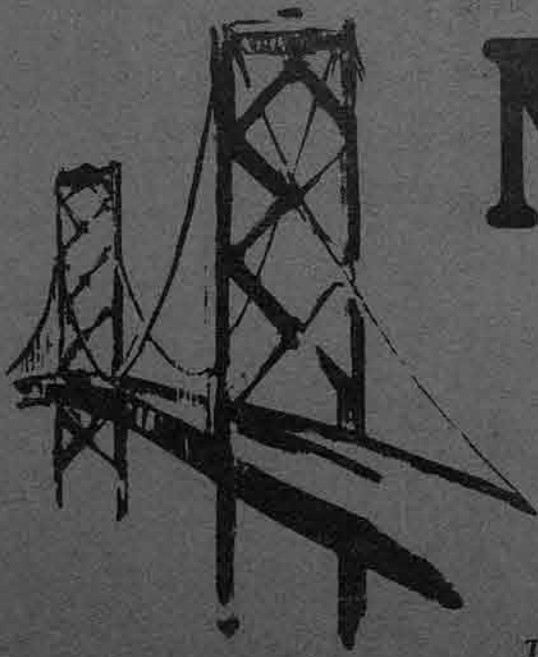


# NOTEBOOK



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 23

SAN FRANCISCO, JANUARY, 1991

204

NUMBER 1

## Should I Convert?

by Off. Tom Feledy, Planning

I imagine lots of you are thinking about converting to one of the several auto-loading pistols now permitted by the Department. Well, I just came back from attending the conversion course being given by the range staff out at the airport. The course was an excellent opportunity to learn about these new pistols. Without repeating too much of what Sgt. Blaine wrote in his article in a previous edition of the *Notebook*, I'd like to share some of what I learned at the course. Maybe it will help you decide about these new guns.

**Schedule:** The course lasts for two 10-hour days. Classes start promptly at 0700 (sunrise) and last until 1700 (almost sunset at this time of year). It's breezy and damp in the mornings and late afternoons, so bring suitable clothing. A "roach coach" arrives for a morning coffee-break and for lunch. They have egg sandwiches, burritos, hamburgers, coffee, tea, and sodas — plenty of excuses to delay that diet for another day. The Price Club is nearby with hotdogs and sodas for sale outside, and lots of holiday shoppers inside. In the Toshiba complex just beyond the Price Club, there's a good deli, with sandwiches and hot plate lunches.

**Ease of Use:** Let me begin by saying that these pistols are NOT easier to use than revolvers. A revolver has only one moving part you really need to worry about: the trigger. A semi-auto pistol has lots more. That may seem somewhat obvious, but I think many members taking the conversion course were surprised at how quickly things can go wrong if you don't pay attention to what you are doing. Even people that had lots of guns at home or considered themselves "experts" were quickly humbled by the challenge of shooting a course that allows NO ALIBIS. If you can't make the gun work because you forgot to take the safety off, the magazine wasn't seated properly, or you didn't charge the weapon, YOU DON'T SCORE!

**Malfunctions:** ALL auto-pistols will malfunction. If you're not willing to learn how to identify and clear the four types of malfunctions that commonly occur, you probably should stick with the revolver. These malfunctions (fail to fire, not in battery, stove-pipe, and double-ramp feed) are taught slowly and carefully, and are simulated numerous times on the range by very patient instructors like Dennis, Joe, Rich, and Sgt. Blaine — but it is still unsettling when they happen "unsimulated" as you shoot the course with YOUR pistol. It seemed like almost half the time we spent learning about malfunctions and how to clear them. (Don't for a minute think that you can avoid these malfunctions by choosing the "right" pistol, because EVERY type of pistol malfunctioned at some point during the 2-day course, and required the shooter to use the proper procedure to make the weapon fire.)

**The Importance of Practice:** The 2-day conversion course taught at the range is only the beginning. As Sgt. Blaine said several times throughout the course, you must be willing to practice as long as you carry a semi-auto. The medical profession indicates it takes at least 200 repetitions of an action to commit it to your permanent memory. When you are under stress — like during a shooting — it is this permanent memory that will keep you alive. Operating your weapon properly and clearing malfunctions will become vital to your survival. Because of this, Sgt. Blaine urges everyone to take advantage of the 100 rounds they are allotted for practice each month at the range. Insp. Otis of Robbery says it is not uncommon for him to conduct more than 2,000 repetitions before he feels comfortable with a new gun or holster. As an example of how much practice may really be needed, compare the amount of rounds fired in other semi-auto conversion courses: CHP - 1000+; FBI - 3,500+; SFPD - 250-400 rounds.

**Try Before You Buy:** The Department permits several types of guns (GLOCK,

(See CONVERT, Page 24)

## A Plea To Peckham

by Vincent Simpson, Mounted

Honorable Judge Peckham,

I am writing you this letter without any representation or input from the POA, OFJ, or any other political or fraternal organization. I'm writing you as a member of the San Francisco Police Department. As a member of this department, I would like to present my personal feelings about the promotional process that I have experienced throughout my career.

After working approximately five years in patrol, I received my first opportunity to take the Sergeant and Asst. Inspector promotional examination in 1983. Since the previous promotional exam in 1976 had raised numerous questions about the type of test that was administered in the past, the city decided to change the format of future exams to "Minimize Adverse Impact." As a career police officer, I believed the 1983 exam would eliminate the adverse impact problem because all the parties who were involved in putting the test together agreed that minority officers would now have a fair and equal opportunity to be promoted.

Unfortunately, after the multiple choice scores of the first phase of the exam were tabulated, the minority candidates did not score as well as the other candidates. So in order to, "Minimize Adverse Impact," the scoring weights of the exam were altered. I, along with a large majority of candidates, including minorities, felt penalized because the first phase of the exam, which required the most study time and personal sacrifices, was being revised.

After the 1983 promotional list was adopted, I could really see a change in my fellow officers. Some individuals told me they would never take a civil service test again. They felt betrayed. Prior to the exam, they trusted the promotional process. This one was going to be fair for all. But after the scoring alterations, their hopes were dashed. I also experienced the same change. My work performance began to decrease, and I kept asking myself questions such as: Is there always going to be Adverse Impact in every promotional exam? Why do I have to pay now for something that occurred in the past? Why does the scoring of exams have to be altered when one group of candidates doesn't perform well? Why does the city

offer a promotional exam as a ruse to fill a quota?

As time passed, my attitude towards my job gradually changed again. I once again began concentrating my efforts towards improving my job knowledge and becoming a better police officer. I didn't think about promotional exams, partly because it depleted my morale and partly because no promotional exams were being offered.

In early July of 1989, I received information that a promotional exam for Sergeants and Inspectors was going to be administered sometime in November or December. I again sat down with my family and discussed whether I should either make another commitment to prepare for the exams and put them on hold for six months or forget the entire process and not experience the same frustrations from the 1983 exam.

I eventually chose to take the exam and give the process another chance. I attended the session with PDI, (The company hired to administer the exam), and was told that all parties in the Consent Degree agreed the exams were job related and there would be little likelihood the test results would have Adverse Impact. Banning was also mentioned at the session but the PDI spokesman indicated that it was a remote possibility. Again, I decided to place my trust in the city's promotional process.

After receiving my test scores in May of 1990 and having been told there were approximately 145 sergeants positions currently available, I felt fairly certain I might receive a promotion. But the city dropped the bombshell stating the test results had

(See PLEA, Page 4)

## The Notebook Needs You

We need your articles to make this the best possible newspaper. Articles should be sent to:  
Tom Flippin, Editor  
SFPOA Notebook  
510 7th Street  
San Francisco, CA 94103  
Deadline for February issue:  
Monday, January 28, 1991

## Election Issue

See Pages 12-16  
Election Will Take  
Place From 1/28 - 2/8/91  
Be Sure To Vote

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# Widows and Orphans Aid Association

The regular monthly meeting of the Widows & Orphans Aid Association was called to order by Pres. Otto Elvander at 2:05 P.M., Wednesday, November 29, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

**ROLL CALL OF OFFICERS:** All Officers and Trustees present. Other members included P. Pres. M. Kemmitt, P. Pres. T. Greene, P. Maloney.

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

**COMMUNICATIONS:** Note from Mrs. J. Casey thanking the Association for donation to Cancer Society in memory of her husband, P. Pres. John Casey. Following donations received and acknowledged — Commissioner KEKER & LEE — continued donation of monthly salary as Police Commissioners; S.F. VETERAN POLICE — in memory of James McDonald; EMILY YANG — For recovery of monies by members of the Bureau of Inspectors. Capt. Cain, Sgt. Frederick Groven, Ins. Sam Hamilton — Mr. T. John; Following donations made in memory of Sgt. R. Kelley — M/M TRIPP, M/M ELWALD, M/M WELDON, M/M NORTON, M/M ATKINSON, M/M DACUS, M/M BUETTGENBACH, MS. SAPIEN; S.F. FIREFIGHTERS CREDIT UNION — in memory of Edward Liggins.

**NEW MEMBER:** MICHAEL MCEACHERN approved for membership.

**REPORT OF TRUSTEES:** Mr. McIntosh, Security Pacific National Bank reported on our portfolio. Recommended sale of Federal Govt. Notes on which a profit of \$10,000 can be made and the purchase with three funds of Corporate Bonds yielding 8.5% to 9.00% interest. Approved by unanimous vote of Trustees.

Treas. Parenti presented the usual bills — Approved.

**TREAS. PARENTI** also reported the following deaths: FRANK CLOTHIER — Born in 1906 in Redwood City, Frank worked as a clerk before joining the Department in 1932 at age 25. He worked out of Headquarters Company, investigations and radio cars for 3 years. He was assigned to Ingleside Station remaining there until his service retirement in 1969 at age 63. During his last years at Ingleside, Frank was Captain's Clerk, assisting in the running of that station. He was 84 at his death.

**MATTHEW DUFFY:** Born in San Francisco in 1917, Matt worked as a freight clerk for Southern Pacific and was 23 years old when he became a member, after working temporarily during the 1939 World's Fair. Assigned to Richmond for a short

while, he then went to Ingleside, where he stayed for 3 years, then to Northern for 4 years. Matt was assigned to the School Safety Patrol (Co. K) remaining there for 15 years, during which time he was promoted to the rank of Sergeant. Matt went back to Ingleside, remaining there until his promotion to Lieutenant. Park, then Ingleside, to Mission, back to Park where he stayed until his promotion to Captain when he transferred to Field Operations until his retirement for service in 1981 at age 63. In 1944 he received 2 Captain Commendations for rescuing people from an apartment house fire and for the arrest of a liquor store robber; 1945 C/C for arrest of a strong arm robber in 1947 C/C for disarming and arrest of a man with a knife. Matt was 73 when he passed away, quite suddenly, from a massive heart attack.

**JAMES HART:** Born in San Francisco in 1901, Jim, known to his friends as "Sunny" was a salesman until joining the Department in 1924 at age 24. He was at Headquarters for 2 years (this was the Academy in those days). Transferred to Northern, Jim was there for 8 years before being assigned to the Bureau of Inspectors, where he retired in 1966, for service, at age 65. He was appointed an Inspector in 1944. In 1939, Jim received a 1st Grade for the arrest of a kidnapper of a 5 year old child. Jim was in Missing Persons and Auto Detail while in the Bureau. He was 89 years old at his death.

**EDWARD HARTMAN:** Born in Indiana in 1925, Ed worked as a power linesman until he joined the Department in 1953, age 29. He went to Taraval Station for 7 years, to Co. K's Accident Bureau for another 7 years until appointed a Sergeant in 1967, when he was transferred to Community Relations, from there to Planning & Research. Promoted to Lieutenant in 1977 he was assigned to Potrero where he remained until his retirement for service in 1979 at age 54. In 1963 he received a C/C for the arrest of a juvenile with a knife who had attacked another officer. Ed was a young 65 when he passed away.

**ROBERT E. KELLEY:** Born in San Francisco in 1921, Bob drove a cab before becoming a member of the Department in 1956 at age 34. He spent time at Mission, Portrero and Taraval until appointed a Sergeant in 1980, transferred to Southern Station. Bob remained at Southern until his retirement in 1984 on a disability. In 1957 he was awarded a 1st Grade for the rescue of a driver from a burning truck. Bob was 69 at the time of his death.

**EDWARD LIGGINS:** Born in San Francisco in 1927, he was a Muni bus driver

before joining the Department in 1957 at age 30. Ed started out at Potrero, stayed a year and then was transferred to Bureau of Identification. After 13 years there he was sent to Taraval for 4 years, then Internal Affairs — 2 years, back to Records where he remained until his retirement in 1982, age 55, on a disability. He was promoted to Sergeant in 1972. Ed was a very young 63 when he passed away.

**JAMES A. McDONALD:** Jim was born in Detroit, in 1928, worked as a Deputy Sheriff until becoming a member of the Department in 1962 at age 33. Assigned to Richmond, stayed there for 2 years, then to Mission for 9 years. He was assigned to Solo Motorcycles, was there for 3 years, went to Records for 2 years, back to Solos for 2 years. Appointed a Sergeant in 1980 he was sent to Park Station. After 5 years at Park, transferred to Headquarters as Court Liaison Officer where he retired for service in 1987 at age 59. In 1967 Jim received a 3rd Grade for disarming a robber who had stuck a gun in his stomach; in 1971 a C/C for assisting in the arrest of an armed robbery suspect. Jim was also a young man at the time of his death, 62.

**NEW BUSINESS:** Treas. Parenti reported that a tax refund of \$312.00 had been received from Internal Revenue. Contact with Internal Revenue revealed that this was income tax deduction from Secretary & Treasury that Hibernia Bank had duplicated. Membership voted, due to the circumstances, the check should be split between the two, as it had been paid from their income and not from any funds of the Association.

The following were nominated for Office for the year 1991 — **PRESIDENT** THOMAS BRUTON, **VICE PRESIDENT** KEVIN O'CONNOR, **SECRETARY** — ROBERT MCKEE, **TRUSTEES** — GEORGE JEFFERY, ROBERT KURPIN-SKY & PETER MALONEY.

**GOOD OF THE ASSOCIATION:** Pres. Elvander set next regular meeting for 2:00

P.M. Wednesday, December 19, 1990 in The Traffic Bureau Assembly Room, Hall of Justice.

Fraternally,  
Bob McKee, Treasurer

Note to retired members: dues notices were sent by Security Pacific first week of December. If you have not received same — call Bob McKee 587-4570 or Bill Parenti 681-6133.

*Editor's Note: November's Widows and Orphans minutes appear in this issue due to the late meeting date, 11/29/90.*

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. Otto Elvander at 2:08 p.m., Wednesday, December 19, 1990 in the Traffic Bureau Assembly Room, Hall of Justice.

**ROLL CALL OF OFFICERS:** Trustee K. O'Connor excused. All other present.

**MINUTES OF LAST MEETING:** Approved as presented, in writing to the membership.

**COMMUNICATIONS:** The following donations were received and acknowledged by Secretary: **COMMISSIONERS** JOHN KECKER & PIUS LEE, monthly donation of salary, **KAREN PETROMILLI** — in memory of George Huegle; **139 RECRUIT CLASS** — in memory of George Huegle.

**REPORT OF TRUSTEES:** Mr. McIntosh, Security Pacific Bank, reported the following: Our portfolio is up 3% from last month, both bonds & stocks showed an increase. Looking at several stocks not performing well and will have a recommendation for Trustees during the next month.

(See WIDOWS & ORPHANS, Page 18)

## Editorial Policy

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

## The San Francisco Police Officers' Association

# NOTEBOOK

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USPS #882-320  
PUBLISHED MONTHLY \$10 PER YEAR  
OFFICIAL PUBLICATION OF  
THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION  
510 7TH STREET, SAN FRANCISCO, CA 94103  
(415) 861-5060

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- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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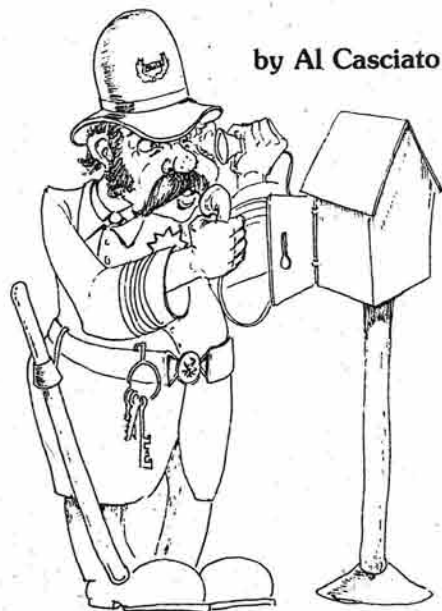
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# AROUND THE DEPARTMENT

by Al Casciato



**T**he City of Fresno has grown to over 350,000 in population according to the 1990 census and will now be included in the salary formula. Had Proposition D not passed, the inclusion of Fresno would probably mean that we would not receive any salary increases for a number of years. (Remember the San Diego experience.) Prop D allows us to negotiate all those "other" benefits that the salary formula did not consider, and if we look at those "other" benefits we find that we are far behind many departments including Fresno PD which has low salary but substantial "other" benefits.

