke with a representative of Regent Hospital Products, Limited, a company based in South Carolina, who make starch-free surgical gloves. I was impressed with the gloves and have since ordered a box for myself for use on the street.

One feature of the gloves that I particularly like is the fact that they are powder free, which eliminates the obvious mess both to your hands and your uniform after using them. Each glove is individually tested for structural integrity and uniformity, and they are available in eight different sizes. This enables a close fit and keeps the gloves from rolling down and perhaps

giving you contact with the blood or other bodily fluids that you're attempting to protect yourself from. The gloves also have an exceptional fingertip feel which will not interfere with any searches for weapons that are being made. The gloves come twenty five pairs to a box (separated for left and right hands); and although they cost \$1.00 a pair (\$25.00 a box), I feel that the above features far outweigh the cost in the long run.

The gloves can be ordered from a company called General Medical at 1750 Enterprise Blvd. in West Sacramento, California 95691, phone 916-372-8205. The person I dealt with was Ken McCurdy. Ask for the Regent Biogel Diagnostic procedure gloves that are non-sterile and powder free. The smallest quantity you can purchase at a time is one box.

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In keep with our mandate, the Client Advocacy Program (C.A.P.) is a new program established by the American Red Cross to speed assistance to earthquake victims who still have unmet needs caused by the 1989 Loma Prieta Earthquake and related geological events. Red Cross advocates will work directly with victims as well as coordinate with other agencies to unblock bottlenecks preventing disaster clients from receiving timely assistance.

C.A.P. is a flexible program which evaluates every case on an individual basis and according to the appropriate needs of that client and/or family. Through this program, the Red Cross has expanded its traditional assistance program. Services include, but are not limited to:

1. Client Advocacy
2. Housing: Repairs
3. Utilities: Hook-ups, Wells
4. Geological/Soil Surveys Assistance
5. Medical Assistance

Verification: That client was impacted by the 1989 earthquake.

For further information, call: (415) 928-5713, American Red Cross, 1550 Sutter Street, San Francisco.

Summer Blood Drive a Success

by Tom Vigo

On Tuesday 7/17/90 the SFPD conducted its annual blood drive at the POA office. A total of 84 people showed up for a net donation of 77 units. Our thanks to all who took the time to attend this drive and to those members that responded to the Irwin Memorial Blood Bank this month and credited our account.

A reminder to all that the SFPD Blood Bank account is available to all members be they sworn or civilian personnel. This service has historically extended to the families of our members.

We have the capability of providing "designated donors" when there is sufficient time to obtain blood prior to an operation or transfusion. However, in an emergency situation a patient will receive what blood is on hand at the Irwin Memorial Blood Bank. This is why we have blood drives. If you have any questions about blood, please contact one of the committee members.

Committee members are:

Tom Vigo	Robbery	1201
Jan McKay	Sex Crimes	1361
Roy Sullivan	Fraud	1521
Bob Mahoney	Photo Lab	1164
Gary Lemos	Sex Crimes	1361

MUSEUM

(Continued From Page 8)

a video crime clock, numerous weapons and an extensive collection of police badges, patches, hats and uniforms. Especially popular with children is a mock crime scene where visitors are invited to "solve the murder."

Mounted on the building's facade is a retired patrol car, donated by the City of Sweetwater, Fla., symbolic of the precarious position officers are in each time they get into their cars and go on patrol: They must uphold their duty to serve and protect while placing their own personal safety in constant danger.

The memorial is operated as a trust of the National Association of Chiefs of Police (NACOP), a non-profit educational organization composed of more than 11,000 officers in command ranks from throughout the United States.

The American Police Hall of Fame & Museum is open seven days a week, including holidays, from 10 a.m. to 5:30 p.m. Admission, to support maintenance of the hall, is \$3 for adults and \$1.50 for children 12 or younger and seniors 60 or older. There is no charge to police officers, families of slain officers and National Association of Chiefs of Police and American Federation of Police members. Guided tours are offered by prearrangement to groups of schoolchildren. For additional information, phone (305) 891-1700.



POLICE POST #456 NEWS

by Greg Corrales



Membership in the American Legion, the world's largest and fastest growing veterans' organization, is a privilege war-time veterans have earned. The 1991 dues of \$15.00 are now payable. Anyone who has let their dues lapse over the years may be reinstated by just paying the current year's dues. Mail your dues to: San Francisco Police Post #456, American Legion, Room 127 Veterans' Building, Van Ness and McAllister, San Francisco, CA 94102.

The American Legion has filed suit against the U.S. government, alleging that it unlawfully withheld information and unreasonably delayed conducting an Agent Orange study. Legion attorneys filed the suit August 2 in U.S. District Court, District of Columbia. Named as defendants in their official capacities were Secretary of Veterans Affairs Edward J. Derwinski, Health and Human Services Secretary Louis H. Sullivan, Center for Disease Control (CDC) Director William L. Roper, Dr. Vernon N. Houk of CDC's Center for Environmental Health and Injury Control, and the U.S. Attorney for the District of Columbia's Civil Division and the Attorney General of the United States.

Joining the Legion as plaintiffs were three Vietnam veterans exposed to Agent Orange and the widow of a Vietnam veteran who also was in contact with the dioxin-based herbicide. The Legion pursued the litigation on the same day that another case was filed by the Vietnam Veterans of America on the same issue against the same defendants.

From 1983 to 1987, the CDC conducted a congressionally mandated study of troop exposure levels to Agent Orange. After spending \$43 million, CDC officials canceled the study and said there was not enough information to conduct a valid study. "The defendants have consciously and expressly abdicated their statutory duty to conduct a valid study," said National Judge Advocate Phillip B. Onderdonk Jr. I will report more details as they become available. Anyone who would like more information on the Agent Orange scandal should contact me. I have several articles on the subject and will be glad to send copies to anyone who would like one.

ATTENTION! The Police Post annual fundraiser will be held at the Police Athletic Club on Saturday, 27 October. It will be a Halloween Party (costumes optional), and it will be the best time and best bargain in town. A \$20 ticket covers your meal, your drinks, and live entertainment, and the money goes to support Post 456. For tickets see me, Al Aguilar, Jack O'Shea (at The Bounty, Pier 96), Bruce McMurty, or Mark Hurly.

For those of you who get your *American Legion Magazine* in the mail and then promptly forget about it, I would like to urge you to read an article in the August issue. It is titled "The Toughest Marine" and it is appropriately titled. It is a story about John Zimmerman, a disabled teenager, who possessed the kind of courage seldom seen. I defy anyone to try to read the article without getting a tear in the eye! It's the

story of a remarkable young man.

The American Legion, An Official History, 1919 to 1989 is a 556-page chronicle gleaned from rich American Legion archives compiling a comprehensive history of our organization and giving a fresh outlook to the 90's. The book depicts the determination of the American citizen-soldiers at the Paris and St. Louis caucuses to establish an organization advocating veterans' rehabilitation, Americanism, child welfare and national security. It chronicles the strict adherence to these founding "basics" through the changing circumstances of 70 years. It was written by Thomas A. Rumer, an experienced public historian, school teacher, rare book librarian and author. It is now available to Legionnaires at a pre-publication discount. Send \$16.95 plus \$3.00 shipping/insurance/handling per copy to National Emblem Sales, Dept. M890, The American Legion, P.O. Box 1050, Indianapolis, IN 46206.

The next meeting of Police Post #456 will be at 2000 hours on Tuesday, 11 September, at the POA Building, 510 Seventh Street. Try to attend the meeting. At the conclusion of business refreshment will be provided. Once you sample O'Shea's famous Pier 96 cuisine you will be hooked. It's sufficient reason in itself to attend the meetings.