The future will show that Prop D's passage was far more important than originally believed — especially for retirees who would have severely fallen behind.

So do yourselves a favor, vote in Al Trigueiro, Gary Delagnes, Steve Johnson, Phil Ditto and those station reps that support them as your POA leadership. They will definitely represent the rank and file interest, not the Administration's.

The new administration of Chief Casey has a lot of plans and wants to accomplish many things. They should remember that sometimes things look good on paper, but lose their luster when you see how they affect real people, the people who are the key to the success of any proposed programs.

The CPOP program is scheduled to be in place in all the district stations by July. The program is politically important to the administration, but if the officers working it are politically astute, the program can be very beneficial to the rank and file during negotiations and political campaigns. Remember every citizen contact is a political contact, whether through CPOP, Routine Patrol, or during an investigation.

Supervisor Jim Gonzalez recently visited the officers attending the Advanced Drug Recognition Course at the Academy. The Supervisor wanted to show his support for the program and acknowledge the efforts of the officers. To date 143 officers have been certified to conduct an Under the Influence of Drug (11550 H&S) Examination. Program Director Sgt. Joe Dutto believes that if every certified officer conducts one 11550 H&S Examination per month in a target area, there would be a significant 50-80% reduction in crime and calls for service. He says that past studies show these reductions to be constant.

On Dec. 27 at 1130 hrs. the Mission and FBI Basketball Teams had just completed their season final at the Mission Rec Center and were in the process of congratulating each other when an apparent lost soul wandered into the gymnasium. Mike "Bugs" Moran looked at this fellow, rubbed his eyes in disbelief and muttered to his fellow teammates and FBI Agents, "That's the guy on the wanted bulletin at the sta-

tion." All heads turned as the suspect began to take a couple of steps backward. A short run (amazing they could still run after the game) and the suspect on Wanted Bulletin 90-14 was in custody and booked for kidnapping, assault with a deadly weapon (2 cts.) \$250,000 bail. Suspect was heard to mutter something about being unlucky.

The Pizza Caper: Near 23rd and Bryant just before Christmas, 2 16 year olds knocked down a lil old lady and stole her purse. Sgt. Gile Pursley and Off. Rolly Canales, along with other officers responded to search for the suspect. Naturally the suspects had disappeared from the face of the earth. As Gile walked by a group of 8-10 year olds, they called to him saying, "We know where the two guys hid when you were looking for them and which house they went into." Some legal procedures and in a short period, suspects were in custody and the purse recovered.

Gile and Rolly returned to thank the youngsters. They looked at each other as the boys said, "We want a reward." Gile responded cautiously "What kind of reward?" "We want a pizza" they cried out. So as Gile entertained the junior crime fighters, Rolly jetted to Haystacks for one X-tra Large pizza.

## Hebel's Goodbye

"Thank you for the opportunity and privilege of working with the officers of San Francisco's #1 police district. Your dedication, professionalism, and productivity is truly exemplary and outstanding.

How so few could do so much always amazed me. Your aggressive law enforcement activities coupled with community involvement has won deserved praise throughout the Mission District and has not gone unnoticed throughout the rest of San Francisco.

Thank you for your loyalty, support and service to the community. This has become a safer area with progress having been made in all the hot spots in the Mission.

Your friendship during my time of loss will never be forgotten.

Captain John Newlin is very fortunate to now command this preeminent station." Captain Mike Hebel

## Births:

Inspector Marta McDowell who welcomed Lil Casey Anne on 11-16-90, 7 lbs. 6 ozs., 19½" long, who was showered with gifts and lots of love by family and friends.

Ricky Gilbert Solomon at 9½ lbs. 21 inches long arrived in the lives of Co. F's Mark and Sylvia on Dec. 7th at 0118 hrs. Bob Ford led a contingent of F Troopers to the hospital to toast the arrival and even brought the champagne; not the cheap stuff either, reports Mark. Auntie Jean also arrived bearing gifts and guarantees that Ricky will not be a deprived youngster.

Christmas Day arrival for Inspector Stephen and Julie Tittel who were gifted with their first born, Kelby Louise, 8 lbs. 6 ozs. 20.7 inches long at 1259 hrs.

December 18 saw the arrival of Leanna

Dawdyiak, legal, and Reno Rapagnani, Mayors office, second child. John-Paolo Dawdyiak-Rapagnani, 8 lbs. 3 ozs. 19 inches long. John joined sister Rose for the holiday celebrations.

Congrats and best wishes to all...

## Long Partnerships:

Henry Parra and John Colla were together 11 years at Co. A until Henry's promotion to Sgt. Are there any other long partnerships? If you know of any, drop me a note, care of this Col., and we'll make up a list and see if a reunion can be arranged.

## Cold Spell: Brrrrrr

Seen on a dept. blackboard the following quote:

"How cold is it?

It's so cold that I saw a lawyer with his hands in his own pockets!"

I can't help wondering how many drunks booked during the freeze were really booked as an act of mercy, but then these acts of mercy have taken place every year since there's been a SFPD. The mercy bookings are all part of our role as society's babysitters.

## What's wrong with this picture:

0630 hr. Christmas Morning the Mission wagon leaves E/R to the City Prison with 4 males and 1 female, but before Wagon Master Glenn Sylvester could return to Co. D one of the males was already at the Mission counter wanting to know if his friend has been arrested.

The First Annual Bowling Tournament in the Name of the POA will be held January 19 and 20 at Diablo Lanes in Concord. Southern Station's Ed Santos, and Mark Macaulay have worked very hard to put together the tournament. For applications contact Ed or Mark at Co. B - 553-1373.

Co. H's Frank Hogue was involved in an accident while driving a radio car. Strangely, the airbag opened after his head had already struck the windshield. When the CHP officer arrived to investigate the accident they commented to the officer that all their radio cars of the same brand had been recalled to correct an airbag problem.

## Rumor or Fact?

On the grapevine is a story that has the city moving to have the automatic pistols paid for by the city.

Question: Will all those officers who have already purchased automatics be reimbursed?...

## Mission Rock Resort

817 China Basin  
San Francisco, CA 94107  
621-5538

## PLEA

(Continued From Page 1)

Adverse Impact and they would have to utilize banding to reach their "Goals." Not knowing what banding exactly meant, I later received the city attorney's interpretation which involved small bands of candidates. At that point I saw the handwriting on the wall. Place the candidate's individual test score within a wide band of scores in order to minimize Adverse Impact. In other words, create a large enough band to pick up enough minority candidates and promote them ahead of the higher scoring candidates in the band.

Honorable Judge Peckham, can't you see that the city's position of promoting individuals based on race and sex violates the very principles of discrimination? Can't you see that any large scale promotional exam is going to have some sort of Adverse Impact? Must you allow the city to continually penalize test candidates by placing them in a group rather than promoting them on their individual efforts? The department does not need another motivational let down. The career officer needs to depend on career enhancement opportunities without having these opportunities altered after the fact. Perhaps the final solution is not to give a large scale exam. Instead, the city should offer an extensive career enhancement training program which promotes the officer to the next highest rank upon completion of the program.

Your Honor, I know you are caught between a rock and a hard place. I pray that God gives you the strength and proper insight to see these promotional inconsistencies. Don't let "Banding" disrupt the promotional process. The department does not deserve another letdown like the "Post 1983 Exam."

## Dr. Alan D. Walden

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## Affirmative Action — A Little Shame Would Help

by Lou Calabro

R. Richard Bank's recent *Open Forum* article in the *Chronicle* indicated that Thomas Sowell, conservative black economist at the Hoover Institute, and Shelby Steele, black English professor at San Jose State, "argue that the psychological burden affirmative action places on blacks easily outweighs any benefits."

Banks disagreed and said that "the line about psychological damage to blacks collapses under the weight of its own absurdity." Sowell and Steele said that they feel the "mark of shame" when some blacks accept "preferential treatment" (quotas). That's not absurd, that's their true feelings and he should respect that admission on their part. That's their chief argument; doling out of "preferential treatment" (quotas) to some blacks causes psychological damage to most other blacks, especially those who have succeeded without its use.

Banks is unable to comprehend their feelings. He counters their argument by attacking blacks and whites when he asserts that whites believe all blacks are "lazy, stupid and irresponsible. And, after so long, how could blacks not believe it as well." What a bunch of baloney. That's certainly not what Sowell, Steele and whites believe.

Sowell, Steele and whites believe that most blacks are productive, intelligent and responsible people who reject "preferential treatment" as a path leading to group

and/or individual achievement.

Banks continues his attack on whites when he charges that whites created a "meritocracy" to "support white achievement and diminish black achievement". It's true that the Merit System was created by whites but certainly not to "diminish black achievement." Historically political patronage was the avenue for employment and advancement in most cities of America. San Francisco abandoned that system in 1932 with a Charter-controlled Civil Service Merit System that requires appointments and promotions to be based on competence rather than political patronage.

Political patronage is a devil of a system and wears many disguises. Preferential treatment and quotas are its modern day mask. Patronage was doled out behind closed doors and when exposed to public view the "mark of shame" was its reward. But preferential treatment and quotas are doled out right in front of the world to see through liberal courts and legislation. Sowell and Steele feel the pain of its shame; not Banks. Political patronage and preferential treatment are similar animals; shameful political power, not justice, its driving force.

Preferential treatment has helped gut merit systems throughout America. In police and fire departments some minorities and women are being advanced up through the ranks in front of white males who scored higher on an examination. They then enjoy unearned rewards of higher salary, prestige and higher pensions. Unfortunately, they leave a wake of cheated officers and firefighters who earned but did not receive their reward. That's not justice. Like political patronage, quotas dole out unearned rewards to the undeserving.

Most whites, minorities like Sowell and Steele, and women accept the notion that quotas and preferential treatment are shameful processes that should be discarded by our society. But, unfortunately, those same minorities and women are being asked to carry the burden of psychological damage that it causes.

A little shame by those willing to accept a dole of quotas and preferential treatment would go a long way in improving race/gender relations. Shouldn't Sowell and Steele savor the sweetness of their own success that they achieved, especially since they made it on their own?

**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.**

## Quentin Kopp Report Card: F-

by Paul Chignell, Vice-President

Recently the POA Board of Directors honored State Senator Quentin Kopp as the "citizen of the month." I described this action last month as a joke and believe that the membership should be advised that any "award" to Kopp is an affront to the Police Department, the POA and its members.

Many officers have called and written to me expressing their displeasure with our organization patting Kopp on the back. Those officers are quite perceptive because the record of Kopp over many years has been of disdain for the legitimate working conditions of San Francisco police officers, firefighters and other city employees.

On January 3, 1991 Kopp decided not to make a race for Mayor of San Francisco citing his enjoyment of life in Sacramento. In reality, Kopp knows that the overwhelming sentiment of organized labor in San Francisco would reject his candidacy for Mayor as would many other groups who are familiar with his record in opposition to working people in San Francisco.

Police officers have been the recipients of his negative public policy stances when we have attempted to secure benefits for our members and their families.

What is the Kopp record? Here is a sampling:

1. When the San Francisco Police Officers' Association passed Proposition M in 1974 giving major Tier I retirement benefits to police officers and firefighters then Supervisor Kopp was one of only two Supervisors who opposed placing this measure on the ballot. We won that campaign by only 3,000 votes.

2. In November 1975 after the police strike Kopp was one of the "meanies" who supported punitive measures against police officers. He strongly supported Proposition P, the wage formula that has cost our members thousands of dollars in the past fifteen years guaranteeing that we are lower paid than ninety (90) other police jurisdictions in the State of California despite being one of the largest cities in California. Mayor Joseph Alioto tried to help us by placing a binding arbitration measure on the ballot that year but Kopp opposed the binding arbitration measure by stating "it represents Mayor Alioto's farewell giveaway program of San Francisco's taxpayer money." Arbitration was defeated.

3. In the elections of 1975 and 1976 Kopp supported outlawing police strikes, other public employee strikes and supported other measures implementing dismissal procedures. There are various opinions about strikes by public employees, but what is significant is that Kopp did not author any alternative measures to strikes, only punitive measures.

4. In November 1976 Kopp placed Proposition L on the ballot implementing the disastrous Tier II retirement benefits. Fourteen (14) years later 1,000 San Francisco police officers are suffering under this sub-par retirement system. It is totally unfair that police officers working side by side have divergent retirement benefits. Thank citizen of the month Kopp.

5. In November 1977 Kopp submitted a Charter amendment Proposition J to

have hearing officers instead of the Retirement Board to determine disability cases. This would not allow elected city employee representatives to judge the merits of disability cases.

6. In 1978 Kopp authored and the voters approved a Charter amendment eliminating payment for unused sick leave. This was a foolhardy move forcing city employees to take sick leave rather than lose the benefit.

7. In 1979 the POA placed Proposition A on the city ballot which would have achieved binding arbitration for wages, hours, benefits and working conditions. Kopp was one of four (4) Supervisors who voted against placing the amendment on the ballot and his opposition killed the measure 54%-46%. If Kopp had assisted us instead of helping defeat the measure we would have had binding arbitration twelve (12) years sooner.

8. Kopp wasn't done hurting city employees with the binding arbitration measure in 1979. That year he also supported the hearing officers issue again and led the fight against giving health benefits to temporary, long term city employees.

9. One of the major benefits that other employees have in California that we still do not have is dental benefits. Kopp didn't care — in 1982 he opposed Proposition C which would have given us dental coverage.

10. In 1982 he opposed granting surviving spouses health benefits, retirement benefits and refused to support our attempt in November of 1982 under Proposition I to correct the Tier II problem for new police officers. His opposition helped kill that correction and 1,000 working police officers should be aware of Kopp's scrooge attitude towards us.

11. In November 1982 we passed Proposition J, the time and one half amendment that we placed in the ballot by initiative petition. Kopp refused to support the measure.

12. In June 1984 other city employees placed a measure on the ballot, Proposition A, to secure fringe benefits similar to other Bay Area jurisdictions. He voted against placing the measure on the ballot and wrote a ballot argument against the measure.

13. Also in June 1984 the Firefighters Union attempted to pass Proposition C that would have allowed longevity pay for firefighters. Kopp voted No, opposed it and it went down to defeat.

14. In November 1984 Kopp again opposed extending benefits to surviving spouses of city employees.

Kopp was narrowly elected to the California State Senate in 1986 but he wasn't done with city matters. Just prior to his neutrality on our Proposition D in November of 1989 (he refused to support the measure), he voted against binding arbitration in Sacramento when one of our allies in the legislature, Senator Art Torres (D) of Los Angeles tried to implement binding arbitration across the State of California.

Kopp has a career of treading on the rights and aspirations of police officers. He should not be rewarded, he should be condemned by our organization. His few activities on our behalf are dwarfed by his consistent slams at our retirement, sick leave and compensation.

Next month we will explore the Kopp Sacramento record and expose the light of day on Kopp's good buddy, Warren Hinkle, the one-eyed clown of the San Francisco Examiner.

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Left to right: Captain Arnold, father Alfred, Mark Porto, wife Marilyn, mother-in-law Roz, father-in-law Jack, Chief Jordan, daughters Kerry & Allison.

## Mark Porto Honored

The prestigious Nob Hill Association awarded Officer Mark Porto their "Officer of the Year" honor this past November 12. The award was given at the Association's Annual Meeting with retired Chief Frank Jordan giving Mark the just and overdue praise he has earned. In attendance at this special event was Mark's wife Marilyn, daughters Kerry and Allison, his father, his wife's parents, his captain, and the Mayor. In addition to a generous monetary award, Mark was presented with a plaque and the

good wishes of the membership of the Nob Hill Association.

In the past, Mark's name was much more likely to be seen in this paper in the sports section. Mark has participated in numerous athletic events for the Department and been successful at all of them. His steady, even, pleasant demeanor has served him well at athletics as well as police work. His positive attitude has always been one of, if not his greatest, asset. Well done Mark, and just keep doing it.

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Just 2½ miles to North Shore casinos; 45 minutes from Reno and South Shore. Local baby-sitters are available.

Our studio condominium near Kings Beach will accommodate 4 people maximum (Homeowners' Association regulation!). There are two queen size beds, and twin bunk beds for children only. The rental cost of one week (Sunday noon to the following Sunday noon.) Rent is \$240. All you have to provide are towels, bedding, and pillows.

**NO PETS ALLOWED!**

For information and/or reservations, please call Keith or Sandy Hawkins in Chula Vista, California (619)421-2949.

### Retirement Dinner For Lieut. Bill Miller

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## Meet And Confer

San Francisco Police Commission  
Hall of Justice, Room 505  
830 Bryant Street  
San Francisco, CA 94103

Re: San Francisco Police Officers' Association's Opposition to Proposed Procedure for Police Commission Hearing Disciplinary Cases Where the Chief of Police and the OCC Director Disagree on Whether Disciplinary Action is Appropriate

Dear Commissioners:

This is to confirm that representatives of the San Francisco Officers' Association have met and conferred with your representatives regarding the pending proposal to authorize the Commission to hear disciplinary cases where the complaint has been verified by the OCC Director, but the Chief of Police disagrees disciplinary action is appropriate and, as a result, does not file a complaint with the Commission.

It is the POA's position that the focus of efforts to establish and improve OCC's credibility and autonomy ought to be on improving the quality of OCC investigations. Only when that has been achieved will complaints brought at the urging of OCC be entitled to the credibility that the Department is seeking to bestow on OCC by giving its Director more authority.

Mike Keys, President of the POA, made the point at our meet and confer session that the Association favors and prefers having cases heard by independent, neutral hearing officers rather than by management of the Department, and that this would be preferable, particularly in cases where the procedure that you are proposing is invoked, as such cases are most likely to be high-profile and politically-charged.

Though we have failed to reach agreement with your representatives, and the forty-five (45) day period for meeting and conferring on this subject has not expired, we have mutually agreed further negotiations over this matter would not be productive and that the meet and confer process, therefore, has been exhausted, with the

specific understanding that the POA is not precluded from raising this issue in subsequent negotiations.

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

San Francisco Police Commission  
Hall of Justice, Room 505  
850 Bryant Street  
San Francisco, CA 94103

Re: Expansion of Police Reserve Program

Dear Commissioners:

This is a request on behalf of the San Francisco Police Officers' Association, to meet and confer regarding the expansion of the police reserve program. Under the plan now being implemented, uniformed police officers who previously handled clerical functions in the City's nine district stations are reported to be freed for foot patrol and replaced by reservists and cadets. Expansion of the program will also require that more time be spent by bargaining unit members supervising and training reservists and cadets.

Because work formerly performed by employees in the bargaining unit represented by the POA is to be performed in the future by non-bargaining unit employees, and because bargaining unit employees will be required to take on additional supervisory responsibilities, the action being taken by the Commission is within the scope of representation and is subject to negotiations. Representatives of the POA have also been advised that the duties of police reserves and cadets are to be expanded in the near future. We are therefore requesting to meet and confer over the impact that these decisions are having and will continue to have on the POA's bargaining unit, and on its bargaining unit members.

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

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## San Francisco Veteran Police Officers Assn.

**NEXT MEETING:** We ALWAYS meet on the second Tuesday of EVERY month. Tuesday, Jan. 8, 1991 is our next meeting. Parking is ample. Arrive between 11:30 a.m. and Business at 12:30 p.m. The Kitchen Crew serves lunch around 1 p.m. and you are out by 1:30 p.m. or so. We would like to see you.

**SICK CALL:** Frank Liuzz has cancer and is home resting. Same for Bill Becker in Santa Rosa. Tom Callen has a triple bypass. Alvin Johnston also has cancer and he is at home. Call the Secretary for addresses and phone numbers at 731-4765.

**DEATHS:** Edward H. Hartman passed away in Murphys, CA. Former Vet members Frank Clothier and Jim Hart too have passed on.

**CORRESPONDENCE:** Robert Mast, President of the Retired Employees of the CCSF, responded to our letter of inquiry. "Our members were split on Yes and No for Prop D (Collective Bargaining) so rather than create dissension in our ranks, we decided on a 'No Position'. On Prop F (Airport Police Retirement) we felt they have less responsibilities than the regular SFPD police so we recommended 'No'... In a separate letter from the same Assn., they thanked us for the case of liquor for their Christmas party... Widows & Orphans thanked us for a donation in the memory of James F. McDonald. St. Mary's Foundation did the same for Matthew C. Duffy.

**COMMITTEE REPORTS:** Sol Weiner said the S.F. Airport Commission may file suit to prevent the Airport Police using the just passed Collective Bargaining law for

police and firefighters. They say they didn't know anything about it... The SFPOA is having meetings on how to implement CB as it becomes effective on January 1, 1991.

**UNFINISHED BUSINESS:** President Marty Barbero called for the second reading of donations passed at the Nov. meeting. 1) Christmas donation to Father William of the ICS; 2) \$250 to James Stark for his work on Prop D; 3) \$50 in the memory of Joan Brown (Mike Hebel's deceased wife) to the SFSPCA; and 4) A case of liquor to the Retired City Employees Assn. for their Christmas party. All motions passed.

**NEW BUSINESS:** Charles Peterson was nominated for the position of 2nd VP. Tom Dempsey, Sol Weiner and Frank Forench chose to run for re-election to the Board of Directors. All candidates were approved.

**GOOD OF THE ORDER:** St. Anthony's asked for a Christmas donation so we passed the hat and raised \$180.50 for them... The SFPOA is having their Blood Drive today. You can still donate to this account... Bob McKee says all of the W & O annual bills have been mailed. If you do not get one, call him at 587-4570... **FIRST CLASS MAIL** — Due to the delivery problems we have with our monthly Bulletin, we are now going to mail it First Class... Many thanks to our Kitchen Crew for all the fine meals they prepare and serve... And last but not least, there were five happy door prize winners.

Attendance 113  
Membership 860  
Marty Barbero, President  
Gale Wright, Secretary  
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## RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



### (The Remembrance Of A Dear Friend)

#### "A Friend In Need Is A Friend Indeed"

While reminiscing one day last week, my thoughts wandered back to when I retired, which occurred approximately seven years ago.

Not having planned for it and under the impression (like so many others) that when it did roll around it would take care of itself, I figured just the thought of being able to sleep late and do whatever I wanted would be wonderful. I was not aware of the rude awakening that awaits anyone who does not plan for his retirement.

What I found most difficult was the enormous amount of freedom and the inactivity that I was experiencing. I couldn't cope with the sudden change in my life style which caused me to have a nervous breakdown and eventually to go into a deep mental depression. One evening I received a phone call from a former captain of police who is no longer among us (having received God's call).

Little did I realize at that time the importance of that phone call and the impact that it would have in bringing me back to reality.

There are certain people who by their mere presence cause one to grow in stature, to make one feel taller and know with their concern, kindness and consideration for one's welfare that we gain confidence in any emotional problem or crisis that may arise during our lifetime.

My friend was that type of person, he gave so much of himself for the well-being of others and received so little in return.

I will briefly describe what it is like to become depressed and even though it is of a personal nature, I will share it with you as perhaps you know someone who is having problems in his retirement. Mike Sugrue and I are here to help and needless for us to say anything that is discussed will be held in the strictest of confidence.

Briefly, in my depression I had the following symptoms: The first thing that takes place is a change in your body chemistry. I was extremely nervous and forgetful, couldn't eat or sleep, always felt tired, lost 19 lbs., and ended up with a bladder infection. My depression lasted for seven months and on numerous occasions I recall walking the floors like a caged animal and asking the good Lord to take my life. My friend helped me more than any psychiatrist or psychologist.

The first two things I had to get rid of were seeking "pity" and looking for sym-

pathy. There are five musts in retirement. (1) Be active, (2) Be stimulated, (3) Be productive, (4) Have a purpose, and (5) Like yourself.

There are so many things that are important for one to enjoy retirement. You should retain membership in any clubs you belong to, make new friends and familiarize yourself with new surroundings and use the freedom not as a door to unlimited pleasures but use it wisely to pursue new endeavors and opportunities.

I feel that my retirement is perfect for me as it meets the requirements and also I have time for leisure activities. We must always remember not to get so involved that we don't have time to smell the beautiful scent of the flowers.

**Weekly schedule:**

Monday & Wednesday — POA research for our seminars and helping around the office.

Tuesday & Friday — Golf. We have approximately 40 members in our club.

Thursday & Saturday — Security work at the Cannery.

Friday Afternoon — Saint Luke's Hospital — Nursery Dept., known as a Baby Cuddler, babies anywhere from 4 hours to 2 days old, carry, feed, change, etc. Strange perhaps, but I enjoy it immensely. What puzzles me is why do all babies look like Sir Winston Churchill.

Exercise is also a must and most important in retirement. Hobbies are a wonderful form of therapy. Went to college and took a course in working with stained glass along with my gem trees.

I could not have accomplished any of this without the advice and assistance that was rendered to me by my friend. Like Paul Harvey would say "and now for the rest of the story." The person I have been referring to as my friend is the former Captain of Police Robert Mucci who received God's call just about this time last year.

I know that he is in heaven and looking down and to you Bob, all I can say is: Thanks. For it was not only a privilege and pleasure but an honor to call you my dear friend.

I would also like to take a few moments to extend my gratitude to Monsignor Heaney for his assistance and words of wisdom when they were most needed. Monsignor Heaney made me realize that life is precious, which made me start to think that just to have been born, just to have lived with the sorrow along with the joy, how wonderful it all is. My last thought regarding my friend Robert Mucci is that one must learn to live each day to its fullest as no one promised us a tomorrow.

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## Now Is The Time To Buy

## Home Ownership '91

by Duane Collins, Tax Consultant

There is an old adage in real-estate that says 'The best time to buy is now' no matter what time now is. This adage could not be truer than in today's real estate market. If you follow the market or just read the real estate section of the Sunday paper you hear how soft the market is for selling your home. Bad news if you are selling. News flash, the reverse is also true. If you are in the market for a home, now is a great time to BUY.

Everyone should by now know the advantages of home ownership. You can write off your mortgage interest and property taxes, a saving of about one third of the payment in tax refunds. Appreciation, the value of the property will go up, even with the downturn we have today, prices will go back up, believe me. And eventually, if you wait long enough and finance it right, you will own the property free and clear, and never have to pay rent again.

The question always comes up how do I break into the market with my first home, haven't I been priced out? The answer is NO. The market is soft and many sellers are very receptive to any legitimate offer that comes along, many houses have been on the market for months with no offers at all. Prices are down. You should look at new homes, builders are offering great incentives to first time buyers, including low down payments, stoves, refrigerators, washers and dryers, some builders, far out of town, are offering new cars!!!

There are some things you should consider before you go looking for a home. You should be debt free, that means pay off all your credit cards, car loans and start working overtime or side jobs to get your income up to qualify for your mortgage loan. A good method to pay down debt is start with the smallest bill and concentrate on paying it off, then move to the next smallest bill and do the same thing. In a very short time you will have no bills at all.

Next you will need a down payment. In today's market you may not need as much as you think. You can buy a home for as little as 5 or 10 percent down! There are many ways to do this, usually with the owner carrying back a second mortgage, a common practice a few years ago and the technique is making a come back. Your real estate agent should help you with the finer points of how this works. Make him or her earn their commission. If they don't make a sale, they don't get paid...they will

work for you. One way of buying with no down payment is with a lease/option to buy. Using this method you lease the property, usually 2 to 5 years with the option to buy anytime during that period. The advantage is you secure the property at today's depressed price. You can fix it up and increase its value, then buy it later. This is an especially good technique when you find an owner who has bought a new house and not sold the old one yet. The owner must sell the old property within two years of close of escrow on the new property to qualify for a tax deferred exchange. If they can lease it to you with an option, they are not paying two mortgages. Another incentive to give a seller for a lease/option is a couple thousand dollars in cash, non refundable, up front, for the lease. This deposit is applied to the down payment, of course. But, if you don't exercise the option, you lose the money, if you do exercise, it's part of the down payment. You should also get a portion of the rent to be applied to the down payment. Risky, but a way in with little or no cash.

A third way to buy a first home is with a shared equity arrangement with a partner. This is done usually between parents and children but it can be done by anyone, you don't have to be related. You retain 75% interest in the home and live in it, your partner retains 25% (it can be any percentage you agree upon), the partner puts up the down payment. With parents it is usually a second mortgage on their home, tax deductible of course, and you make the house payment on your home and your parents/partner writes off their portion of the property, as rental property, all expenses tax deductible again. The security of this type of deal is the partner is on title and will be notified if you are late in making payments, and you cannot sell or take out a second mortgage without their consent. In the case of parents, down the road when you show them how responsible you are they can forgive the debt as a gift and sign off the title giving you full control. Thanks, mom!!

This year is a real window of opportunity for first time buyers, don't miss out, good luck.

## Analysis of the Prop. D Vote

by Christopher L. Bowman

Proposition D. Police/Fire Collective Bargaining and Binding Arbitration, won 104,585 to 85,750 or by 54.95% to 45.05% on November 6, 1990.

The proposition won because of the strong support received from liberal voters, the Gay Community, Hispanics, non-homeowner Blacks, and from blue collar workers in the Outer Mission/Excelsior, and because Republicans and other conservative voters concerned about fiscal matters didn't vote overwhelmingly against it (only mildly so).

The breakdown by constituency groups is as follows:

	Yes
Liberal Voters (Precincts 1412, 1514, 6104)	67.9%
Liberal Voters (Precincts 1412, 1514, 6104)	65.6%
Lesbian/Gay Voters	65.6%
Lower Middle Class (Precincts 1323, 4862/3, 6136)	68.5%
Middle Class (Precincts 1303, 1505, 5447, 6151)	68.4%
Upper Middle Class (Precincts 4202/03, 4506, 4614)	60.1%
Hispanics (Precincts 1239/41, 1242, 1243)	64.2%
Non-Homeowner Blacks (Precincts, 6132, 1269, 1492)	63.7%
Blue Collar Workers (Precincts 1444, 1452, 1452, & 1467)	53.9%
Those constituency groups opposing Prop. D are as follows:	
Republicans, St. Francis Wood & Lakeside (Precincts 9435, 9436, 9441, 9450, 9451, 9453, & 9454)	36.07%
Republicans, Pacific Hts., Marina, Nob Hill, etc. (Precincts 2714, 2735, 2747/57, 4721, 4800, 4801/02) (4806, 4810, 4811, 4827, 4828, 4839, 4842) (4844, 4852, & 6125)	40.7%
Chinese (Precincts 2708, 2710, 2737, & 4713)	43.4%
Black Homeowners (1265, 1270, 5440)	47.4%

Had the Republican Party not endorsed Prop. D, it is anticipated that the vote

overall among Republicans would have been 30% Yes and 70% No. Thus, the endorsement picked up about 4,500 votes for the measure.

The breakdown by neighborhoods (as defined by the Registrar of Voters — somewhat arbitrarily) is as follows:

	Yes	No
Richmond	52.3%	47.7%
Inner Richmond	52.7%	47.3%
Pacific Hts./Marina	47.5%	52.5%
Nob Hill, Russian Hill	52.0%	48.0%
Chinatown, North Beach	50.1%	49.9%
Downtown	59.4%	40.6%
Fillmore	64.2%	35.8%
Haight Ashbury	65.7%	34.3%
Noe Valley, Diamond Hts.	57.7%	42.3%
Mission	68.3%	31.7%
Bernal Hts.	62.5%	37.5%
Potrero Hill	61.4%	38.6%
Bayview/Hunters Point	52.6%	47.4%
Visitation Valley	53.0%	47.0%
Excelsior (Outer Mission)	53.1%	46.9%
West of Twin Peaks	44.9%	55.1%
Ingleside	53.8%	46.2%
Lake Merced	44.4%	55.6%
Sunset	49.6%	50.4%
Inner Sunset	60.5%	39.5%

Conclusions: The strong liberal vote and vote of liberal constituencies for Prop. D means that 1) Art Agnos' opposition wasn't translated at the polls — his clout among liberal voters is diminished, 2) antipathy in those groups towards the police and fire over "excessive force" and discrimination issues took a back seat to the economics of collective bargaining, inasmuch as several of those groups are well represented on the forces and would stand to benefit from higher wages and benefits, and 3) had the Republican slate mailer gone out earlier and included Yes on Prop. D, Prop. D would have received probably another 5,000 Yes votes, and the margin of victory would have swelled by another 10,000 votes.

Given that the nation's economy is sliding into a recession and new city revenues will be scarce (given cutbacks by the State and Federal Governments), passage of Prop. D should not be viewed as a done deal. If a significant portion of the electorate believes that police and fire have asked for excessive benefits and wages the first time around, which must come from either other programs or through higher taxes, an effort to repeal collective bargaining might gather steam. Thus, temperance on the part of the firefighters and POA should be the hallmark of the first year's negotiations.

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# Board Of Directors And General Membership Meetings

December 18, 1990

## Call to Order

### Pledge of Allegiance

Roll Call: Present: Crisp, A; Maloney, B; Coggan, C; Sylvester, D; Barsetti, D; Paulsen, E; Goldberg, E; Tennenbaum, F; Rosko, H; Doherty, K; Shrine, K; Friedlander, Hdqts; Alves, Hdqts; Fagan, Inv.; Sullivan, Inv.; Donovan, TAC; Drago, SOB; Flippin, Muni; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Chignell, V-P; Keys, Press.

Excused: Machi, A; Murphy, G; Conway, I.

## PRESIDENT'S REPORT

President Keys entertained the new constitutional by-law changes before the Board of Directors (previously published in the Notebook), changes that will facilitate the election procedure and received a motion

(M, Barsetti; 2nd, Trigueiro) to submit the changes to the membership for a vote. Motion passed unanimously.

President Keys then discussed the recent action of the Police Commission enabling the Director or OCC to certify a citizen complaint if the Chief of Police declines to do so. There are definite questions regarding the legality of such action as far as the S.F. Charter is concerned and a motion was made (M, Maloney; 2nd, Barsetti) to refer this matter to our law firm (Bley counsel) for appropriate recommendation as to whether, not the POA should follow through with litigation. Motion passed unanimously.