I am constantly amazed and gratified by the dedication and professionalism of the officers in our department. Despite having compensation that's 93rd in the state, despite a promotional system that is a farce, despite inadequate handguns that we have so generously been allowed to replace at our own expense, and despite understaffing so serious it is a scandal, everytime I have a lineup I see nothing but outstanding officers anxious to hit the street and catch bad guys.

The situation reminds me of a scene which took place just prior to the battle for Saipan in July of 1944. En route to Saipan, a sergeant was giving his men an orientation to the island: "Saipan is covered with dense jungle, quicksand, steep hills and cliffs hiding batteries of huge coastal guns, and strongholds of reinforced concrete. Insects bear lethal poisons. Crocodiles and snakes infest the streams. The waters around it are thick with sharks. The population will be hostile toward us." After a lengthy pause, a Marine popped up, "Sarge, why don't we just let the Japs keep it?"

REBUTTAL

(Continued From Page 15)

the *Bridgeport* decision indicates that it would not be appropriate to make selections from within a band based solely on those criteria, that decision does not support the City's proposal but instead indicates that the City's proposal would not be acceptable to the courts.

Please do not hesitate to call if you have any questions about these matters.

Very truly yours,
Duane W. Reno

cc: Barron L. Weinstein

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Letters

Atta Boy

Mike Keys, President
SFPOA

Dear Mr. Keys:

On behalf of the San Francisco Airport Police Officers Association, we wish to congratulate you on the fine article you wrote in the August edition of "The Notebook," regarding the City Attorney's Office efforts to change the language concerning disciplinary procedures for Airport Police Officers in the Interest Arbitration Charter Amendment.

As you are aware, the Airport POA made no agreements with the City to remove any language regarding the use of interest arbitration for Airport Police disciplinary procedures, nor did the City request that the Airport POA make any concessions. The Airport POA feels that Airport disciplinary procedures should be subject to interest arbitration. The conduct of the City Attorney's Office was outrageous for they attempted to alter and change legislation already adopted by the Board of Supervisors.

The Airport POA appreciates the support of Supervisors Gonzalez and Nelder in correcting this matter, and your effort in informing the San Francisco POA members and retirees with your article.

Sincerely,
John Scully, President

Watch It

Mr. William McGivern
U.S. Attorney's Office

Dear Mr. McGivern:

I read with great interest and concern a story in the San Francisco Chronicle, dated August 25, 1990, concerning the federal indictment initiated by you in reference to alleged illegal actions by current and former Oakland Housing Authority Police. If these defendants are found guilty, I hope that justice will be handed over swiftly and fairly.

I have, however, some concerns in regards to a statement made by you concerning all Northern California Police Officers. You were quoted as saying that Northern California police officers will have to "look very hard at any activities they might be tempted to take part in that would in any way be a breach of their oath they took as a peace officer." I consider that statement a slap in the face to every police officer. Much as I'm sure you would, if the entire Northern California legal profession was admonished because of the recent felony conviction of U.S. Judge Robert Aguilar.

I hope that in the future, you will temper your remarks, and be a little more sensitive to the overwhelming majority of men and women police officers whose honesty, dignity, and professionalism are above reproach.

Sincerely,
San Francisco Police Officers' Association
Michael F. Paulsen
Member, Board of Directors

Aahhh...

July 7, 1990

Dear Officers of Mission Station:

The dog in the enclosed photo is our Cavalier King Charles Spaniel Penny, who probably had her life saved by one of the officers from your station.

Last month, Penny stayed for a few days with a friend of ours in San Francisco. The evening of June 24th, she somehow escaped from our friend's yard. She had had a recent bath and was not wearing her collar and tags. She had never been out loose on the street before and she has no idea about the dangers of traffic, etc.

When our friend discovered Penny

was missing, he searched without success. The next morning he and I went to the SF Animal Shelter — and Penny was there, thank goodness. They told us that a police officer had picked her up at 18th and Dolores and brought her in. The officer found her about half a block from where she escaped which is on Dolores midway between 18th and 19th.

We are very happy to have Penny back, safe and sound — and we are very grateful to the officer who took the time to get this little dog "off the streets." Because she was new to the area, we doubt she could have found her way back to our friend's and she surely would have had a great likelihood of being hit by a car. She's a pleasant dog and she could also have been stolen....

However, happily she is back where she belongs! Our great thanks to the officer who rescued her!

Sincerely,
Joanne Nash

Sic 'em!

O.C.C. Director
555 - 7th Street
San Francisco, CA 94103

Dear Director:

You and your watch-dogs can criticize the police all you want, especially that Officer that sprayed the mace.

Everyone knows that these people ask for what they get and when pictures are taken at these demonstrations they are taken to make the Officers look like the bad guys. I've seen many of these demonstrations and have seen these nuts attacking officers.

You and your watch-dogs and City Hall have wrecked this City by taking the law into your hands.

The natives are damn sick of these John Crews and Art Agnos.

Something has to give and the Police Officers better get their power back to clean this City up, so you can go ahead and believe these liars against a police officer's word.

Sincerely,
Mary T. Kelley

How To Help

Captain Larry Minasian
Police Youth Fishing Program

Dear Larry:

About 15 years ago, I participated in the Police Youth Fishing Program. My aunt, Bernice Pon, and your mother are friends from their work at The Emporium in Stonestown mall. During the summer, I went out with my cousin Spencer on the salmon trolling boats several times, and I really enjoyed myself. It seemed to me that the Police Department had a great program going, and the fishing trips left a lasting impression on me.

In later years, I received an engineering degree from the University of Texas (I was living in Texas at the time), and am now employed by Raychem, in Menlo Park. The allure of perfect weather and the mountains and the sea was too much.

On Sunday, I was pleased to read in Tom Stienstra's outdoor column that the fishing program is still giving kids a chance to wet a line, and that you're still directing the program's efforts.

Now, my questions to you are:

1) Do you need volunteers for the program? Like everyone else these days, it seems like I'm always busy, but, I'd like to help out if possible.

2) Where should a check be sent, and whom or what should it be made out to?

Again, I'd like to thank you for some great memories of salmon trolling, and to restate that I'd like to put something back into the system. Enclosed is a business card with my phone numbers, and mailing address. I look forward to hearing from you.

Very truly yours
Wes Dong

Still Tryin'

Editor

Dear Editor:

There seems to be a dramatic increase in letters to the editor over the quality of law enforcement in San Francisco. The citizens of our City, like the members of our Association, have a right to be angry about the lack of police services available.

The citizens call upon their police hundreds of times every day and expect and, more important, deserve a response to each request.

It would be ideal if we could oblige. However, our officers cannot make up for a personnel shortage of what we could conservatively estimate to be approximately 250 officers.

At the present time, police officers in San Francisco can typically handle 15 to 20 calls for services each during any shift. This means they go from run to run. This means they have no time to be proactive. The officers can only react to the list of waiting assignments. This had led to greater stress. Stress already aggravated in many instances where the officer has no choice but to work by himself because of the personnel shortage, handling serious situations, wondering if anyone will be available for backup should the situation go wrong.

To defend themselves from the outrageous arsenal(s) that gang members routinely flaunt, our officers are finally being allowed to purchase their own semi-automatic weapons but at their own expense, creating stress at home as they try and support their families, pay their bills and come home in one piece.

The stress has only increased due to the shootings of two of our officers in the last two weeks and an aggravated assault of another one officer unit.

Our association has repeatedly called for more accountability from those who have known that federally-mandated promotions, as well as normal attrition, would seriously deplete our resources. Resources we need to "protect and serve".

Our appeal has finally been acknowledged by our Police Commission. However, until our staffing needs are met, the services we formerly offered the public must be curtailed.