## VICE PRESIDENT'S REPORT

Deferred.

## SECRETARY'S REPORT

The minutes for the Board of Directors meeting for November 1990 was approved (M, Maloney; 2nd, Donovan). Secretary Johnson deferred any definitive plan proposal for the POA childcare center until further updates could be obtained from Lorie Brophy, Co. G, who has been working very hard on this issue.

Secretary Johnson stated that the Executive Board will be meeting soon with representatives of the department administration to follow through on the prisoner processing issue.

Secretary Johnson also briefed the Board on a recent motion approved by the Police Commission that would encourage the expansion of the SFPD Police Reserve Program as well as the PAL Cadet Program. This motion had been approved by the Commission in violation of labor obligations (Meet/Confer) and, once apprised of this oversight, the Commission agreed to meet with representatives of our organization in order to discuss the Reserve proposal.

The Board was also informed of the recent Christmas Hospital visit by volunteer members of our Association as well as members from the SFPD and the S.F. Air-

port Police Department. Our 5 Santas visited over 600 children both at hospitals and community centers and left a Polaroid picture with each child. This event could not have taken place without the assistance of many people (S.F. Firefighters Toy Program, and SFPOA Community Services Committee, Discovery Toys and San Reo Corp.).

## TREASURER'S REPORT

The Treasurer's report for the month of October and November 1990 were both approved. (Oct./90 M, Coggan; 2nd, Sylvester. Motion passed 22 yes votes, 1 abstention, Chignell, V-P. Nov./90 M, Friedlander; 2nd, Drago. Motion passed 22 yes votes, 1 abstention, Chignell, V-P.)

There was general discussion over the cost of Proposition D (Police/Fire Collective Bargaining) and Treasurer Trigueiro re-emphasized the fact that the SFPOA financial records are open to any member for review and that he would be available for any/all questions.

## NEW BUSINESS

Representatives from the Variable Annuity Life Insurance Company were unable to attend this particular meeting but will be attending a future Board meeting to brief members on a plan they have for deferred compensation.

## COMMITTEE REPORTS

### Police Services Committee:

(Delagnes/Chair)

The December SFPOA Civilian of the Month chosen by Chairman Delagnes' Committee was Mr. Frank Storm, a local businessman who has, for the past 5 years, assisted our Association in making sure our hospital/community center Christmas visits has sufficient Christmas stockings filled to hand out to each child. The SFPOA Police Officers of the Month for Dec./90 and Jan./91 will be honored at the next Board meeting on January 15, 1991.

### Federal Litigation Committee:

(Willett/Sullivan)

Roy Sullivan informed the Board that Judge Peckham will hear final arguments on the recent promotional exam in regards to the "banding" issue on 1/15/91. The judge can either rule that day or take some time for consideration — there is no rule on how long the judge can wait to make a decision.

### Legislative Committee:

(Benson/Chair)

Chairman Benson stated that there are no new issues immediately pending as far as legislative changes at the local level are concerned. However, there will be a great deal of work involved in planning for the

anticipated negotiations with the City's Employee Relations Division in regards to benefits/working conditions and that we will need the help of all concerned.

## FINANCIAL REQUESTS

Issues: Contribution of \$300 to the Alice B. Toklas Political Action Committee to supplement the cost of their political flyers during Proposition D.

Cost: M, Maloney; 2nd, Drago to provide the A. B. Toklas Political Action Committee with a \$300.00 supplement for their assistance in publishing pro-Prop D (Collective Bargaining) literature. Roll Call Vote - Yes: Crisp, A; Maloney, B; Coggan, C; Barsetti, D; Sylvester, D; Paulsen, E; Goldberg, E; Tennenbaum, F; Doherty, K; Shine, K; Friedlander, Hdqts.; Alves, Hdqts.; Fagan, Inv.; Sullivan, Inv.; Donovan, TAC; Drago, SOB Task; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Chignell, V-P; Keys, Pres. No: Rosko, H.

Issue: Contribution of a \$750 supplemental appropriation to the Community Services Committee for the purchase of new equipment for the SFPD Lion Dance Team.

M, Friedlander; 2nd, Trigueiro.

Roll Call: Yes: Maloney, B; Coggan, C; Sylvester, D; Tennenbaum, F; Friedlander, Hdqts.; Fagan, Inv.; Sullivan, Inv.; Donovan, TAC; Flippin, Muni; Cole, Ret.; Johnson, Sec.; Trigueiro, Treas.; Chignell, V-P; Keys, Pres. No: Crisp, A; Barsetti, D; Paulsen, E; Goldberg, E; Rosko, H; Doherty, K; Shine, K; Alves, Hdqts.; Drago, SOB. Motion passed.

Issue: Request to purchase tickets to the Philippine Cultural Night to benefit the victims of the recent Philippine earthquake in the amount of \$175.00. Event was held November 19, 1990.

No motion was entertained to endorse at this time.

The regular Board meeting was then adjourned and the President convened the December General Membership meeting at 1710 hours.

M, Cole; 2nd, Johnson to open the floor for nominations for the POA Board of Directors election to be held in January 1991. The following members were nominated:

**PRESIDENT:** Ron Parenti, Al Trigueiro. **VICE PRESIDENT:** Gary Delagnes, William Griffin. **SECRETARY:** Steven Johnson. **TREASURER:** Phil Dito, Jerry Senkir.

**Co. A:** Fred Crisp, Jim Diegnan, Dan Linehan, Frank Machi. **Co. B:** Mark Macauley, Peter Maloney. **Co. D:** Larry Barsetti, Glenn Sylvester. **Co. E:** Jim Drago, John Goldberg, Mike Paulsen. **Co. F:** Carl Tennenbaum. **Co. G:** Mike Murphy. **Co. H:** Joanne Lozenski, George Rosko. **Co. I:** Bob Knighton. **Co. K:** Jerry Doherty, Ray Shine. **Muni:** Cliff Java. **TAC:** Jerry Donovan. **Inspectors:** Gary Lemos, Lon Ramlan, Roy Sullivan, Joe Toomey. **Headquarters:** Paul Chignell, Henry Friedlander, Forrest Fulton, Leroy Lindo. **PBTF:** Steve Balma, Alex Fagan. **Retired:** Jim Cole. The POA ballot will go out on January 25, 1991.

The regular Board meeting reconvened and then adjourned at 1930 hours.

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## FROM THE PRESIDENT

### 4/10 Plan Update:

As you know, the administration and APOA have been discussing the 4/10 plan; not only to keep it but make it more efficient. A compromise was made by both on starting times. Obviously not all will be happy with the start times, but the 4/10 plan and the rotating day off schedule remain. The current platooning system as we know it, will be gone allowing more flexibility. There is also the possibility that after the new scheduling starts, and depending on the work load at each station, some stations may have to modify the plan and add more starting times. That will depend on need and approval from the respective commander.

### Collective Bargaining:

We are moving forward with negotiations and have sent a letter to the City requesting we get started toward the end of this month. I have selected a 9-member Negotiating Committee. There will also be several sub-committees because compiling the package we will be negotiating will be time consuming and a lot of work.

By now you should have received a survey asking you to prioritize what you feel is important for the Negotiating Committee to pursue during negotiations. Please return the survey ASAP as indicated. We have also been told by sources that the mayor intends to play hard ball in negotiations. The POA still intends to meet in good faith but will be ready to go to arbitration if necessary. We hope that can be avoided, but you know the mayor.

### OCC Hearings:

If ordered by OCC to be at a hearing, before going consult with your POA rep. Problems have risen lately from these hearings which I will not go into at this time but be advised to contact your rep as they have been apprised of the problems.

### Prop D:

I read Ron Parenti's article in the NOTEBOOK last month titled "Proposition D — Where Do We Go From Here?" It's nice to know that now we have collective bargaining people deciding how we should deal with it. I would have liked to see Ron's plan put into effect years ago when he was part of the leadership of this Association but for some reason, it never got done. Makes you wonder why.

I noted some of the statements in the article were very interesting. At one point it states we should anticipate the current mayor no friend of the POA at this time. What does that mean? I don't know about you, but I can read between the lines.

At another point in the article it states we will have decisions to make as to who

can lead the POA. (We already know that the entire Trigueiro Slate can.) We'll need experts in negotiations. (We already have that, the Davis, Reno & Courtney firm are the experts in collective bargaining with interest arbitration.) It seems we have a great deal of the people needed for negotiations already, so why change?

### Support Quentin Kopp:

I had to give Paul Chignell a bad time over his article against the POA awarding Senator Kopp the Citizen of the Month Award. As you know, Senator Kopp pushed the Blessing Amendment through the legislature, amending Penal Code Section 148 to allow the D.A. to charge a felony if an officer is seriously injured or killed in attempting to apprehend a suspect.

Well, Paul keeps bringing up the old arguments that Senator Kopp is against police officer benefits. I guess we can continue to live in the past but since I've been President, I have gone to Senator Kopp on two occasions regarding police officers working conditions and benefits. Once for Prop K last year. He agreed to oppose it and helped us defeat that ballot measure. And, recently for Prop D the Senator held up his agreement with me, and you know the results of Prop D.

Now we compare Senator Quentin Kopp, who supposedly doesn't stand by police officers for benefits, to our Mayor Liberal Art who is a staunch Democrat, supports the working person and is on record supporting collective bargaining for police officers. Well, Liberal Art didn't do a damn thing to help us on Prop K and he opposed us on Prop D. I don't know about you, but I'll take the guy who lets you know where you stand over the guy who pretends to support you but then stabs you in the back.

Benefits or not, you can bet with a person like Senator Quentin Kopp, hard working men and women police officers wouldn't be subjected to a Police Commission who treats its officers like 2nd class citizens. We wouldn't always be looking for enough police cars to drive or portable radios to use along with other needed equipment. We would have proper staffing to be able to provide the citizens of San Francisco with the level of police service they deserve. Looking at these two, I'll take the guy who supposedly doesn't support us over the person who says he does but doesn't.

Please join me in supporting and voting for the slate of Trigueiro, Delagnes, Johnson, Dito.

## Huerta

by Kevin Mullen

*If your only tool is a hammer you treat everything like a nail.*

Anonymous

In the more than two years since Dolores Huerta was severely injured in a clash between the police and anti-Bush demonstrators in front of the St. Francis Hotel, there have been a number of investigations into various aspects of the case. But the controversy continues to fester, perhaps because no one is satisfied with the results. So far, the only departmental casualties have been several well-respected middle level supervisors, scapegoats, it has been argued, in the politically volatile case, placed on department trial on a marginally related issue. The reason no one can come up with a genuine suspect is that they are all looking under the wrong bed.

It was once a point of pride with the San Francisco Police Department that it "wrote the book" on crowd control during the troubled 1960s, a decade which saw the city subjected to a seemingly endless series of demonstrations and disorders. From civil rights sit-ins, to race riots, to the Summer of Love and the massive anti-war demonstrations later in the decade, the officers of that era saw it all. In fact, no "book" ever was actually produced but no one paid much notice as departmental interest shifted in the next decade to other matters and the veterans of the street conflicts of the 60s retired or moved on to other assignments.

Another decade later, the inability of the department to remember some of the lessons of the turbulent 60s was pointed up by a number of controversial street confrontations, notably the White Night riot in 1979 and "the celebration" following the Superbowl victory in 1982. This time, at the urging of the then mayor, a close hard look was taken at the dynamics of different types of crowds and the process by which the department dealt with them. The "book" was finally committed to writing and published in August 1985 as an "Event Management Manual" (Police Commission Resolution 942-85). The manual contained procedures which described how to impose

all the usual crowd "control" measures to forcefully regulate public assemblages, e.g. the establishment of command posts, mobilization of forces, and handling multiple arrests. But the new manual also went further. It set out procedures, and more importantly enunciated a philosophy, to peacefully manage crowds so that otherwise lawful assemblages wouldn't degenerate into disorder. Among other provisions, the new procedures called for serious efforts to establish contact with demonstrating groups in advance of events so that mutually agreed upon guidelines for group conduct could be worked out and to monitor assemblages closely so that things didn't get unnecessarily out of hand.

Shortly after publication, the department administration changed and for some reason or other the Event Management manual was revised. When it was republished in March 1987 (Police Commission Resolution 366-87), the manual contained its crowd "control" provisions all right, but for some as yet unexplained reason, the techniques and discussion set forth in the "management" portion were eliminated. Thereafter a series of events occurred which again called into question the way that police dealt with demonstrators, most significantly the demonstration in which Dolores Huerta was injured.

Yet another revision was ordered and a year and a half later, in May 1990, a new publication calling itself a "Crowd Control" manual was issued formally. Though billed as "one of the most progressive crowd control policies in the country," the new manual is severely flawed. A disjointed, cobbled together affair, it promises to create more problems than it can hope to solve. Still and all, included in the patchwork of police statements, training material, and partial crowd control procedures, the previously eliminated sections on crowd "management" have reappeared. Presumably this time they will be retained and acted upon.

If anyone is to be held accountable for the Huerta debacle, it should not be line officers, even those who might have overreacted under volatile circumstances not of their making, but rather those in the upper reaches of the department who had a hand in eliminating the enlightened procedures in the first place, thus creating a climate where once again, as in a much earlier time, "clubs were trump."

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## Rebuttal: The Cost Of The Prop. D Campaign

by B. W. McNeil & Larry P. Barsetti

The "...disgruntled and politically divided members of the P.O.A...." — the pro-AGNOS gang (Parenti, Chignell, Barry, etc.) — are once again attempting to disrupt, confuse and minimize the most significant victory achieved for the men and women of the San Francisco Police Department by the P.O.A.

These "concerned" individuals are "indignant" over the \$370,000 expended in the successful campaign waged to bring economic parity to the membership. They neglect to mention, however, a few interesting details, in fact they would rather NOT have these facts brought to light.

1. These self-serving complainers, when they were in power, spent enormous amounts of the member's money backing any number of issues and candidates that did NOTHING for the membership! DON'T EVER FORGET WHO ENDORSED ART AGNOS!!!

2. This same group of obstructionists, by backing their master's wishes, were responsible for the expenditure of much of the money in question! THE P.O.A. CAN ACCOUNT FOR EVERY CENT SPENT!!!

3. We hope that the membership fully realizes the true worth and significance of Prop. D. Daily, calls from police officer associations all over the state flood our P.O.A. office offering congratulations for our progressive and powerful bargaining instrument. PROP. D WILL BE USED TO BARGAIN FOR PREVIOUSLY UNOBTAINABLE BENEFITS!!!

Make no mistake! We, as members of the San Francisco Department and the P.O.A., are going to continue to face a foe who will stop at nothing to denigrate and thwart our legitimate attempts to do our job and obtain the minimum benefits and working conditions that most other police officers throughout the state NOW TAKE FOR GRANTED! He will use as his agents individuals who have sold out their brother and sister Association members for PERSONAL GAIN!!!

## Police/Fire Hospital/Community Center Visit

by Steve Johnson

On Tuesday, December 4, 1990 Santa Claus visited every child hospitalized in San Francisco, as well as over 100 children gathered at the Ella Hill Hutch Childcare Center, leaving both small gifts and a Polaroid memento behind.

This was the fifth year that a volunteer group of San Francisco police officers, San Francisco firefighters and San Francisco airport police officers joined together to

support our five police Santas (Dave Robinson, Leroy Lindo, Charlie Coate, Gil Chang and Dan Gallagher) during community visits.

I must apologize to Captain Charles Hoenisch for turning his Golden Gate Park police station (our staging area) into a madhouse with approximately 50 people, representing three different public safety agencies, crowded into his parking lot with one fire engine and the San Francisco Police Department's 1931 Lincoln. I don't think he (Captain Hoenisch) objected to any of the proceedings but was probably a little apprehensive when he saw members of the San Francisco Ballet troupe donning their "Nutcracker" personas in the middle of his station assembly room.

The ballet contingent accompanied one of our groups to the Ella Hill Hutch Center to entertain the young children. None of this would have been possible without the assistance of the San Francisco Firefighters' Toy Program (thank you Joanne, thank you Patty and thank you John), or without the generosity of Tammy Hoyer of Discovery Toys or the tremendous donations from the San Reo Corporation.

I really couldn't tell you who was the best Santa. Dave Robinson is a natural; the children love Leroy Lindo. This was the first time for Gil Chang and Charlie Coates — Gil was overwhelmed at St. Luke's Clinic and Charlie left a lot of memories where they were most needed, U.C. Hospital. And it was particularly touching when a six year old patient at Children's Hospital presented Santa Dan Gallagher with a toy balloon in appreciation for his personal attention. That's what Christmas is all about!

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"Why, no, Flaherty, I don't remember his name — but his fez is familiar!"

Submitted by Greg Cloney, Richmond

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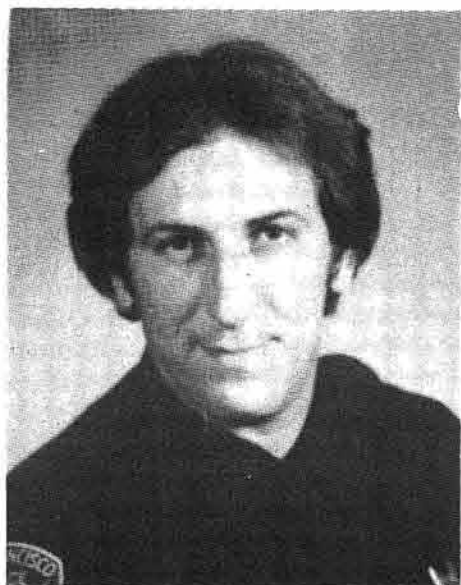
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# Candidates For President



**RON PARENTI  
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I am running for POA President. I intend to run on a platform of honesty, integrity, experience, and a direct approach to POA members and City Hall.

Those who know me personally can vouch for my ability to be direct and forceful and my desire to function as a leader for the entire membership. In last month's *Notebook*, I tried to outline the problems facing us and some ideas on how we should unify ourselves to deal with collective bargaining, getting the best contract possible, and improving the lot of the average police officer.

The first immediate problem the membership faces, however, is who should be elected officers and directors of the POA for 1991-92. The current Keys administration will be running a slate, although Mike will not stand for re-election. They can and will claim deserved credit for the passage of Proposition D. It is hard to argue with success and I will not criticize that effort.

I will criticize the Keys slate for a number of other things which I think need to be changed in the POA: fiscal accountability, misuse of legal services, lack of control over political endorsements, and representation at City Hall.

## Where has all the money gone?

I served as Vice President between 1984 and 1988 and was on the Board of Directors for 8 years. During that time, the POA maintained an adequate surplus to meet future expenses. Look at the POA's financial state of affairs now. The surplus is gone. What's more, we've allowed expenses like legal fees to go through the ceiling. We need to regain some fiscal control and accountability to be able to fund the next big campaign for a new contract.

## Who is Representing the POA — Us or the Lawyers?

An intensive review of our legal bills over the last year shows we spent a fortune for lawyers. But did you know that some of the "legal services" was for political lobbying? We should be paying lawyers for representing individual members and disciplinary proceeding, litigation in the courts and legal service, not for talking to

politicians. We should be doing our own political lobbying. The POA President is on a full-time leave — at POA expense — to carry out the will of the membership at City Hall. The POA President is our chief lobbyist. These duties should not be delegated to a lawyer — at this hourly rate. We have to take back control of important POA activities.

## Political Endorsements — Who Makes the Decisions?

After campaigning for membership control over political endorsements, the Keys administration did the exact opposite, endorsed candidates the membership did not support. After all, who knows best, the Board or the members? It is beyond arrogance to take such a high and mighty approach. We should consult with the membership at all stages, present the voting records of the candidates and then let the chips fall where they may. We do not owe people our endorsement; it is the other way around. They should "owe" us if we endorse them. It is not a popularity contest. It is nuts and bolts Association work, representing the interests of the working police officer, doing what they need and want.

## City Hall — Who is Running the POA?

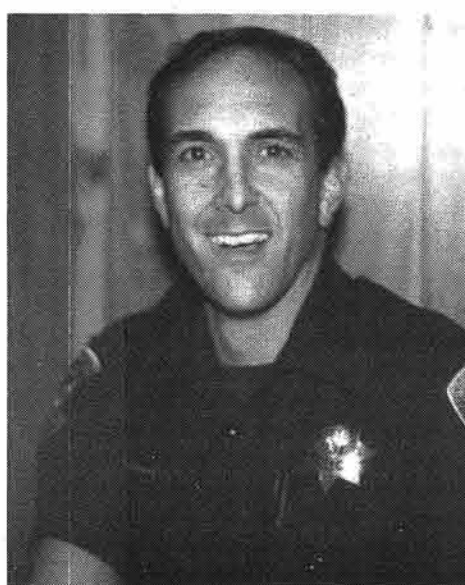
Paranoia about what Mayor Agnos is or is not doing about POA elections is rampant throughout district stations. The latest rumor has it that Agnos is trying to influence the upcoming POA election.

First, it is illegal for the employer (i.e., the Mayor) to interfere in a union election. Anybody knowing of such activity should make a report to the POA and demand that an unfair labor practice charge be filed against the Mayor or Deputy Mayor or City Representative. (The procedure for hearing such charges concludes in binding arbitration, thus assuring a fair hearing.) Given a factual basis, I will support the filing of such a charge to keep the Mayor's office out of the POA election.

Second, as to the implication that my candidacy is linked to the Mayor, such assertion is blatantly false. As POA Vice President, I did not vote to endorse Agnos in 1988. I do not have a personal or politically partisan relationship with the man. If elected POA President, I intend to deal with him in a straightforward manner on all issues. He will not be allowed to refuse to meet with the POA. If need be, I will stage a sit-in at City Hall to force him to deal with our issues. The current POA administration has been entirely too passive with Agnos, content with criticizing him for a distance. I intend to confront him on all issues directly and immediately report his response and positions to the membership.

## We Need Experience

We need experienced and determined people to lead the POA for the next two years. We need people capable of meeting the challenge at City Hall and capable of getting a new contract. Anybody can take potshots at the politicians, but it takes skill and hard work to gain benefits for the members, either through direct negotiations or in arbitration. Members should take a close look at the problems facing us in the immediate future and the records of the candidates in choosing their leaders.



**AL TRIGUEIRO  
FOR  
PRESIDENT**

Our Association in the past two years has witnessed and experienced first hand prodigious change.

Under the administration and direction of Mike Keys, our Association negotiated with the City, for the first time in fourteen years, a Memorandum of Understanding; defeated the attempts of the Deputy Sheriff's Association to gain a patrol function through the device of Proposition K; worked to accomplish an equitable solution to the problems inherent in the administration of 10B work assignments; and developed a winning campaign in the passage of Proposition D, Collective Bargaining with Binding Arbitration.

The leadership that was provided during this tenure was spirited primarily by one concern, service to the membership. And it is in this spirit of service and dedication to the Association's principles and goals that I am a candidate for the position of President. I, along with my colleagues, Gary Delagnes (Candidate for Vice President); Phil Dito (Candidate for Treasurer); and Steve Johnson (Candidate for Secretary) are convinced that the team concept of leadership guided by the spirit of service to the membership will be necessary to continue to develop the type of substantial positive change reflected over the past two years.

The passage of Proposition D on Tuesday, November 6th opened the window of opportunity for our Association and created in our members a pride and enthusiasm that was sorely missing.

As indicated in my recent *Notebook* article, *Sweet Victory*, our accomplishment was the direct result of the active participa-

tion throughout the campaign of many members, their families and friends. Now, once again, all of us are faced with tremendous challenges and work through the collective bargaining process that will require the continued involvement of the membership, if we are to take full advantage of future opportunities. My colleagues and I, should we be elected, would actively solicit and encourage member's ideas and participation in all facets of our Association. The complete and immediate dissemination of information through bulletins and frequent visits to all units would be considered a necessity and a cornerstone of our administration. The membership must be kept informed and involved. Also, members will be regularly presented with the opportunity to directly influence all major Association decisions, particularly those dealing with endorsements, through the voting process.

As an active participant in Association affairs over the past two years, I became involved in the building of coalitions with labor unions, local politicians (both Democrats and Republicans) and San Francisco's business community. The foundation for the success of Proposition D rested on these coalitions which must be maintained in order to safeguard our rights to the collective bargaining process.

Our administration will be cognizant of the P.O.A.'s need to be proactive with regards to the development of media relations and our overall public image. As an example, our public service committee annually provides this community with thousands of dollars in gifts, but receives very little attention or recognition in return. Once again, in light of Proposition D, our public image as a service organization must be enhanced in order for the public to be sympathetic to our basic needs of equitable wages, benefits and safe working conditions.

In the hours and days following the October 17th earthquake, a few of us realized that our members would need a place to go for an adequate meal, a cup of coffee and a little rest from those wearisome 12 hour days. The doors to the Association were opened, several phone calls made, and the P.O.A.'s soup kitchen and rest stop was in business. Our efforts lasted barely a week, but it provided a valuable lesson for all future administrations, that the P.O.A. is service oriented organized to represent the interests of all its members.

My colleagues and I are committed to provide the type of leadership that will be service oriented and be available to all members. Thank you for your consideration of my candidacy.



**EXERCISE  
YOUR RIGHT**







# Candidates For Vice President



**GARY DELAGNES  
FOR  
VICE PRESIDENT**

Two years ago, I came to the membership and asked them to give me their vote for the office of Vice President of this Association. Although I was defeated in a close race, I really looked upon it as a victory of sorts. Considering my lack of experience in POA matters at that time, I was quite surprised that the vote was as close as it was. Rather than dwell on the loss, I decided to take that defeat as a message from the membership that I should continue to prove myself capable of serving them through increased dedication and hard work within the POA organization itself. During the past two years, I have worked diligently with Mike Keys, Al Trigueiro, Steve Johnson and you, our members, with the object of eventually holding an executive position in the POA. I have attempted to fill a void that has existed on the executive board since our last election, and I feel I have gained invaluable experience in ascertaining what it takes to get things done.

I am now ready to accept the challenge of assuming the role of Vice President. We have been able to accomplish much during the past two years, one important

achievement being the restoration of our uniforms, which came about as a result of being able to ratify an MOU that had lain dormant for nearly 10 years. Defeating Proposition "K" in November of 1989 was an extremely important victory, as it prevented the Sheriff's Department from lessening our responsibilities and endangering jobs. We were able to develop a system to expedite the issuance of overtime checks and have also been able to obtain the 4-10 plan for all district stations; waging a successful battle to keep it when the Administration threatened to take it away. Our most recent and greatest accomplishment has been the passage of Proposition D, which is without a doubt the most important piece of legislation this association has ever attained. Behind the able leadership of Mike Keys, Al Trigueiro, and Steve Johnson, we waged a battle which many thought could not be won.

If elected, our leadership will continue to be aggressive in our dealings with City Hall, and we will also be firm in protecting our members' rights in dealing with the Administration. From time to time, I have been criticized by some, praised by others, with regard to some of my statements regarding the Mayor of this city and the former Chief of our Department. It is my nature to speak out and state the facts as I see them. I will continue to be aggressive when I think members of this department are getting a raw deal, and I promise you that I will represent you to the best of my ability, setting aside any personal interests and ambitions. I feel I have earned an opportunity to serve on your Executive Board and help see Proposition D through to fruition. If given the chance, I promise you that we will attempt to substantially improve your benefits and working conditions in the next two years.

In closing, I would like to say that Al Trigueiro, Steve Johnson, Phil Dito and I have a great deal of respect for each other, and I feel we can work well together. We have committed ourselves to serving the Association and will strive constantly to make this Department a better place in which to work. I have worked hard to earn your vote and would be honored to serve as your next Vice-President.



**BILL GRIFFIN  
FOR  
VICE PRESIDENT**

The San Francisco Police Officers' Association will be facing major challenges during the next two years in order to represent your interests at the bargaining table, before administrative bodies, before legislative bodies and in the courts.

It is crucial that the leadership of the POA be composed of people who know the concerns of the membership and can represent those concerns in a reasonable and mature manner.

After my ten (10) years as a police officer working in patrol I am familiar with the needs and concerns of the working police officer and will bring those issues to the leadership of our organization.

Our organization faces many tasks to adequately represent the membership:

1. The passage of Proposition D was the culmination of years of effort by the leadership of the POA, in political and grassroots work in the communities of San Francisco. But Proposition D will not work unless there is good faith on both sides of the bargaining table. Otherwise, months of controversy and possible litigation could freeze any benefits that we have long sought and deserve. We need to bargain in good faith with the management of the City and County of San Francisco and to foster a working relationship so that our existing benefits are maintained and so that we can finally achieve fringe benefits that we want such as medical care for depen-

dents, dental care, correction of Tier II inequities and other compensation incentives.

2. To aggressively defend police officers who are subjected to internal investigations and to represent officers who are charged before the Chief, Police Commission and the Courts.

3. To upgrade and improve our equipment, facilities and environment and to ensure that the rank and file be involved and have a strong voice in the establishment of those standards.

4. To establish a strong legislative program both in San Francisco and in Sacramento to improve our rights in the law and also to defeat measures that would restrict or take away our rights as working police officers.

5. To be accessible to the membership by visiting the stations and units on a continuous basis so that the members are fully aware of the issues that confront our organization.

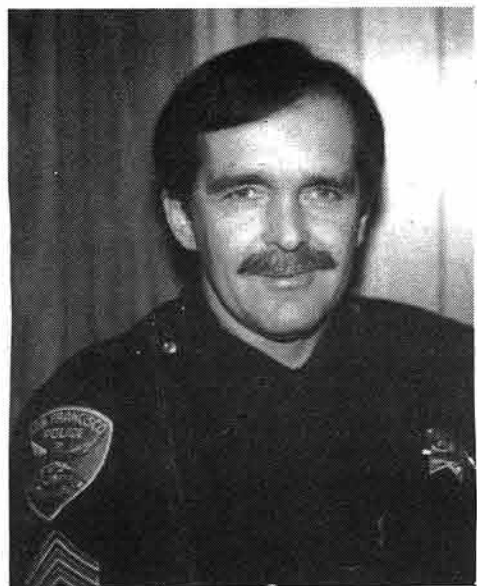
6. I am acutely aware of the need for our organization to be involved in the political process in San Francisco so that our benefits are enhanced and negative measures are defeated. To that end, I have worked in campaigns and will continue to do so for the candidates and measures that will assist the working police officer.

I have been involved in assisting members of my station with personnel problems for a number of years and work effectively with the superiors in the Police department to resolve those problems. I have assisted officers in need whether it be a transfer, scheduling problems arising from the ten hour day and platooning, or a personal problem. I have the ability to work together with my colleagues to find solutions to problems.

The office of Vice-President of the POA was created eleven (11) years ago by the membership and is an important position on the executive board, especially due to the POA constitution's mandate that the executive board approve all attorney representations for officers in trouble. Two (2) persons have held that position since it was created, Vice-President Paul Chignell (1979-1984; 1989-1991) and Vice-President Ron Parenti (1984-1989). Both Ron and Paul are endorsing my candidacy for Vice-President of the POA.

I ask for your vote and pledge that I will work hard to represent the entire membership on the Board of Directors of the POA.

## Candidate For Secretary



**STEVE JOHNSON  
FOR  
SECRETARY**

### SOLIDARITY

The San Francisco Police Officers' Association can no longer tolerate individual interests over the common cause.

Al Trigueiro is not running as an individual, nor is Gary Delagnes, Phil Dito or myself. We are running as a team and I am requesting your support for all of us.

Al, Gary, Phil and a cast of hundreds

were responsible for the passage of Proposition D (Police/Fire Collective Bargaining) and Al, Gary, Phil and I want to be responsible for the results of this bargaining tool.

However, any benefit derived from Proposition D will be credited to the SFPOA, and not to the executive board.

And when it comes to negotiating future contracts we must be many, together.

We must also recognize our dependence on each other as far as personal safety is concerned and we can only hope that the new leadership of this department's administration will support our collective efforts in this regard and try to remove the

politics from everyday operations.

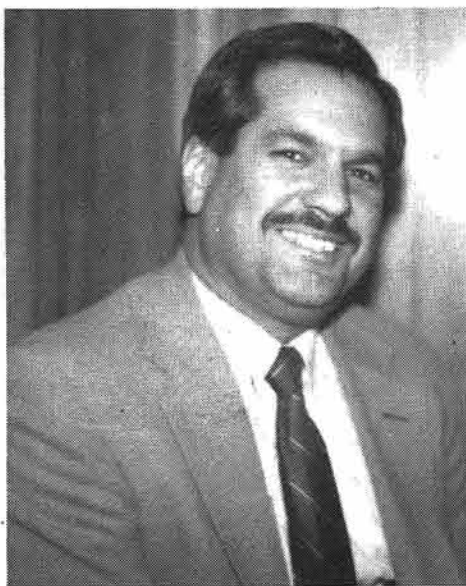
If I am fortunate enough to receive your support and am allowed to serve as the POA Secretary I will remain available as an advocate for you at all OCC/MCD interviews as well as Chief's Hearings and I will improve my efforts to give you the most accurate information on a timely basis.

I appreciate your past support and, if re-elected, I will honor your future commitment.

*(Steve Johnson Is Running Unopposed)*



# Candidates For Treasurer



**PHIL DITO  
FOR  
TREASURER**

My name is Phil Dito and I am a candidate for the office of POA Treasurer. I'm a twenty year member of the San Francisco Police Department. During my career I've been assigned to Central and Taraval Stations. Since 1978 I've worked at the Hall of Justice in the Narcotics, Burglary and Sex Crimes Details. Police work is my career and I plan to retire from it. During my stay in the Inspector's Bureau, I was elected POA Representative for three years. During this time I gained valuable insights and experience into the relationship of the POA and the Police Dept. I've served on many committees and I've represented officers in disciplinary and chief's hearings along with grievance procedures. I believe that my experience and the fact that I work at the Hall of Justice will benefit members of the POA. Working my hours and location affords me access to the Chief and Deputy Chiefs for the purpose of settling member's problems and conducting POA business.