This is a difficult time for the men and women of the San Francisco police force since their sole purpose is to "protect and serve".

We are overburdened, overwhelmed, understaffed and outgunned...nevertheless, when you phone 911, we'll get there somehow.

Sincerely,
San Francisco Police Officers' Association
Mike Keys, President
Steve Johnson, Secretary
Al Triguero, Treasurer
CC: S.F. Examiner, S.F. Chronicle, S.F. Independent

More To Come

Editor:

On Tuesday, August 14, I contacted Collie Gaines of the Consetn Decree Unit. I requested to be placed on the interview board for the upcoming Q2 examination. She suggested that since I had not participated in the examination interviews before, I should instead sit on practice interview sessions. I made it clear to Ms. Gaines that I was interested only in the actual examination sessions. She said she would provide me with the necessary information relevant to the board.

My sole interest in the process is to assist the Department in selecting the most able applicants. I am hopeful the Consent Decree Unit will prove to have similar goals.

I'll let you know what develops next month.

Fraternally,
Mark R. Sullivan

Thank You

Chief Frank Jordan
850 Bryant Street - Room 525
San Francisco, CA 94103

Dear Chief Jordan:

Since Isiah's death, many members of the department have helped me cope with his loss. Several officers have shown such kindness that I wanted to commend their actions to you.

Captain Mike Hebel has made a terrible time so much easier by his knowledge, compassion and efficiency in regard to legal affairs surrounding Isiah's death.

Captain John Newlin has continued his role as Isiah's and my close friend, and has added sorely needed humor and companionship.

Officer Dennis Callaghan assisted me so kindly in the sad task of bringing Isiah's office material home.

Sergeant Manny Baretta has competently and cheerfully given me needed financial information and assistance.

Lieutenant Anthony Novello has assisted me in continuing close contact with the Giants baseball organization.

Deputy Chief Frank Reed has been there for me and my family in every way imaginable.

I would also like to thank you, Frank, for all your support and kindness. I have always been proud to have been associated with the San Francisco Police Department, but never more so than now.

Sincerely,
Dorian Peters Nelson

Thanks

Mike Keys, President
SFPOA

Dear Officer Keys:

I would like to offer my deepest thanks to both the Board of Directors and to each individual in the SFPOA for your support since Isiah's death. You have made this very difficult time more bearable for my family.

I would also like to thank you for your assistance in making Isiah's funeral such a tribute to him, and for your generous financial contribution to our children.

Thank you for your friendship.

Sincerely,
Dorian Peters Nelson

Thanks

Al Triguero
SF Police Officers Assoc.
510 7th Street
San Francisco, CA 94103

Dear Al:

I want to take this moment to thank you for appearing on THE NOAH GRIFFIN SHOW on KSFO/KYA FM. Response from our listeners on the segment has been very positive. Your informed, intelligent presentation on the subject of Police Officer shortage in San Francisco provided a great public service to our listeners.

I appreciate your taking the time out to come on the show and please don't hesitate in calling me if you feel there are any new developments that may be of interest to KSFO/KYA FM.

Sincerely,
Gem Benzoza
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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



From Vera's Desk

What is written below comes from Sophie, who, according to the article, must still be a toddler, but is dedicated to Thelma Williams who recently had a birthday and is starting year 1.

Life Begins At 80

I have good news for you. The first 80 years are the hardest. The second 80, my experience shows, is a succession of birthday parties.

Everyone wants to carry your baggage and help you up the steps. If you forget your name or anybody's name, forget an appointment, promise to be two or three places at the same time, or spell wrong, you need only to explain that you are 80.

At 80 you can relax with no misgivings. You have a perfect alibi for everything. Nobody expects much of you. If you act silly, it's your second childhood. Everybody is looking for symptoms of softening of the brain.

It's a great deal better than being 65 or 70. At that age they expect you to retire to a house in Florida and become a discontented, grumbling has-been. But if you survive until you are 80, everybody is surprised that you are alive, surprised that you can walk, surprised that you can have lucid intervals. At 70 people are mad at you for everything; at 80 they forgive you for anything.

If you ask me, life begins at 80.

My Empire Is Confused When Children Are Killed

by Emperor Norton

For nine months, the people of the Truckee Meadows joined the Chia family in hoping and praying that their two missing children would be found safe. For nine months, law enforcement officials conducted exhaustive searches and inquiries to try to find clues in the mysterious disappearance of Charles Chia, 8, and Jennifer Chia, 6, from their Reno home.

On July 27th, the pain and suffering that the family has had to endure came crashing down full force. Authorities in Plumas County confirmed that the decomposed bodies found in a crude grave about 50 miles northwest of Reno were those of Charles and Jennifer.

Two innocent children murdered. Two more victims in a long list of senseless deaths. When any child dies, it is a tragedy. And when a child is murdered, it is a tragedy beyond compare.

Who would commit such a heinous act? Why? Have we descended so low as a society that we have people among us who have no compunction about killing children?

The deaths of Charles and Jennifer are yet another reminder that we must be ever watchful and vigilant over forces that could shatter our lives. If these two children could vanish sometime between the time they got off their school bus last October 19th and the few moments it would take them to get to their doorstep, then no one can ever be certain of safety.

There are many cases, nationwide, of children who have appeared to be in the safety net of proximity to their home but who have vanished.

Must we live our lives in constant fear? Must we watch our children every second? Will we ever be free?

These are questions that families of young victims ask themselves every day. They suffer quietly among themselves. And they also tell themselves: "If only I had..."

Their sorrow will never be eased — never, even though they, and we, know that you cannot guard a child 24 hours a day. That's why, as a society, we must press to minimize the threat of child abduction. In the Chia case and others, we must work tirelessly to find the perpetrators.

If we cannot bring back the young victims, we can do the next best thing: Find those responsible before they strike again.

The Giants Do It Again

August 3rd, in front of seven of the 12 PAL's of the Giants Rookie League teams, the Chief was beaten by a pitching machine as he wiffed at three 65 MPH fastballs. The youth kept yelling "Chief, swing sooner." As a good listener, he took their advice and singled to left. John Burkett, Ernest Riles, Wendell Kim, David Craig and Rich Heron of the Giants were in attendance and spent some time encouraging the youth to stay in school and sports, but not into drug or gangs. Wendell told how he lost his Dad and had to struggle in the street. The kids understood it well. The field was covered with blue, Sgt. George Pohley of Ingleside, formerly of the Chief's Office, Capt. Gleeson of Juvenile and Rich Andrews, the arm of the pitching machine, were there to encourage the Chief. The Giants gave out the white, silver, orange and black of the season. Randolph Street Housing Development against Sunnydale. Randolph scored

two more runs to win 7-5. The season has been a success. A big thanks to the Giants for the uniforms, pitching machine and equipment.

Isiah Nelson Day

During the Isiah Nelson Memorial at Candlestick on August 19th, the Chief and Ron Exley received \$2,600 from the Giants for the PAL. Another thanks to our Giant PALs.

Hamilton Shelter Children Visit Marine World

The PAL Mobile made its grand appearance on August 22nd with Richard Andrews at the helm and Bill Casey as co-pilot. 26 youth from Hamilton Shelter were hustled over to Marine World for a day of fun with over 700 youth from other PALs throughout the state. The fun continued when the children from Hamilton went to the Circus on August 24th.

We are looking for an officer to take children from the Shelter on field trips on Saturdays. Also we are looking for a tutor on Tuesdays from 4 p.m. - 5 p.m. at Boedekker Park.

Instructors Needed

Swimming instructors for Tuesdays and Thursdays, 3 p.m. - 4:15 p.m.

Karate instructors, any day of the week, 3 p.m. - 4:15 p.m. or 8 p.m. - 9:15 p.m.