The office of POA Treasurer demands time, dedication and hardwork and this I'll pledge to you. With an annual budget of \$800,000 the membership has a right to

know how their monies are being spent. I plan to continue programs current Treasurer Al Trigueiro has initiated. There is a need to modernize the POA office and computer consultants will be solicited to analyze the current and future needs of the POA. A quarterly report, summarizing all our expenses will be mailed to the membership. The report will have a complete breakdown of money spent by the POA. It's important to keep the members of the POA informed of all POA business, so you will have the knowledge necessary to form an intelligent opinion during the decision making process. We may look at our current building mortgage situation with the idea of reducing mortgage payments and paying off the debt. I'll also take a serious look at the POA solicitor contract and re-evaluate our needs.

Two years ago Mike Keys along with Al Trigueiro and Steve Johnson were elected to the Executive Board of the POA because they wanted to change the way POA business was conducted. I believe POA business is now open to all members. Despite little cooperation from city government there have been many changes. Changes for the good. Prop K was defeated, a long sought after MOU has been agreed to and last but certainly not least, Prop D was passed by the voters. With the help of Gary Delagnes and many others this POA administration has won battle after battle to preserve your working conditions and expand your benefits. Even though there have been accomplishments, there is much more to be done. It is my hope that negotiations with the Police Administration and City Government will be done with a spirit of cooperation.

In a short period of time, you're going to be asked to make a decision that will affect your police career for a long time to come. It's important that your ideas and feelings are heard. The ticket of Trigueiro, Delagnes, Johnson and Dito has your feelings and wishes at heart. We're asking for your support. Keep this responsible leadership; leadership that's responsible to you and your wishes.

I would be honored to serve you as Treasurer of the POA. Thank you.



**JERRY SENKIR  
FOR  
TREASURER**

The San Francisco Police Officers' Association is at a critical crossroad as an organization in its mandate and purpose of presenting your concerns to the police department administration and elected city officials. With the passage of Proposition "D" it becomes imperative that the POA leadership be comprised of people who will establish and maintain an open dialogue and communications with all levels of city and state government.

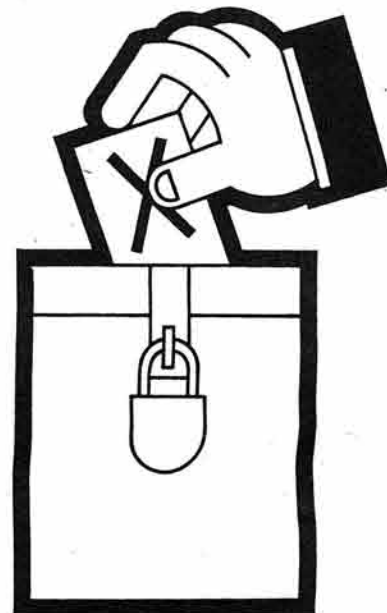
To that end I am a candidate for the Office of Treasurer of the SFPOA and I ask for your support.

As a 21 year SFPD veteran I have had several assignments which have given me a range of experience that enables me to understand and relate to the concerns of our members in the various bureaus, divisions, and details throughout the department. I was assigned as a patrol officer at Northern Station for 12 years (four years as an FTO). I spent four and a half years as an instructor at the Police Academy, and was among the first group of officers to be trained as a peer counselor. Upon my appointment as a sergeant/inspector I was assigned to the Vice Crimes Division and

was subsequently transferred to my present assignment as the Department's Public Affairs Officer.

In this capacity I have established a rapport and trust with numerous members of the local news media. This will serve well the goals and aspirations of the POA and its members because so much that we hope to accomplish will, out of necessity, require that we not only communicate openly with elected officials, but that we inform the citizens of San Francisco of the facts surrounding POA positions on collective bargaining, disciplinary matters, and political issues affecting our members.

My previous POA involvement has included membership on the Federal Litigation Committee, and the Election Committee. I ask that you allow me to continue to serve your interests by electing me to the Office of Treasurer.



**VOTE**

## Candidate For Co. A Rep

**Frank Machi  
Board Of Directors**

It is again time for the annual election for the Police Officers Ass'n. Board of Directors and the Executive Board. I am running again for the position of Representative of Central Station. As you already know, we at Central Station are entitled to two representatives. I have been on the Board now for the past two years. During those past two years I have never been absent from any Board of Directors Meeting either regular or special. I have always made every attempt to continually keep all members of Central Station as well informed as possible about matters which affect us all. I have always been available when a member of Central Station has needed any representation at any hour of the day or night, including those times when I was watch-off. The only times that I was unavailable were vacation or a weekend out of town, and that was not often. On the few occasions that I felt uneasy about representation I was able to direct members to the right sources for help.

I feel that I have done a very good job of handling the affairs of the members of

Central Station. I have been an active representative on your behalf, unlike some former representatives. I feel that I can continue to handle the position and that I have gained your confidence in my abilities.

**I AM ASKING FOR YOUR VOTE IN JANUARY TO CONTINUE TO WORK FOR YOU.**

At this time, I am expressing my support for the following members:

President: Al Trigueiro, who has shown an excellent ability for leadership. In particular his handling of the passage of Proposition D, Interest Arbitration.

Vice President: Gary Delagnes, one of the most dedicated members of this Association I have ever been acquainted with and had the opportunity to work closely with over the past year.

Secretary: Steve Johnson, a proven track record in his representation of this Association with the administration of this Department.

Treasurer: Philip Dito, a man with whom I have been closely associated for the past fifteen years. I can personally attest to Phil's ability to deal with fiscal matters. His sense of honesty and forthrightness are beyond question.

## Candidates For Representative

*(No other candidate statements were received)*

### CO. A (Two Directors)

Fred Crisp  
Jim Deignan  
Dan Linehan  
Frank Machi

### CO. B

Mark Macauley  
Peter Maloney

### CO. C

Bill Coggan

### CO. D (Two Directors)

Larry Barsetti  
Glen Sylvester

### CO. E (Two Directors)

Jim Drago  
John Goldberg  
Mike Paulsen

### CO. F

Carl Tennenbaum

### CO. G

Mike Murphy

### CO. H

Joanne Lozenski  
George Rosko

### CO. I

Bob Knighton

### TRAFFIC (Two Directors)

Gerry Doherty  
Ray Shine

### MUNI

Cliff Java

### TACTICAL

Jerry Donovan

### INSPECTORS (Two Directors)

Gary Lemos  
Lon Ramlan  
Roy Sullivan  
Joe Toomey

### HEADQUARTERS (Two Directors)

Paul Chignell  
Henry Friedlander  
Forrest Fulton  
Leroy Lindo

### PBTF

Steve Balma  
Alex Fagan

### RETIRED

Jim Cole



# Articles of Support For Candidates

*Editor's Note: These articles were written in support of various candidates or groups of candidates. They are printed in alphabetical order by author's name.*

## Proposition Me Or Proposition We

by Larry P. Barsetti  
and Bernard McNeil

There exists in the P.O.A. today two factions struggling for your vote which will give them control of the P.O.A. and your professional future. One is the "ME" or "what can the P.O.A. do for ME" group. The other is the "WE" or "what can WE do for the membership of the P.O.A." group.

The "ME" group has shown by their past performance that the sole motivating factor in their seeking P.O.A. office was to obtain backing for political office (deputy mayor, assemblyman, supervisor, mayor's driver, etc.). AND THEY WERE LARGELY SUCCESSFUL. If you were one of the "ME's" that is!

The "WE" group has shown by their past performance that the sole motivating factor in their seeking P.O.A. office was to obtain the best benefits and working conditions possible for the membership without regard for personal gain. AND THEY TOO WERE LARGELY SUCCESSFUL! "WE" got the first MOU in fourteen years! "WE" got Proposition D!!! "WE" got to keep the ten hour day!

It should be obvious to anyone reading this by now that there is only one group who deserves our support. The "WE" group is composed of AL TRIGUEIRO, GARY DELAGNES, STEVE JOHNSON and PHIL DITO. They deserve your vote!

## Support Trigueiro, Delagnes, Johnson & Dito

by Officer Ed Browne, Mission Station

My fellow officers, On November 7, 1990, the voters of San Francisco passed Proposition D, the San Francisco Police Officers Association-sponsored collective bargaining ballot initiative. The passing of Proposition D is the single most important piece of legislation ever to propel this association into the forefront of the San Francisco labor force. Proposition D will impact our department for years to come, by allowing the members of this department to be compensated equitably among other state law enforcement agencies. Even though many officers donated countless hours of personal time to effect the passage of Proposition D, there is no other officer who deserves more credit and countless thanks than Officer Al Trigueiro.

Al Trigueiro was the focal point and driving force behind the successful passage of Proposition D. As the POA's current treasurer and coordinator of the Proposition D Campaign, Al committed himself 100% to its passage. Al is a proven leader; his track record speaks for itself. Al is a man of diligence and dedication to his fellow officers. Al Trigueiro has served the members of this department with a true and unselfish devotion. Al Trigueiro and his team of Gary Delagnes, Steve Johnson and Phil Dito deserve your vote in the upcoming elections. We as an association need to progress.

## Your Vote Is Important

by Mike Keys

As the title states, your vote is important. Why? Your vote is important because if you want to keep your Association just that — your Association — then you should be voting for the entire slate of Trigueiro, Delagnes, Johnson and Dito.

Take a look at both slates

### The Parenti Slate:

Ron, a good cop, but as far as Association involvement, he was Vice President of the slate you voted out two years ago. If Ron wins, who will be standing behind Ron? Who will have influence over Ron? Think about it. Do you want to bring the good old boy network back into the leadership of the POA? Do you want the POA to return to the back room or remain open as it is now?

Bill Griffin — Bill has been a good cop, does his job but he has no POA experience at all, has not even sat on a committee. With absolutely no POA experience handling any kind of issues or representation, it's too much to ask the membership to elect Bill to an Executive Board position as Vice President.

Jerry Senkir — Another good officer but other than the Federal Lit. Committee, where has Jerry been all these years? Again, no experience handling POA matters. Both Bill and Jerry have no experience dealing with POA matters but want to be elected to leadership positions on the Association Executive Board.

### The Trigueiro Slate:

Al, as all of you know, has served as Treasurer the past two years. Among many other duties, Al has been the Jack-of-all-trades doing the Treasurer's job as well as being of tremendous assistance to me in helping me with my duties as President. Then, the great job Al did on Prop D which gets all the notoriety, but don't forget the defeat of Prop K last year, the sheriff's ballot measure. Al's dedication and his success has earned him the right and he should be leading this Association as President.

Gary Delagnes — As many of you remember, Gary ran with me as a Vice President candidate. Gary lost in a very close runoff. Did Gary then just turn and walk away? No, Gary stayed involved. Gary heads the Police Services Committee which honors a Police Officer and Citizen of the Month. Gary brought back the POA Picnic and played a gigantic role in the passage of Prop D, speaking to many community groups as well as walking precincts. He has also been of great assistance to me and has gained an abundance of experience over the last two years.

Steve Johnson — Steve has been the Association's Secretary the past two years after serving on the Board as a rep from Headquarters Company. Steve has been the best secretary this Association has ever had, not only getting the information out to the reps and membership, but has also been a tremendous help to me and he still reps officers on a daily basis at OCC, M/C, etc.

Phil Dito — An outstanding and well respected member of the Bureau of Inspectors. Phil has served with me on the POA Board and has stayed involved with the POA during my two years as President. He heads the Judicial Review Committee which is a liaison between the Association and D.A.'s office, dealing with problems that might arise between both agencies. Phil also played a large role in helping with Prop D.

Now that you have my opinions on both slates, let's look at who wants which slate to win and lead our Association. The mayor wants the Parenti Slate to win; the

self-serving group wants the Parenti Slate to win. Wonder why? The membership should want their Executive Board who will lead this Association, to be independent and make decisions based on the betterment of the entire Association and not be influenced or controlled by any individual or group. This shouldn't be the mayor's Association or the administration's Association. It should be the membership's Association. The only slate for Executive Board of this Association who can be independent and serve the entire Association is Trigueiro, Delagnes, Johnson and Dito.

Other things to consider when deciding who will lead our Association. Two years ago Gary, Steve, Al and I came to you, the membership, and said we wanted to get our Association back working for the entire membership and try to gain better working conditions and benefits.

We asked you to believe in us and give us a shot. You did. You elected 3 of our slate to lead the Association these past 2 years. After winning and being labeled the village idiots and overcoming the constant sabotage hoping we would fall flat on our face, we put into action the plan we had drawn up to try and obtain the goals which we told you, the membership, we would try to achieve.

First move was to bring in our slate's attorneys. I felt the change was necessary and this was critical because as President you deal with attorneys almost on a daily basis, dealing with Association matters and guidance. Shortly after the change of attorneys, they assisted us in getting our first M.O.U. in over 15 years, getting, among other items, your uniforms back.

Another priority was that a majority of officers wanted the 4/10 plan but not all stations were on the 4/10. Now all stations are on and will remain on the 4/10 plan. Another constant complaint was the overtime. Who got it and who didn't. We moved to have the overtime opened up. The system is not perfect but you've got to admit, more officers are getting more overtime opportunities than ever before.

Another priority was, after working overtime, getting paid on a timely basis. You now get overtime paid on time — no delays.

Then, unexpectedly, last year came Prop K, the Sheriff's ballot measure which would have expanded their duties outside the jails into areas where we work. We didn't want to oppose our sheriffs but we couldn't support the way the ballot measure was written. We then gathered enough support to defeat that proposal.

With Prop K behind us we continued on with our Two Year Plan. Saddled with a poor pay formula and non-existent benefits, we decided to go for collective bargaining. With the great job done by our in-house committee, our attorneys, our supporters and the public, you know the results. We've just entered the 20th Century, but there's still a lot of work to be done and we need the right leadership to get it done.

You believed in our team 2 years ago and elected us to lead for change and improve as an Association and I think we have accomplished that, but you can't stand still. You must always try to progress, but to do that you must have competent leadership able to handle the job. That leadership is there willing to serve, and, with your vote, it will happen. It is also very important when you vote, you vote for a good working team that wants to work together as a team and avoid internal problems. That's why I would encourage all members to vote slate — the slate of Trigueiro, Delagnes, Johnson and Dito. Again, your vote in this POA election is not only important to you but to the future of this Association.

## Elect Parenti, Griffin, Senkir

by Lea Militello, Public Affairs

I am writing this article because I believe that in the next two years, our association will face many challenges. These challenges have come about with the passing of Proposition D. It passed with the help of a number of people and was truly a joint effort. However, it is only the first step. Now is the time that we as an association must look to our leadership to secure our future. That is why I am supporting Ron Parenti for President, Bill Griffin for Vice President, and Jerry Senkir for Treasurer. I have known these three men for a number of years and have always found them to be fair, honest, and above all, loyal and committed to the men and women of our department. I know that what we need is an Executive Board that is willing to communicate and can communicate with the city, when we are sitting at the table negotiating for our future. I hope that you will, as I have, take a long look at the candidates and determine that what we need now more than ever is the experience that Ron Parenti can give us as our president. And with the help of Bill Griffin, and Jerry Senkir we can take a giant step forward in securing our futures.

## Ron Parenti For President

by Mike Paulsen Co. E.

I have been a member of the POA Board of Directors for the last 2 years. As we simultaneously enter a period of new POA leadership, and difficult negotiations with regards to Prop. D., we need an experienced leader. That's why I'm voting for Ron Parenti for POA President.

EXPERIENCE: Ron is a 21 year veteran of Patrol. He has pushed a radio car, first at Ingleside Station, then at Northern. He knows what the front line street cop faces on a daily basis. He's never been off "the street" his entire career.

EXPERIENCE: Ron's POA experience is exemplary. He served 4 years as the Co. E representative, then 4 years as the POA Vice-President. During those years, he has represented hundreds of members before the Police Commission, Chief of Police, Management Control, and O.C.C. In 1987 he testified in Washington, D.C. before a House sub-committee on labor when our compensatory time was threatened. Ron supported and worked toward the passage of Prop D.

EXPERIENCE: Ron knows his way around City government. He has spent countless hours working for our benefit with the Mayor, all members of the Board of Supervisors, the Civil Service Commission, as well as various political and neighborhood groups. Unlike our current situation, Ron knows how to open doors around City Hall, to see that the best interest of the POA is protected. He is mature enough to look beyond personalities and concentrate on things that are important to our association.

EXPERIENCE: Our association is entering the most significant period in its history. Negotiating our first contract will require a leader that is knowledgeable, sophisticated, mature, and experienced. It will require a leader that understands compromise not ultimatums. It will require a leader who is able to stop potential take-aways. Many hours of negotiations are ahead of us. I can think of no better person for this task than Ron Parenti.

As we enter the 90's, I urge you to vote for a proven leader who has it all: Integrity, Loyalty, and Experience, Ron Parenti for President.

(Continued On Next Page)



# Articles of Support (Continued)

## Jerry Senkir For Treasurer

by Mike Paulsen, Co. E

As a current member of the POA Board of Directors, I urge you to vote for Jerry Senkir, for Treasurer.

Jerry is a 21 year member of the department and has served in patrol at Northern Station. His next assignment was as an instructor at the Academy. He was promoted Sgt./Insp. and served in the Bureau of Inspectors before his current position as the department's Public Information Officer. In every task that has faced him, Jerry has served with distinction.

Jerry has consistently been involved with the POA, volunteering for many tasks. He is a current member of the Federal Litigation Committee and has been a long time member of the Election Committee.

Jerry has succeeded at every task he has attempted. He has the ability to analyze and oversee the POA treasury, to ensure our financial stability. Jerry is an excellent leader who will be able to efficiently oversee the day to day operations of the office staff in regards to our accounts.

Help the POA to serve you better by voting Jerry Senkir POA Treasurer.

## Elect Bill Griffin Vice-President

by Brian Perry, Southern Station

I urge the membership of the San Francisco Police Officers' Association to elect

Bill Griffin Vice-President of the POA in the January elections.

I have worked with Bill at Southern Station for a number of years and know him to be a level headed patrol officer who will ably represent the interests of working police officers.

Bill has always been a leader at the station. He has shown his talents by assisting police officers when they have had problems, and I have personally seen him resolve difficult issues with superior officers.

We need a Vice-President of the POA who has the maturity and knowledge to work with his colleagues and the savvy to resolve problems with the Administration. Please vote for Bill Griffin.

## Support Bill Griffin For Vice-President

by Mary Nilan Stasko

I am proud to support Bill Griffin for Vice-President of the San Francisco Police Officers' Association.

I have worked with Bill and have great respect for his ability and talent to represent police officers throughout our Department.

He believes in the organization and will be responsive to all officers of the San Francisco Police Department.

Please join me in voting for Bill Griffin for Vice-President.

## Jerry Senkir For Treasurer

by Roy Sullivan,  
Representative Inspectors Bureau

Dear POA Members:

The election for Executive Board and unit representatives is fast approaching. Campaigns are underway and you will have a chance to meet and listen to the candidates who may represent you and the Association. You will see that there are numerous candidates running for various offices. I am writing this letter as an endorsement for one — my friend and fellow Federal Litigation Committee member, Jerry Senkir. Jerry is running for the position of Treasurer on the Executive Board.

Since 1980 when Jerry and I first met as instructors at the Police Academy, I have known him to be mature, articulate, highly ethical and one who I believe possesses a great deal of integrity.

During the last 10 years I have served on the Board of Directors and as co-chair of the Federal Litigation Committee. Jerry has been a confidant, advisor, sounding board and devil's advocate. Jerry knows what is going on in this department and he knows the workings of the POA. He possesses the skills the Executive Board must have. He has my complete trust. Please join me and vote Jerry Senkir, Treasurer for the POA.

## CSAA Provides Ski Reports

CSAA is the AAA-affiliated auto club serving more than 3 million members in northern and central California and the state of Nevada.

During the CSAA ski phone's 34th year, the AAA-affiliated auto club is providing a daily recorded telephone summary of skiing and weather conditions throughout the ski season. The report service is available 24 hours a day, with an update each weekday morning by 11 a.m.

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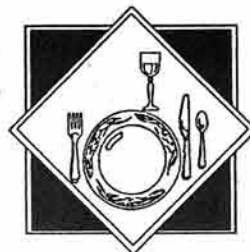
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## Unity? Actions Speak Louder Than Words

by Ray Benson, Chairperson,  
Legislative Committee

It was with some amusement that I read the article by Ron Parenti regarding Proposition D. So, finally, after the long nasty campaign to win the Proposition, Ron comes out pontificating on what it all means and how to make it work. Well, Ron is about a year too late.

Those of us who were in the trenches throughout the campaign knew then what this Proposition was all about, and that the campaign would be a tough one. In taking on Agnos and the No on D campaign — a group called "San Franciscans For Cost Effective Government, Mayor Art Agnos" — we knew we would face out and out lies, innuendoes and reams of misinformation specifically designed to confuse the San Francisco voting public. Well, it is over and done and we've won...but where was Ron?

At no time did I find Ron working on putting the precinct packets together, speaking at community groups, lobbying at City Hall (unless you count the meetings held with Agnos behind Mike Keys' back), talking to the political clubs or working with the other labor unions to win this battle. Ron indicated at the General Membership meeting that he did show up and walk one precinct, and we all appreciate that effort. But for someone now aspiring to lead the POA, I find that small gesture almost embarrassing. Bulletin after bulletin was issued calling for help...where was Ron?

Well, Ron is a little too late. Most of the things he wrote about in last month's *Notebook* were long ago recognized by the Keys administration, which has everything in place and is now ready to begin implementing Proposition D.

Ron is right about the need for unity. There should be no more secret meetings between the Mayor and his subordinates, and individual POA members who hope to win office in the POA. The POA's legitimate, elected leadership should no longer be undercut by self-appointed spokespersons, as has been the case the past several months.

Mayor Agnos has a "kitchen cabinet" within the POA, and those members have the right to meet with him if they so choose. They do a disservice to the POA, however, when they lead him to believe that his relationship with the POA will improve if the current POA administration is voted out. In fact, when Mike Keys, Al Trigueiro and Steve Johnson met with Mayor Agnos on October 15, 1990, he

specifically said, "My relationship with the POA will improve after the next POA election." Obviously, the few people who have the Mayor's ear convinced him that he could ignore the current leadership, since they will allegedly be gone. Our stunning victories on Proposition D and the POA endorsements only two weeks after that meeting should have sent a clear message about who's in charge, regardless of who the Mayor has secret meetings with.

Unity can be achieved when the elected leadership is allowed to do its job, and the opposition remains loyal to the membership. By contrast, during the past several months the Keys administration was undercut continually by an opposition that used the Mayor's office against the POA itself, jeopardizing the interests of our membership in the process.

Unity, and loyalty to the elected POA leadership and therefore to its members, will be absolutely required in the upcoming negotiations with City Hall. If the Mayor were to see that his contacts within the POA have no real hope of getting back into office, even he might begin dealing with the elected leadership, and perhaps real progress could be made. I hope so, but am not holding my breath.

Proposition D has elevated the POA to one of the foremost labor organizations in San Francisco. The Mike Keys era in the POA will go down as the turning point in San Francisco where the public safety officers again resumed their rightful place as a strong voice in the community, in government, and in labor. No longer are we perceived as playing a secondary role for politicians, but as leaders in our own right. As Mike passes on the office of President, he passes on a new respect for our organization in the full spectrum of civic life. He has brought a new respect from all corners of this City for all of us, and each of us must help to foster this respect.

## Annual Christmas Blood Drive Results/Operation Desert Shield

by Tom Vigo

On Tuesday, December 11, 1990 the SFPD conducted its annual blood drive at the Irwin Memorial Blood Bank. 74 members responded and donated. Irwin was very happy to receive these much needed units. Thanks to all who attended.

During the course of the drive a number of donors asked about the possibility of donating to our forces in the Persian Gulf. The Irwin staff was very happy to discuss this situation.

Operation Desert Shield has created a number of problems for blood banks throughout the country. Shortages are being felt in all areas as one of the primary recruiting suppliers, the military, has now deployed in such a large scale. This is affecting the local blood supply adversely.

In addition to lack of blood being collected at home, Irwin Memorial is sending a quantity of blood to a storage area designated for use by our military. Through the American Association of Blood Banks, other blood banks are also sending a certain quantity each week for storage. The AABB has agreed to support the military through this program which is called the National Blood Exchange. If the crisis in the Middle East escalates to the point of casualties, Irwin would be expected to respond quickly and increase its support.

If you want to respond to this call for help you can increase the number of times you donate each year. This is a continuing request by Irwin Memorial but I don't think they came up with the Iraq/Kuwait situation as means of recruiting blood donors. The need for blood on daily basis remains critical. The only source is the blood donor.

Anyone who has any questions can contact any member of the Blood Bank Committee or Irwin Memorial.

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Best Wishes to the San Francisco Police Officers and all their loved ones for a safe, prosperous, healthy & Happy New Year. Also, a sincere "Thank You" for the dedication & hardwork during the past year, resulting in another first class job performance.

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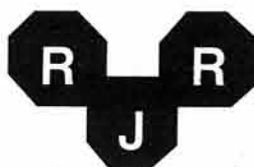
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## WIDOWS & ORPHANS

(Continued From Page 2)

Will wait until final date for withdrawal of Iraqi troops for further investment.

Treasurer Parenti reported that there were no deaths this month. The usual bills for salaries, taxes presented and approved.

**UNFINISHED BUSINESS:** Secretary reported that he had been contacted by an attorney, re City appealing judgement of Judge Vukasin, Jr. awarding sums to five different organizations, of which the Widows & Orphans was one. Advised attorney that W&O would cooperate. Motion Hardeman/2nd Kurpinsky that the President instruct Secretary to cast a unanimous ballot for nominated Officers, as there was no opposition. **APPROVED.** The following will be your officers for 1991: **PRESIDENT — THOMAS BRUTON; VICE PRESIDENT — KEVIN O'CONNOR; SECRETARY — ROBERT McKEE; TRUSTEES — GEORGE JEFFERY, ROBERT KURPINSKY & PETER MALONEY.**

**NEW BUSINESS:** Motion Sturken/2nd Hardeman to amend ART VI, SEC 1 of the By-Laws by increasing death benefit from \$12,00 to \$12,500 **APPROVED.** Second reading January meeting.

**GOOD OF THE ASSOCIATION:** Pres. Elvander set next regular meeting for 2:00 p.m., Wednesday January 16, 1991, same meeting place. Installation of Officers at this meeting.

**ADJOURNMENT:** There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of all departed Brothers.

Fraternally, Bob McKee, Secretary

## Thanks

Michael A. Keys  
President  
SFPOA

Al Triguero  
Treasurer  
SFPOA

Ray Benson  
Legislative Committee Chairman  
SFPOA

Dear Mike, Al and Ray:

Congratulations on your outstanding election day victory on Proposition D. We at the GCA Group are proud to have served as your campaign managers in this winning team effort.

Our margin of victory was decisive, with Proposition D winning by 18,835 votes. That's a far cry from the 1979 defeat of collective bargaining by 20,553 votes.

Thank you all for your help and support throughout the campaign. We would also like to express our appreciation for the efforts of Steven Johnson, Gary Delagnes, Lee Milatello, Jack Ballentine, Sylvia Harper, Al Casciato, Barbara Elzer and many others for their outstanding work in the campaign.

You were all great to work with, and we couldn't be more pleased with your victory.

Sincerely yours,  
Frank Noto  
Debra H. Stein

## Prop D

December 28, 1990

Mr. Andrew Ross  
San Francisco Examiner  
110 Fifth Street  
San Francisco, CA 94103

Re: San Francisco Police Officers' Association —  
Proposition D Campaign Costs

Dear Mr. Ross:

I was not surprised to see the item in your recent Insider column, credited to disgruntled POA members, announcing that in the upcoming POA election, the Proposition D campaign costs would be an issue, particularly those monies provided to Vince Courtney and the law firm of Davis, Reno & Courtney. Past Insider columns that dealt with POA matters demonstrate our need to provide you and Phil Matier with more information. Had we done so, you might have described the current POA leadership as more "representative" and "accountable", rather than simply as the "new conservative leadership". The primary change brought on by the Keys administration has been to increase membership involvement on matters such as endorsements, not necessarily a conservative shift.

On October 26, just after leaving Superior Court Judge Daniel M. Hanlon's court with Mike Keys and Vince Courtney (who had just convinced the court that the POA should not be required to count ballots and announce the results of a referendum vote on our endorsements of Feinstein and Migden, and instead to permit another vote to take place), we ran into one of Willie Brown's aides, Tim Findley, at the Culinary Academy.

Findley told us that he had just been with Ron Parenti, Bob Barry and Paul Chignell, and had been advised by them that they would attempt to run a smear campaign to get Parenti elected President of the POA that would include allegations that monies were inappropriately given by the Proposition D Steering Committee to the law firm of Davis, Reno & Courtney for services that either were not performed by them or were not authorized by the Steering

## Letters

Committee. Findley added that Parenti, Barry and Chignell had gone to the Mayor with their information, and that Mayor Agnos would somehow be assisting them in their efforts.

After your column appeared, POA President Mike Keys requested Vince Courtney to provide him with an analysis of the Proposition D expenditures for legal services charged to the San Francisco Police Officers' Association and to the Proposition D Steering Committee. I am enclosing a copy of the informative report that we received from our counsel.

You should know that no services were provided or paid for that were not authorized by the Proposition D Steering Committee. Both the San Francisco Police Officers' Association and the Proposition D Steering Committee were not only satisfied with the services provided by "Vince Courtney and his law firm" (you don't know how ego-shattering your characterization of Davis, Reno & Courtney as "Vince Courtney and his law firm" was to Mr. Davis and Mr. Reno, nor how much it was enjoyed by Mr. Courtney) but are convinced they did an exceptional job at virtually every stage for us. If you review the monthly summaries in Courtney's December 17, 1990 report, you will get an accurate understanding of what went on in this campaign, and the extent of the role played by our attorneys.

We requested that our attorneys provide these services not only because of their excellent reputation as labor attorneys, but also because of the experience and expertise that they have in working within the labor community in San Francisco, and in building coalitions of the kind that we needed to get Proposition D passed.

There were several times during this campaign where critical decisions had to be made. At every juncture, we received excellent legal and political advice from Vince Courtney, and simply could not have won this campaign without him.

The San Francisco Police Officers' Association paid the largest share of the Proposition D Steering Committee bills, almost \$220,000.00, and of that amount, \$40,000.00 went to Davis, Reno & Courtney. It was well worth it. If the disgruntled POA members you refer to are looking to unseat the current administration by attacking our attorneys, they are simply barking up the wrong tree.

Very truly yours,  
San Francisco Police Officers' Association  
Ray Benson  
Chairperson, POA Legislative Committee and Member, Proposition D Steering Committee

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# Letters

## Kudos

Chief Willis Casey  
San Francisco Police Department  
850 Bryant Street, Room 525  
San Francisco, CA 94103

Dear Chief Casey:

The Drug Abuse Recognition Project is an innovative and unique advanced officer training program designed to provide the street police officer with the skills, knowledge, and expertise to readily identify the drug abuser through the use of a seven step examination. A grant sponsored by the California Office of Traffic Safety, the technology which the project offers has spread from its beginnings with the Glendale Police Department throughout the state.

With this growth has come the need to identify and develop instructors throughout the state with the necessary expertise, teaching skill, and dedication to plant and nurture the D.A.R. concept. These instructors would be called upon to assist Glendale Police Personnel in teaching regional programs. This often demands time and dedication on the part of these outside instructors in terms of travel, preparation, and study.

The Drug Abuse Recognition Project recently concluded Class 90-06 in Concord, California on November 29, 1990. Sergeant Joseph L. Dutto Jr., star #1235, of the Mission Station was asked to share his knowledge in the area of drug influence by instructing a segment of the class. Sergeant Dutto's expertise of drug pharmacology and influence identification shined during his instruction of the "Inhalants" lecture. Both the students and the staff share admiration and respect for Sergeant Dutto because of his high level of professionalism and subject matter expertise.

The Glendale Police Department and its Drug Abuse Recognition Project Staff wishes to thank you for supporting our program by allowing Sergeant Dutto to share his skills and knowledge with out students. We also wish to commend Sergeant Dutto for his time and dedication towards advancing the knowledge of fellow peace officers by being a part of our staff. We look forward to having Sergeant Dutto join the Drug Abuse Recognition Project in future classes and hope tht the San Francisco Police Department will continue in joining our Department in fighting the drug wars on our streets.

Sincerely,  
David J. Thompson,  
Chief of Police  
Drug Abuse Recognition  
Project Director  
Glendale Police Department

## Thank You

Editor  
SFPOA Notebook

Dear Editor,

I would like to say "Thank You" to the many officers who offered their support when I was shot on Oct. 23, 1990.

A special thanks to Officers Stoepelwerth, Jean, Amigo, Dalhberg, Tom DeTorre, Spl. Officer Siote and the other officers at the scene for their courageous actions which went above and beyond the call of duty.

The doctors and staff at Mission Emergency lived up to their reputation for professional excellence. I could not have received better medical attention anywhere else. When it was apparent that my injury was not life threatening, the staff at Mission Emergency assured that my transfer to St. Francis Hospital went smoothly.

I would like to thank Chief Frank Jordan, Deputy Chief Fred Lau, Commander Thomas Murphy, Capt. James Arnold, Lt. Thomas Lang and Sgt Bob Armino who were at Mission Emergency within minutes after I arrived to see that my family was notified and many other such details were being taken care of.

I would take up a good portion of the Notebook if I was to try to include all the names of the officers who were there for me on Oct. 23. I'm sincerely grateful to all of you for your support and kindnesses.