Jr. Golf Program Succes

With Summer almost over, the San Francisco Police Activities League Junior Golf Program is a tremendous success.

From its initial pilot class of 26 children ages 8-14, the program is currently in its 6th 8-week session teaching the basic golf swing fundamentals (grip, stance, aim and motion) to the eager boys and girls enrolled.

The original 3:30 p.m. - 5 p.m. class time was divided to form two 45 minute classes in order to meet the overwhelming demand.

As a result more than 150 children have been able to participate in the program to date.

David Mutton, Head Professional Golf Association (PGA) professional and Roger Langlois, Assistant PGA pro at Harding Park Golf Course continue to provide instruction, driving range facilities and range balls free.

Additionally, they have permitted the class to play Jack Fleming golf course on the 8th class meeting at no charge.

The class sessions meet from 3:30 - 4:15 p.m. and 4:15 - 5 p.m. every Monday except holidays.

Lieutenant Richard Racine, Mike Lombardo, Officers Al Triguero, Les Adams and Rich Andrews, Captain Tim Hettrich and Illustrator Art Designer Paul Murillo, PAL Junior Golf Director provide invaluable assistance to the PGA pros.

The program is the result of the cooperative efforts of Bob Killian, Golf Director, S.F. Rec & Park Department, the Harding Park golf pros and PAL's Jr. Golf Director.

The first ever joint program continues to receive calls from children or parents to enroll their children in the class.

Because of the demand from older age

groups, the current age limit of 14 has been extended to include 18-year-olds.

Future plans include obtaining a practice area to set up temporary holes for the class to hit plastic balls off driving mats in one of the parks.

The practice area will facilitate teaching the rules of golf along with proper golf course etiquette without actually tying up a regular course.

The lessons cover the different types of golf grips, posture, swing and warm-up techniques to give the students a basic understanding of the game.

All of the golf clubs used by the participants have been donated by several golf courses, club repair shops and golf shops in the area including: Lincoln Park Golf Course (Jeremy Duda), McCaffery's Golf Shop, Lake Merced Golf and Country Club, Hilltop Golf Shop and Al Lasiw Golf Club Repair.

Al Lasiw cut down 50-100 clubs and regripped them in varying lengths to accommodate the different sizes of the children.

He also donated many of the Lady's and Junior golf grips along with his several hours of shop time to complete the task.

The King To Hold Court

On Saturday, Sept. 22 at 2 p.m., the pride of the San Francisco Police Dept. will take on the World Famous King and His Court in a Celebrity Softball Game at Big Rec in Golden Gate Park.

As the undisputed, "best in the world", this past June, Eddie Feigner (the King) was presented with The Victor Award on behalf of the "City of Hope" hospital and The Sporting News at their 23rd annual show at the Las Vegas Hilton in June 1989.

The Victor Award is to athletes what the Academy Award is to actors, and Eddie's was quite special, as it was for lifetime achievement.

In 40 plus years of barnstorming all over the world, "The King" is owner of virtually every pitching record in existence. The following are but a few of Eddie's accomplishments through 1988:

Total games pitched.....	8,830
Games won.....	7,647
Strikeouts.....	123,680
Highest average strikeouts per 9 inning game for a season.....	24
No hit games pitched.....	930
Shut-out games pitched.....	1,916
Batters struck out while pitching blindfolded.....	7,400
Perfect games pitched.....	238

Team Records

Attendance at games.....	17,397,000
Miles traveled.....	3,895,000
States played in.....	50
Foreign Tours.....	95
Total cities played in at least once.....	4,175

Because of the legend that's been created by The King and His Court over the years, ESPN has decided to feature them on this program their special, Great American Events.

As part of this in-depth profile they will be taping the game in San Francisco: "So Look Sharp Guys!!!"

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SPORTS



Olympic Hero

by Nick Ienatsch
American Roadracing

I met Officer Bruce Reimer last year at Willow Springs Raceway during a club race. Reimer, a California Highway Patrol, rode a motorcycle on patrol and taught firearm training for the CHP while racing with the ARRA for fun. The 37-year-old motor cop has raced a GSXR750 in sprint and endurance races and had worked his way into the 1:34-second-lap time range on his GSXR, a pretty respectable time. As we talked, he made it clear he wanted to win the third annual Police Olympic motorcycle race. He didn't say it wishfully and he didn't say it loudly, but he said it with a look in his eye that can only be called determination.

I spoke with Bruce occasionally over the next few months, discussing Willow Springs, racing in general and his progress in particular. We talked a bit about Kenny Robert's book, *The Techniques of Motorcycle Roadracing*, and what we'd both learned from reading it. Since the Police Olympics would be held at Willow Springs, we applied what Roberts wrote to the nine turns of Willow, and I could feel Reimer's concentration over the phone as he talked about the Olympics. This guy wasn't just going for the Sunday ride.

Just making the American team would be tough, however. Cops from all over the country would vie for the three spots on the U.S. squad, and only the fastest of three would race in the Race of Nations final event on the California Superbike School's Ninjas for the title of world's fastest cop. Reimer didn't make the squad the first year, 1987, and skipped the tryout last year in favor of training for the 1989 team. Two-time defending Champion Rick Williams of the Arizona Highway Patrol looked to be the clear favorite until he was taken out in a Phoenix, Arizona, club race with a resulting broken elbow. Williams' injury left the qualifying wide open, and three peace officers rose from the 45 hopefuls to represent the United States. Bruce Reimer was one of them.

Joining Reimer was LAPD's Frank Domino, a rider I race against every month on our Yamaha SRXs, and Mike Summers from the Sacramento PD. These three would take on cops from New Zealand, France, Germany, Norway, Sweden, Canada, Northern Ireland, Denmark, Holland, Scotland, England, Italy and Switzerland in a number of categories during the week of the Olympics, with the faster rider from each country riding in the 10-lap Race of Nations held in conjunction with a WERA regional qualifier and Formula USA race.

France came loaded for bear — Smoky Bear, American Style — led by a small, intelligent rider named Mark Granier. Italy and New Zealand also entered extremely fast teams, New Zealand's led by a quiet, soft-spoken rider named Alistair Nesbitt who scored the fastest three-lap average of the qualifying day and a gold medal for his troubles. The rest of the gold medals went to Granier and his two fast fellow Frenchmen, the team sweeping the average-fastest lap competition and the combined-fastest-lap competition. But behind the French came Reimer, Domino and Summers, grabbing the silver and letting the others know Willow was their track. From this day of Olympic racing, the fastest rider from each three-man team was chosen by the stopwatch. Only a half second split the American team, but Reimer emerged from the fray and clinched himself a spot on the front row of the 15-ride final event.

Before the race began, I mulled over

what Reimer was about to do, and his achievement came into perspective for me. Here was a man striving with everything he had to achieve a goal he'd set for himself two years earlier. This wouldn't simply be a race to see which rider could cover 10 laps the quickest, this would be 15 of the world's fastest police officers representing their countries. Think about it. How many opportunities are there to do something significant in the name of your country? You may play softball for your fraternity, company or league team, but a league championship in anything pales in comparison with the World Championship, and as I stood on top of the California Superbike School semi trailer and looked down at the line of Police Olympic racers. I realized there was a lot more at stake here than simply a motorcycle race.

Each country arrived with flags, banners and a vocal support group, adding a flavor of Olympic competition and a huge amount of pressure to the officers on the Ninjas. A parade lap further heightened the intensity, and as the American rode past, the noise got louder; announcer Glenn Billings made sure everyone knew it was Bruce Reimer on number 15.

You can't blow the start in an IROC-type race — it's just too difficult to make up lost time on equal bikes. Bruce has practiced his starts, bringing the 600 off the line with lots of revs and a merciless clutch hand. Reimer guessed the visitors' relative inexperience at Willow would be to his advantage in the first turn, knowing most riders would back off too much, leaving an opening for a hard charger. Reimer figured on being that hard charger.

When the green flag waved, Reimer dug in, hit every shift and arrived at the first turn about sixth. Even with his great launch, Reimer's 210 pounds hurt his ability to outrace the front two rows to the first turn. But just as planned, the other riders backed off a bit too much, and the Californian popped out of the uphill-and-banked turn one in third. The Superbike School trail went crazy.

The competition hadn't come this far just to be outgunned by one rider in one turn, however, and our contestant found himself in a fast train of four, including the Frenchman Granier, Italy's Oscar Bellini and Northern Ireland's Julian Elliott. New Zealand's Nesbitt held down a lonely fifth with the remainder of the world stretching out behind him. By the third lap it became clear that the four leading police officers knew a bit more about racing than the casual part-time club racer. If a few feet of track were left open, Granier, Bellini, Reimer and Elliot filled it, stuffing the Ninjas into and through the tight turns three, four and five with smooth abandon. Reimer hung tough, making up ground on the leading trio in ultrafast turns eight and nine, but losing a few feet with every lap, fighting to stay in the other's draft. As the midpoint of the race approached the American entry slipped behind the leading trio by 10 or 12 bikelengths, but it may as well been a mile. The front three guys were charging.

I've been in Reimer's position more than once, fighting to stay with one, two or three fast riders, my face shield full of sliding rear

tires and anxious, adrenaline-pumped racers slowly creeping away from me. Standing on top of the trailer, watching Bruce hang on to fourth place. I could almost hear him rationalize fourth place inside his helmet, telling himself that those guys were riding over their heads and that he didn't want to take many chances. I'd used those lines myself while getting beaten by better riders; I knew the words well. In any event, I thought to myself Reimer's ahead of 11 other nations and he's doing great. Those guys are just too fast.

And into the middle of my quiet musings burst an uproar as the Italian took to the dirt outside turn nine and kept the gas on and regained the pavement, losing only one place. The uproar became a raucous wave of sound as the racers streamed past the start finish line: Reimer was up to third and gaining with four laps to go. The American flag waved wildly, and everyone was on their feet, screaming. Our boy wasn't quitting.

The last four laps passed in a blur of late breaking and slipstreaming, with our number 15 hanging on to the aggressive Italian and smooth Frenchman, usually running second or third, occasionally slipping back to fourth, but never leading decisively. Reimer owned turns nine and one, charging harder out of nine and going deeper into one than any of the three foreigners, but losing some distance over turn six and down the back straight. At the white flag, Reimer dug down deep and slipped past Granier and slammed left into turn one, leading the charge out of the fourth-gear corner. I stood with Formula USA racer Chuck Graves, and we gave each other a high-five because our boy was leading the last lap.

But not for long. As much as Reimer deserved and wanted it, Greiner and Elliott slipped past in the next eight turns, dropping the California Highway Patrol to third,

just ahead of Bellini. The roof of the Superbike School trailer all but caved in as the crowd on top acknowledged Reimer's good effort; I was behind the screaming group, clapping my hands in a daze, watching the four leading riders take a cool-off lap. I had witnessed a cop display the kind of intensity and desire that I'd only seen from world-class, Olympic athletes. Bruce Reimer dug down deeper than most professional racers have ever dug, risking an enormous amount, but accepting that risk for the reward.

I've never raced for my country, but if I ever do, let me race like Bruce Reimer.

Nick Ienatsch's column,

False Neutral;

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American Roadracing, May 1990



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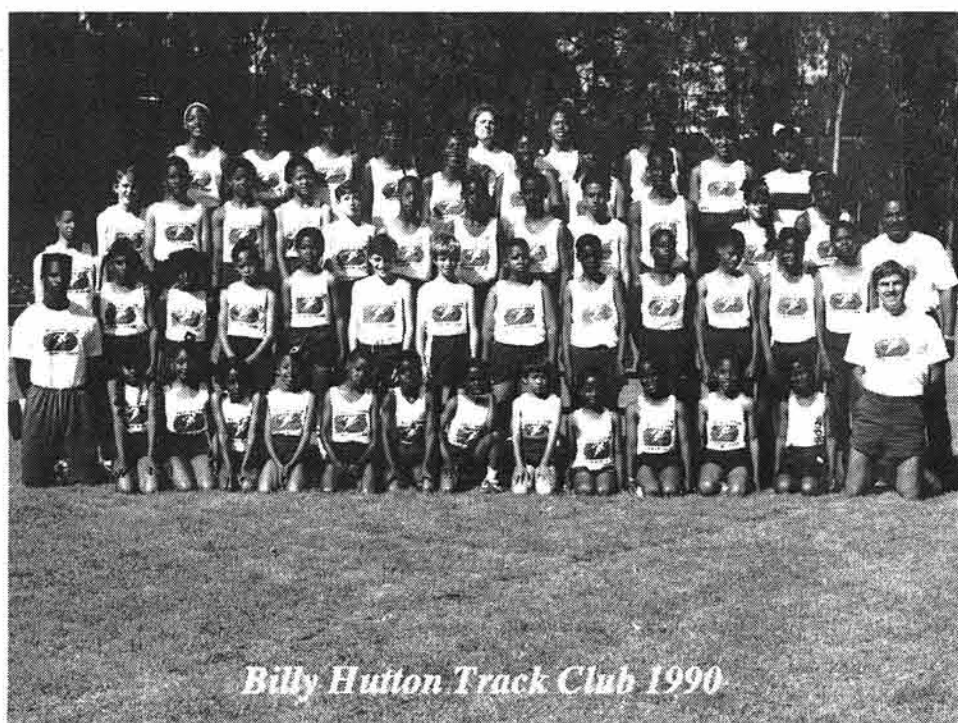
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SPORTS



Local Kids Compete In Nebraska



Billy Hutton Track Club 1990

Coached by Officer Billy Smith, Community Relations, the Billy Hutton Track Club traveled to the TAC National Track and Field Championships in Lincoln Nebraska which were held July 26th through the 29th.

Results:

Bantam girls age group 9-10 4 x 400 meters relay
6th place 4:50.4 Juni Hogg - Christina Payne, Nicole Wilborn

Midget boys age group 11-12 4 x 400 meters relay
4th place 4:03.31 Kenneth Smith, Sani Cooks, Jeff Melvin, Damien Rand

Midget boys age group 11-12 4 x 100

meters relay

4th place 50:99 Kenneth Smith, Sani Cooks, Damien Rand, Jelani Hogg

Midget girls age group 11-12 40 meter run
2nd place 58:18 Kamailia Williams

Midget girls age group 11-12 800 meter run
1st place 2:23.31 Kamailia Williams

Youth girls age group 13-14 200 meter dash
7th place 25:83 Tonia Broden

Youth Girls age group 13-14
2nd place 28:45 Tonia Broden

For more info on the track club contact Billy Smith at 553-1345.

3rd Annual Mike McFadden Golf Tournament

When: Thursday, October 11, 1990 at 0800 hours (shotgun start)

The date has been changed for the tournament due to work that will be done on the greens the week of September 27, 1990. Please get your money in as soon as possible as I must have a final head count by mid September.

Where: Mountain Shadows Resort, North Course, Rohnert Park

Fees: \$45.00, includes green fees, golf cart, hole prizes, after tournament barbeque with buffet

Contact: Rick Bruce
—Night Investigations
Matt Gardner
—Park Swings
John McClellan
—Park Days

We are preparing for the third annual Mike McFadden Golf Tournament and welcome all participants from throughout the department (friends welcome, also). This year's registration will be by foursome. When you have your foursome complete, please forward with a check for all four players to one of the above.

The fees have gone up this year due to the requirement that all players have a cart and the normal inflation that accompanies any annual event. As always, the money raised during the tournament is donated directly to the Mike McFadden scholarship fund at St. Ignatius High School.

PLAYER 1. _____
PLAYER 2. _____
PLAYER 3. _____
PLAYER 4. _____

Make checks payable to Rick Bruce. If you do not have a foursome, just send in what you do have and I will pair people.

Swimming Update

At the California Summer games, held in Sacramento, the grandmasters swimming team, all three of them, came home with 12 medals. Because of lack of entries this year there were no relays. Individually the team did the following:

Ironman Howard Kyle took 1st place in the 50 breaststroke, 2nd place in the 50 freestyle and the 200 I.M., and place 3rd in the 50 backstroke, 100 freestyle, and the 100 I.M. Don Matisek placed 4th in the 50 backstroke, 5th in the 100 freestyle, and 6th in the 50 freestyle, a personal best. Frank Petuya placed 3rd in the 50 fly, 4th in the 100 I.M. and 5th in the 50 backstroke.

In the International Police Games, held in Edmonton, Canada, the members of the team combined with retired member Norm Chaney of the C.H.P. to form another California Team. The meet was held in an indoor, long course, fifty meter pool. The three members from San Francisco came home with 12 medals. The team successfully defended their title, won in Australia, in the grandmaster 200 meter medley relay, and placed second in the grandmaster 200 meter freestyle relay, improving on their third place medal in Australia.

Individually, Howard Kyle, swimming in the grandmaster division, took home a second place medal in the 50 backstroke, and third place medals in the 50 breaststroke, 50 freestyle, and the 100 breaststroke. Don Matisek, swimming in the golden grandmaster division, took home second place medals in the 50 and 100 fly. The team had a good time at the meet, gettogethers, and water slides and were happy with their swimming times. They had fun meeting new friends and getting reacquainted with old ones, met at previous meets. It looks like there will be a big turnout for the next International in 1992, held in Washington, D.C.

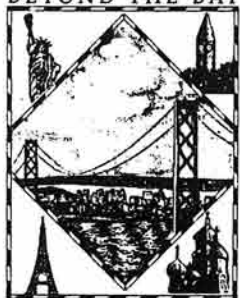
The team's last swimming competition this year will be the corporate games held in Honolulu in October.

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This seminar is to be held at
THE METROPOLITAN COMMUNITY CHURCH
150 Eureka St.-Just off 18th St., San Francisco
September 21/1990 at 7:00 p.m.

For further information call your AAU Athletes Representative
Ron McGlashan
(415) 282-0627



SPORTS



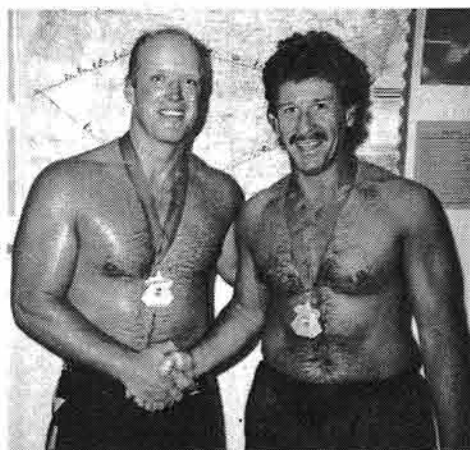
Update on 1990 California Police Games

by Dennis Bianchi

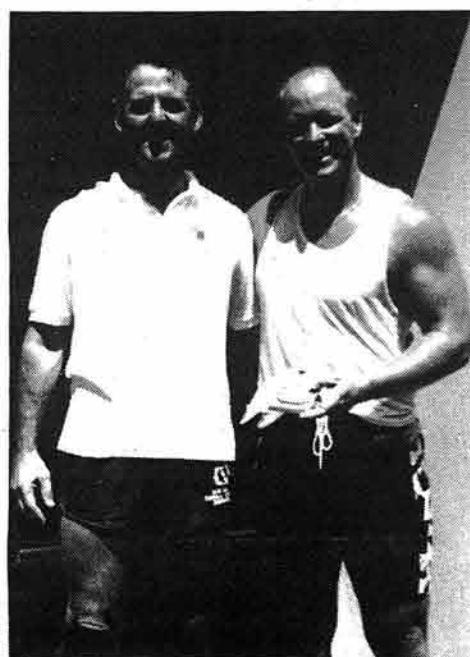
Last month's unofficial posting of the California Police Games failed to list the very fine performance of a trio of retired SFPD members: Gordon Wyatt, Len Engel and Chuck Hammond. This team won the Gold Medal in the 21 feet-and-under Sailing competition. The July issue of the Notebook had a short article brief us about this team, so we shouldn't be too surprised to see them add another Gold Medal to their collection of laurels. These competitors have amassed a huge number of sailing years experience among them, and they really displayed their abilities in the five faces held over two days in the Sacramento area. Well done, team, and thank you for giving the rest of California such a fine representation of our Department.

Another team I missed last month was the other pistol shooting team of Bob Gillaspie, Hqtrs., Curt Cashen, Brenda Walker, Photo Lab; Janet Scarborough, Co. G. Sorry about that, but as I stated, that was an unofficial listing.

As noted last month, the SFPD did very well in handball, picking up three gold medals, three silver medals, and one bronze. What was not told was that in the Open Singles and Doubles finals there was nobody but members of this department. That's right, not one Southern California cop. A most interesting competition came about when Vic Aissa met Al McCann in the singles, and Vic, a nationally highly-ranked player, beat Al, only to meet him again in the doubles competition. This time Al was teamed up with Dave Berti and Vic had Ed Dullea, a bronze medal winner in the Masters Singles Division earlier. The competition was so even that it came down to a tie-breaker game. McCann and Berti was down 8 to 2 but, being the tried and true S.F. Blue, they came back strongly to win 11-8. I've examined this game and



Al McCann and Dave Berti, gold medal winners — open doubles competition.



Vic Aissa and Al McCann, gold and silver medal winners — open handball competition.

these players and concluded, this is a game for the aggressive in nature. I never had the privilege of knowing Dennis Devlin well, but he's past the age of most of his competitors yet he keeps on winning those attractive gold medals, this year teamed up with Tom McGee. Dave Rios and Ed Kenney picked up a silver medal in the Men's Double Master Division. Nice going, guys.

8th Annual SFFD Soccer Benefit Game

On Saturday, Sept. 29th, the 8th Annual SFPD-SFFD Soccer game to benefit the San Francisco Special Olympic Soccer Program will be played at Balboa Stadium. This year, the game promises to be one of the most competitive games played to date. In addition to the Mike McFadden Memorial Game, the SFPD Killer Bees will play the YI's of the Fire Dept. The Killer Bees, coming off a silver medal finish at the Police Summer Games are coached by Dan Inocencio and Jim Deasy and led by the scoring of Bob Guillermo and the defense of Tom Bruton and Mike Burkley. Mike "Darryl" Cleary and Mike "Darryl" Becker add some support in the mid-field.

The main event will feature the SFPD bronze medal winner against the silver

medal winner from the Fire Dept. Summer Games. The Police Team is coached by Frank Machi and led by the likes of Steve Roche, Brian Delahunty, John Conefry, Joe Boyle and Tim Dempsey. Veteran players Don West and Bill Dyer, along with newcomer and former USF start John Anton, make up part of the SFPD Team. The Fire Dept. Team includes past Police Team members Eric Hipp and Pat Murphy.

The games begin at 10:00 AM and the admission ticket costs \$2.00. The ticket includes a raffle. The grand prize is a 19" color TV. All proceeds go to the Special Olympics. Tickets can be purchased from Soccer Club members or at the gate on game day.

S.F.P.D. Powerlifting Team Hoists Heavy Medals

by Dennis Bianchi

This year our department's powerlifting team went to Sacramento with a couple of new lifters and came back with a couple more medals and several more fans.

Led by the seasoned veteran, and current Northern California American Drug Free Powerlifting Association's 198-pound Masters Champion, Joe Currie lifted a total of 1,382 pounds and won a third-place bronze medal. Joe's powerhouse brother John opted not to lift this year and concentrated on getting the best out of the other lifters with coaching techniques and words of encouragement. (I think I saw a few assertive gestures as well.)

J.J. Newman appeared for his second Olympics (oops, sorry IOC) California Police Summer Games and opened some eyes with a total of 1,044 for a third-place bronze medal in the 198-pound Open Class. Steve Landi, who last year discovered the drawbacks to competing in bodybuilding without using steroids, won a third-place bronze in the 198-pound Seniors Division with a total of 1,328 pounds in his first Games. His friend and co-Senior Division 198-pounder, Steven Hutzler, just missed a medal with a total of 1,256 pounds. Also appearing in his first

Games was Dennis Thomason who, like Landi, started out with a bang. His total of 1,245 pounds won him a third-place bronze medal in the Masters Division 242-pound class.

With new lifters doing so well, and more seasoned lifters like the Currie brothers around for guidance and inspiration, this department can look forward to years of continued success in this event. What's important is to keep bringing new people into this sport. When I entered the department, more than twenty years ago, the department lifting team was led by big Jim Crowley, Steven Runyon, the Curries and several other names I can't recall. The department has always done well in powerlifting and it is an event we should continue to be successful in, so if you're so inclined to this great form of exercise start planning now on attending next year's Games. They're just across the pond in Oakland in 1991. Get busy now and make contact with some of the above-named winning examples.

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SPORTS



Pistol Team News

by Armond Pelissetti, Robbery

It has been a busy year for your pistol team, at work and on the ranges. It has been tough to get articles written for the Notebook based on everyone's heavy work schedules, but nothing stopped us from representing the S.F.P.D. at all the California matches. It's been great so far; 12 entrants into the Police Games (Olympics) and 12 medals won. The two-man team of Duane Otis and Tony Camilleri have a lock on the top 10 California teams and will finish 4th or 5th — great shooting.

The four-man team of Pelissetti, Farrell, Zurcher and Sloan, with Fitzer, Pamfiloff and Quigley filling in has won 1st place distinguished master in over half the matches and also is assured the best finish ever in the California top 10 (probably 4th or 5th also).

The four-man second team has also had a great showing headed by Pamfiloff, Fitzer, Quigley, Walker, with help from Cashen, Scarborough, Gillaspie, May and Gaan. It is conceivable that this team could crack the top 10 in 1991.

So much for plaudits for team members. Heavy duty thanks have to go to Joe Mollo, who is always numero uno in getting us P.O.A. assistance and sorely needed ammunition. Joe, you are super!

And also super are some select people in our business community who disregarded their spiraling business costs and taxes

and donated so generously to our 8th annual match, held at the Walnut Creek Police Pistol Range because the S.F.P.D. range is gone. The W.C.P.D. range is beautiful.

We hope you will all give your patronage to our gracious sponsors:

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Bill Snow — Buena Vista Cafe
Joey Buhagiar — Harris Steak House
And last but not least, brothers Luko and Vlaho Buich of Gelco's Restaurant, who donate every year.

Thank you so much. You allow us to continue a great sport which makes us more effective police officers. That goes double for Karel Swanson, chief of police, Walnut Creek and Dick Grossman, rangemaster and Thomas Reinhard, manager of Margaritaville, Diablo Blvd., Walnut Creek for sponsoring a great team dinner.



Concord Police Association 21st Annual Fish Derby

ATTENTION FISHERMEN!

October 19 - November 2, 1990

The Concord Police Association's 21st Annual Fish Derby will be held **Friday, October 19 through Friday, November 2, 1990**. Make your plans to attend now. The Fish Fry and awards ceremonies will be held **Saturday, November 3, 1990** starting at 1500 hours at the Police Association Facility, 5060 Avila Road, Concord.

ELIGIBILITY

1. Open to all sworn personnel, including retired law enforcement officers, police reserves and cadets.
2. Entry Fee: \$13 per person, includes the Fish Fry.

RULES

1. Derby begins at 0001 hours, Friday, October 19 and concludes at 1800 hours, Friday, November 2, 1990. NO fish caught before the official starting time, or after the official closing time, will be weighed in.
2. NO fish will be weighed in by a derby participant unless that participant caught it on his/her own pole.
3. California Department of Fish and Game laws apply. (One sturgeon and two bass per day.)
4. The violation of any Fish and Game law or Derby rule may result in disqualification of that participant from prize eligibility for the current year and/or up to a maximum of three years ineligibility for Fish Derby participation at the discretion of the rules committee. Rules committee decisions are final and may not be appealed.
5. Ties will be broken by the toss of a coin.

TROPHIES AND PRIZES

1. Trophies will be awarded to the top entrants in striped bass and legal length sturgeon.
2. Prizes will be awarded to the top ten entrants in each category.
3. Only one prize will be awarded per entrant in any one category.
4. A trophy will be awarded to the participant with the highest total weight of all fish weighed in.
5. A trophy will be awarded to the agency with the highest total weight of all fish (based on the average of total weight of the top five participants from any agency).

FORWARD ENTRY FEES TO:

For tickets or more information contact:
Chuck Collins

c/o The Hall of Justice, Rm. 154
553-1623

or,

Richard Morrison or Lloyd Novinger
c/o Concord Police Association

Willow Pass Road and Parkside Drive
Concord, CA 94519

Richard: (415) 671-3035 Lloyd: (415) 671-3357

Entry fees must be received no later than 1700 hours, Thursday, October 18, 1990 to be eligible for awards. Make checks payable to the **Concord Police Association**.

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RULES COMMITTEE

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SPORTS



by Dennis Bianchi

This year, at the first California Police Summer Games in Sacramento, there were fewer runners from this department than in years past. As in years past, however, our quality personnel rose to the top. As in years past, our women's track team was over-represented in the collection of medals. Led by Willa Brown, who won a gold medal in the Women's Masters 100-meter dash and a gold medal in the Women's Masters 200-meter dash. Willa has always looked good in gold and we can expect her to add some more of that first-place color next year when she repeats (or is it threeppeat?) at the Games in Oakland. Ava Garrick picked up two bronze medals, one in the Women's Senior 200-meter dash and one in the Women's Senior Shot Put, displaying rare speed and power.

Two women from our District Attorney's Investigation Office also did very well. Audrey Moy, a relative newcomer to the Games, but certainly not a novice competitor, won two third-place bronze medals running against Willa in the Master's 100- and 200-meter dashes. Karen Hibbitt picked up yet another medal at the Games. This time it was a third-place bronze in the very difficult Women's Senior 400-meter dash. Nice going, Karen!

The Men's Divisions had several competitors this year. I was most negligent last year when I failed to report that Jerroll Bell not only competed but picked up a medal. Well, this year I hope to mend my ways. I am very happy to report that Jerroll won three medals: a second-place silver in the Men's Master 100-meter dash, a fourth-place bronze in the 200-meter dash, and a fourth-place bronze with Howard Weatherby, Mark Mahoney, Charles McCuller in the Men's Senior 400-meter relay team. Very impressive, Jerroll, and I apologize for skipping your fine performance last year.

Lou Perez picked up a third-place bronze in the Men's Open Division of the 10K cross country and came back to pick up a silver in the Men's Open 5K. I can't begin to describe adequately what a great athlete Lou is, even though I've tried, so let it rest with "Lou is outrageous!"

Another Lou that did damned fine this year was Lou Bronfield. He came in seventh in the Men's Masters 5K and won a fifth-place bronze medal in the Men's Masters 200-meter dash, only one-hundredth of a second behind Jerroll Bell.

As the above description indicates, we are getting better and next year we will be



SFPD Women's Track Team, Police Olympics. Standing l to r: Ava Garrick, SFPD; Valerie Spinks, SFSO; Karen Hibbit, SFDA; Willa Brown, SFPD; Audrey Moy, SFDA. Kneeling: Desiree Felix, SFSO.



Nancy Stretch at the end of the Tri. No wonder she's smiling—it's over!

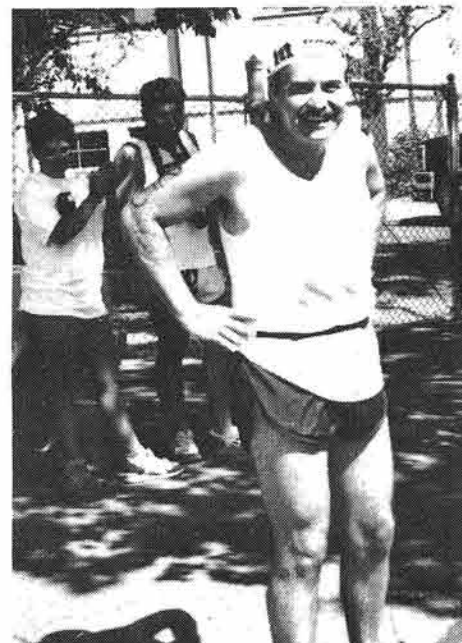
even tougher in Oakland. What will insure us being so is more active participation from all of you talented runners reading this who haven't yet taken the fun plunge of being a Games participant. Just do it!

Escape From Alcatraz

Two physically fit members of this department took on the very difficult "Escape From Alcatraz" triathlon this year. I'm glad to report that they both did well: they survived to tell about it! To help you appreciate what that means, let me describe the course. A competitor starts by jumping into the San Francisco Bay from Alcatraz Island and swimming to Aquatic Park. The competitor then runs to a waiting bicycle and pedals his or her thoroughly salted body to Marin County and to the beginning of the famous (or is it infamous?) Dipsea. Seven miles of

mettle-testing hills, steps, rocks and brush. When you reach the end of this hospitable seven miles you turn around and run seven miles back to the beginning, or more correctly, the end!

Now, lest you think that this is only for prime-time, 20-year-old muscular Marine-types, our two members have both exceeded such mere constraints. John Newlin, Captain of Narcotics and Nancy Stretch, Assistant District Attorney, have given us all a healthy example of challenges that are there for the conquering and that you can compete at a high level into your forties and fifties. Nancy works out very regularly and recently was commenting that her mind has questioned what she is doing to her body, but her body, age 50, is still so healthy that she just can't refuse. While training, her car was stolen. Completely un-



John Newlin with his typical winning smile.

daunted, Nancy plowed ahead with training, with work, and with being a completely pleasant and competent A.A. (attorney-athlete).

Captain John Newlin took a little longer than Nancy to complete the course (six plus hours) but was rewarded with the same impressive finisher's belt buckle and t-shirt. More important, he left the course knowing he had completed something few have done. John is relatively new to this endurance type training and took up swimming only one short year ago. Since then, John has finished numerous triathlons, including the current California Police Summer Games; in my observations, he has always displayed the best and most consistent smile during these trials. Typical of John, he was not tired enough after this event so he took a vacation in San Diego that included running the San Diego half-marathon seven days after the triathlon.

Both John and Nancy have earned plenty of praise and I would like to offer mine. Outstanding, bravo and well done!

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ON THE STREET/Tom Flippin



Southern Station 1984-1990

by Steve Johnson, SFPOA Secretary

There is no doubt that the architects of Southern Police Station designed the facility to mirror the work camps the Joad Family encountered while traveling west in John Steinbeck's famous novel, "The Grapes of Wrath."

The members of Southern Station are some of the most conscientious and professional officers throughout our department and yet, for some reason, they have been "punished" by our department administration. "Punished" in the sense that

they are consistently exposed to officer-safety hazards and they have been routinely denied any beneficial change of their working environment. And all of these facts have been documented since 1984!!

In 1984, a committee of police officers from Co. B was formed by the Administrators of our department to recommend the necessary changes that would make Southern Station facilities sufferable.

The committee did their job — I have a copy of their report.

In addition to the dangers and lack of

adequate facilities as pictured, all prisoners must be escorted through the same front doors at the Hall of Justice as our tax-paying public, a definite officer-safety issue not to mention the danger to citizens.

All of these issues were brought to the attention of Department Administrators in 1984.

Nothing's changed.

Six years later, I contacted the Mayor's Office hoping to get things done.

Wrong again.

The working conditions at Southern Sta-

tion are intolerable and pose a definite hazard to the officers assigned. Of course, many administrators will lament, "Where else can we put Co. B personnel?"

Give Southern Station the traffic division area currently housing the civilian parking controllers (who are no longer under our jurisdiction but now subject to the Mayor's new parking czar) and let the parking controllers have all of Co B's exotic accommodations.

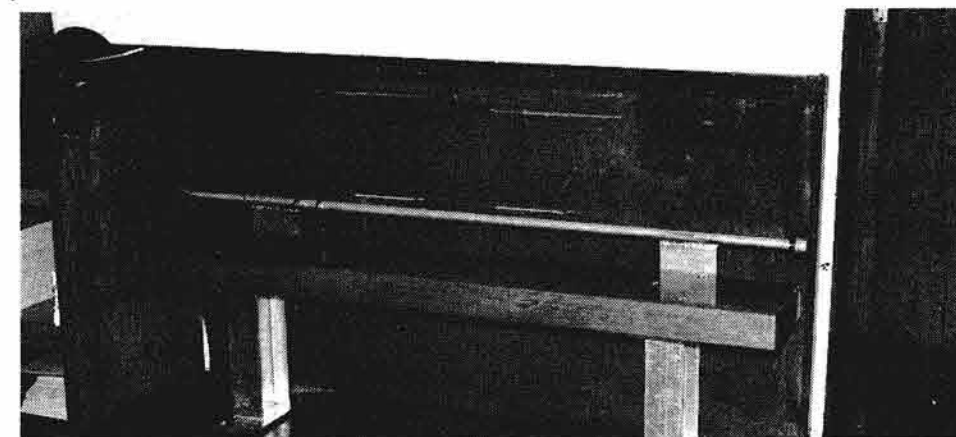
After all, we should take care of our own first; right, Chief?



The women officers' locker room at Southern Station consists of a small hall with lockers on both sides. The main door opens out directly to a hallway affording no privacy whatsoever.



There are no bathroom or shower facilities for female officers in their small home away from home.



The "Communal" bench at Southern Station located in the main business office where female prisoners are detained pending charges allowing them time and access to the weapon(s) of their choice.



Southern Station's business office flanked by a high-tech prisoner holding cell — Note venetian blinds circa 1950 — Members of Co. B routinely request the services of building janitors when prisoners urinate on the floor since there are no restroom facilities in the station itself.



Since Southern Station is located at the Hall of Justice housing all of our criminal justice officers (courts, jails, D.A., Public Def., Inspectors Bureau), police officers at the station are overwhelmed by requests for service from hundreds of citizens each day.