Fraternally,  
Lt. Gus Madden

Tom Flippin  
Editor, Notebook

To All My Police Officer Friends

Your thoughtfulness during my time of great sorrow has done much to ease the emotional pain. Your friendship and care has helped me in time of need. I shall never forget the great outpouring of sincere concern and assistance that has been given to me.

I feel most blessed to be part of a profession that so effectively rallies to help its own. It truly makes a difference in dealing with grief, sorrow, and loss.

My heartfelt thanks to you all.

Mike Hebel

## Free Speech

Mr. William Randolph Hearst III  
San Francisco Examiner  
110 5th Street  
San Francisco, Ca. 94103

Re: Editorial, Sunday,  
December 9, 1990  
Free Speech at Berkeley

Dear Mr. Hearst:

Sunday's Editorial discussed anthropology Professor Vincent Sarich's position that was printed in the California Monthly, UC-Berkeley and the fascist response from some of the student body who had broken into and disrupted his classroom. Professor Sarich had written that "the university's quest for a diversified student body had systematically, and increasingly, discriminated against white students and institutionalized racism on campus."

The editorial condemned the disruption of Professor Sarich's class but also declared that "affirmative action is an appropriate policy to remedying past discrimination and for creating a level playing field throughout society." The editorial reasonably, and I respect the staff for this, indicated that affirmative action is a valid subject for political debate.

The fundamental shortcoming of "affirmative action" punches through all the rhetoric and discovers the innocent white male as its new found victim for discrimination.

I telephoned Mr. Dembart, Editor of the Editorial Pages and discussed the editorials that continuously support affirmative action as public policy. He seems to be a decent man but unfortunately unable to understand the impact of discrimination against innocent white males that affirmative action programs bring about.

Mr. Dembart and I discussed the fact that he and three other white males write the Editorials. I pointed out that if they all possessed the strength of their conviction they would resign their positions and demand that you appoint four minorities and women to their positions. His answer: "I have to pay the mortgage." We talked quite some time and he was very gracious with his time

and willingness to discuss the issue but he couldn't find the handle to move himself toward the strength of his convictions.

It seems only reasonable that they all resign or quit supporting affirmative action. They need to walk a mile in another man's moccasins before sentencing them to the penalty of affirmative action.

Cordially, Lou Calabro

## ACLU

Editor  
SFPOA Notebook

Dear Editor,

The decision to disband the department's Intelligence Unit was a manifestation of extreme liberal politics, spearheaded by the American Civil Liberties Union (ACLU) Police Practice Project. The viewpoint advanced by these activists was that the police intelligence system is alien to American principles and defective in its practice. Pushing unverified accusations against the department's intelligence gathering efforts during the Democratic National Convention was a vestige of Vietnam-era emotional hyperbole.

I wonder what the ACLU would have done with Benjamin Franklin, the only American to sign the three critical documents of America's nationhood: The Declaration of Independence, The Treaty of Paris, and The Constitution. Few know that Benjamin Franklin coordinated the Continental Congress's committee of secret correspondence, a highly effective covert intelligence operation, which was responsible for the crucial French intervention by Louis XVI which resulted in American independence.

Inspector T. Gerard

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# POLICE ACTIVITIES LEAGUE

Ron Exley  
Dir. Program Development



## Tips For Taking Steps To Take Care Of Yourself In 1991

by President Joe Mollo

There is good news and bad news about our work:

\*Good News - Our work can't make us crazy.

\*Bad News - Our attitudes about it can! We can greatly reduce our stress by how we approach our situations. The following is a list of specific suggestions on how to focus your energy upon positive solutions, and reduce time spent on things which build stress.

1. Don't borrow trouble from the future. It does not make sense to worry about many things that "might" go wrong or activities that could "possibly" create a problem. Plan the best you can, then live one day at a time.

2. When you are upset, stop to consider the problem. Often, we churn around in turmoil, not taking the time to stop and consider what might be wrong. Whenever you are upset, take an extra few minutes right then to stop everything and reflect. You will often be in conflict with another person. If so, admit you have negative feelings; see how your actions have affected the other person; take time to cool off; talk with the person to plan how you can prevent the conflict from recurring.

3. Clearly define roles and expectations.

4. We get burned if we continue at a high-flying, high-energy pace without rest.

5. Refuse to recycle a negative thought. "If somebody criticizes you unfairly on Monday, that's his/her problem; if you're still upset about it on Thursday, that's your problem." Negative thoughts will go away if you are willing to let them go.

6. Develop a healthy realism about your skills and get as much training as you can. Nobody can know everything. Focus your goals, then develop expertise in your area.

7. Set goals that are realistic and attainable. Write down your plans.

8. Learn to integrate and keep track of a great deal of information. Prioritize tasks. Schedule time to work on priority items.

Delegate as much as you can.

9. Become an active member of our professional association, the POA.

10. Insist on periods of solitude for yourself. Scheduling specific quiet times provides you with opportunity to refresh, renew and regain perspective.

11. Accept the fact that any rejection you receive is temporary.

12. Practice being a team player. You need input from others - and our work usually demands cooperation and good interpersonal skills. Cultivate the habit of working well with others.

13. Move a muscle if you are overloaded. Set limits on yourself and say "no" when needed.

14. Learn the difference between venting and a call for action. We all need to vent frustrations from time to time. Before you do, think about what you are saying and why - and let the other person know whether or not you are just "letting off some steam" or are planning a specific course of action. This is particularly helpful when talking with your sergeant.

15. Practice acceptance. When we are pressed to achieve goals and things are not going well, our natural tendency is to push harder. However, many of the problems we face do not respond well to sheer exertion of willpower. Sometimes the best course is to accept things the way they are and stop to regroup. Oftentimes more is accomplished in the long run - with much less wear and tear on the nerves.

### Boxing

The PAL Boxing program is off and running, full speed ahead. Every Monday, Tuesday and Friday between 5 and 7 PM, children and young adults are working out at Oceanview Playground. They are learning the fine art of boxing. They learn a daily routine of discipline, conditioning, working with boxing equipment, such as punching bags, speed bags, skipping rope and actual boxing in the ring. The participants are getting individual supervision from coach Ben Vigil and a very knowledgeable staff consisting of Officer Bill Minkel and a former PAL and Golden Gloves boxer Jimmy Ford.

Since police officers are involved in the PAL program, they are able to reach out to the children and young adults taking the time to learn a little about each individual. Both the officers and participants are working toward a common goal in our everyday lives and that interaction could be very rewarding in time to come.

Why boxing? A few of the kids just come for the workout, they need athletic activities to keep them from getting into trouble and hanging out on the streets. Some come to build self-confidence and self esteem. Others are interested in participating in upcoming tournaments like the San Francisco Golden Gloves. Whatever their reasons it's a program that is made available through the PAL.

### PAL At Boedekker Park

TUESDAYS FROM 3:30 PM TO 5:00 PM

On November 20th, we had Turkey Day with games, pumpkin pie and crafts for 23 youth, ages 6-13.

On November 27th, it was Movie Day with "Come Rock n' Ryhme with Mother Goose and ZZ Topp."

On December 4th, Emmie the Juggler joined us to give balloon animals and books to all.

December 11th, SAFE provided Officer McGruff (no other than the PAL Director), to help take a BITE out of crime in the park, but it didn't, for while McGruff was there, a 211 occurred.

On December 17th, the Hilton Hotel, Debbie Larkin and Janet Bongiorio provided 2 families of the Tenderloin with Christmas dinner, a tree and presents.

The special event was on Saturday, December 22nd when the children received toys from the Variety Club.

Susan Despotakis, daughter of a former San Francisco Police Officer, had been volunteering to make this program a success, but the Hyatt changed her hours. Thanks, Susan.

### No More Busy Signals

Thanks to Ron Kramer, Planning and Research, our new phone lines have been installed. How frustrating it was to try and reach one of the busiest programs in the Police Department.

### Christmas Cheer, Carolers And Children

by Tom Youngdale,  
Kaiser Permanente

The Northern California Self Insurers Association attracted lunch goers from all over the Bay Area to the Nikko Hotel on December 5th, for our annual Christmas Party of Christmas cheer, carolers and children. In the years past, the party was always a Bay Cruise on the choppy waters of the San Francisco Bay. Secretary Ed Adamzak, Pacific Bell, last year thought it would be fun to have a traditional Christmas Party with carolers. The San-

Francisco Police Activities League (PAL) and Leonard R. Flynn School produced the show. This year we invited them back. The guest of the luncheon was Captain Gleeson of the San Francisco Police Juvenile Division, who told of the youth/gang situation in San Francisco and how PAL soccer and the PAL Giants Rookie Ball curbed gang activity in the past year. Ronald Exley, PAL Program Development Director, along with Office Richard Andrews welcomed the Leonard R. Flynn Choir led by Anne Falour. The twenty children sang traditional songs and a special one for all of us "Shoppers." Instead of the traditional Christmas business party, we asked the lunch goers to bring presents for the children. Barbie, skateboard, motorized cars and stuffed animals stacked the table. After singing, the children got to pick the presents of their choice. Tears came to one ten year old when she got her first Barbie. It was a Christmas for all.

### The Cadets Big Night Out

December 6th, in full uniforms, the Junior Cadets and the Senior Cadets had their first awards night. Captain Gleeson called the troops to parade. His thorough inspection showed that under Officers Jim Gaan (PAL), Jim Guerrero (Muni), Ben Manning (Mission) and John Pierucci (Northern), they've been trained. As their name was called, they marched to the front of the Academy gym in full view of their parents to receive their awards from Captain Gleeson and Ron Exley. The awardees were:

Senior Cadet Captain Patrick Kwan, tenure 7 years Community Service, perfect attendance, earthquake detail.

Senior Cadet Lieutenant Emiliano Balistreri, tenure 6 years Community Service, perfect attendance, earthquake detail.

Senior Cadet Sergeant Gwen Chew, tenure 1 year Community Service, perfect attendance, recipient of Northern California Police Officers Association scholarship.

Senior Cadet Sergeant Dan Murphy, tenure 3 years Community Service, perfect attendance.

Senior Cadet Geronimo A. Cantura, tenure 2 years Community Service, perfect attendance, earthquake detail.

Senior Cadet Jason Jefferson, tenure 2 years Community Service, perfect attendance.

Senior Cadet William Pon, Community Service, perfect attendance.

Michaelangelo, McGruff, Megaman, Batman and Santa Say "No!"

The PAL/Girl Scout Christmas Party was held on the last day of school for the year 1990 at Leonard R. Flynn School, on Army and Harrison streets. Guest appearances included Michaelangelo (Rich Andrews, PAL), Batman (John Pierucci, Northern), McGruff (Nathan Asbury, PAL Cadet), Megaman, Emperor Norton (Ron Exley, PAL) and Santa Claus (Ed Springer, Academy). The children enjoyed meeting their favorite characters. Each child received a goodie bag of nuts and fruit from Safeway, cookies and muffins from Just Desserts, souvenirs from the San Francisco Giants Community Services department, and presents from the Variety Club and the Firemen.

Each child signed a written contract that said they would not take drugs in 1991. The kids gave the contracts to the characters who gave them their presents. The contracts were given to the teachers who placed them in their classrooms.

Emperor Norton proclaimed Flynn School a Drug Free Zone. As he said it he looked toward the Bernal Dwellings and Precita Park which now fall in the radius of the drug free zone.



Sgt. Leet and Megaman give Nintendo games to PAL kids.



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**SF PAL MIDGET FOOTBALL TEAM  
1990 SEASON  
(AGES 11, 12, 13, 14)**

The SF PAL Midget team had a disappointing season. The team was led by Most Valuable Player La Quan Crittendon and ended with a record of 0-7-1. The team did not jell until the last game, the last quarter, the last few minutes. The team possessed a lot of talent but just could not pull it together in time. This team also had a few players who have participated in the football program since the Pee Wee Players.

These players are: Jabari Jackson Bobby Lopez, Tyrell Espy, La Quan Crittendon, Shamunda, and Head Coach Rodney Garrick.

The Midget Football Team is coached by Rodney Garrick, Todd Kellough, Charles Lewis, Phil Stribling, and Robert Montgomery.

We would also like to mention that some former SF PAL Football Players were among the top football Players in high school this year, Galileo quarterback Dexter Doss, and Michael Fields.

**SF PAL CHEERLEADERS.** The SF PAL Cheerleaders Midget team pictured have been in existence since 1986. The group was started by Team Mother Carol Oliver and was ran under the direction of Sophia Isom. This group has continued to steadily improve and grow.

This Year all of the SF PAL Cheerleaders were winners in the 1990 conference Cheerleading Competition.



**MASCOTS** ages 5 thru 8 were awarded Trophies for their participation. The Mascots are Coached by Head Coaches Ava Garrick, Assistant coach Diane Blissett, Paulette Washington.



**MIDGET CHEERLEADERS  
(AGES 12, 13, 14)**

This year the midget cheerleaders won the cheer category and placed second in the Dance Routine section. The midget cheerleaders have dominated the Dance Routine Category since 1987. The midget cheerleaders gave an outstanding performance at cheerleading camp and were invited to represent SF PAL in Fresno, California.

The Midget Cheerleaders are coached by Cheerleading Director Sophia Isom, Kathryn Branch, and Maude Wilson.

Every year the SF PAL Cheerleaders are asked to perform at various community events throughout the city of San Francisco.

Cheerleader Director Sophia Isom



**PEE WEE CHEERLEADERS  
(AGES 9, 10, 11)**

This Year the SF PAL Pee Wee cheerleaders won the Dance Routine Category for the 3rd time in a row. They have dominated this division since 1988. The Pee Wee Cheerleaders are coached by Carla Horison and Irene McWilliams, and Team Mother Carol Oliver.



**JUNIOR MIDGET CHEERLEADERS  
(AGES 10, 11, 12)**

This year the Junior Midget Cheerleaders won in the Cheer and the Dance Routine category. They have dominated the dance routine category since 1988. The Junior Midget Cheerleaders are coached by Assistant Director Tonia Woodson, and Marilyn Jackson.



**SF PAL JUNIOR MIDGET FOOTBALL TEAM  
1990 SEASON  
(AGES 10, 11, 12, 13)**

The Junior Midget Football team had an outstanding season. They finished with a 10 and 2 record. The SF PAL Junior Midgets avenged their two season losses in the second playoff round against the Novato Yellow Jackets and in the conference championship game against Redwood PAL 19 to 6. The Junior Midgets then represented the Northern Pacific Conference in the Regional Championship game and defeated the Reno, Nevada Jets 26 to 6. The SF PAL Junior Midgets have made it to league championships three years in a row, and have won twice.

"Head Coach Greg Isom"

The Junior Midget Football Team is coached by Greg Isom, Paul Burger, Rodney Barr, and Peter Burger.



**SF PAL PEE WEE FOOTBALL TEAM  
1990 SEASON  
(AGES 9, 10, 11, 12)**

The Pee Wee football team had a shaky start. Their first game was against the Novato Yellow Jackets in Novato, California. The SF PAL Seahawks took to the field in borrowed helmets (as a result of a delay caused by Dortey and Dunn). This in itself was no problem, but it did mean that their contact practice was limited. After the opening kick off the lack of practice surfaced. As the game wore on and the desire set in the Pee Wees made a good accounting for themselves. With the arrival of new helmets came a turn around, and the net result of a 4 and 3 record, a 3rd place finish, and a first round playoff birth.

"Head Coach Joe Duncan"

The Pee Wee Team is coached by Joe Duncan, Jim McClure, and Dean Marcic.

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# SPORTS



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## Annual POA Bowling Tournament

The San Francisco Police Officers Association will host their 1st Annual Bowling Tournament on Saturday and Sunday, January 19-20, 1991. The tournament will be held at Diablo Lanes, 1500 G Monument Blvd., Concord, CA. (Located approximately 1½ miles East of Highway 680.)

Diablo Lanes will host the California State Men's Championship tournament this summer. So this tournament will be great practice for those entering Men's State.

This will be a handicap and scratch tournament. The tournament will not be sanctioned, however ABC/WIBC rules will apply. Decisions made by the tournament rules committee will be final.

The tournament will be open to active, reserve, and retired law enforcement, firefighters, corrections, probation, and parole officers, their families and friends. Members of PBA/LPBT, regional or touring professionals are ineligible unless they are full time employees of the above organizations or active reserves.

Each event will consist of 4 games: Teams, Doubles, and Singles. All events will be the cumulative score all three events. Entry fees will be \$14.00 per event, per bowler. All events are included at no charge when entering the other three events.

Average to be used will be the highest 89-90 book average. If no 89-90 book average use the highest 88-89 book average. If no previous book average the highest current average of 21 games minimum will be used. If you have none of these, men must enter at 190 and women at 160. Handicap is 80% of 210. All cash prizes based on the number of entries. Please have average verification available if you can. A letter verification from your local bowling association or the current average book from your local center.

The tournament committee reserves the right to rerate anyone at any time.

For further information contact: Ed Santos or Mark Macaulay at (415)553-1373.

Tournament committee: Steve Brown, Ed Santos Jr., Mark Macaulay.

## SAN FRANCISCO POLICE OFFICERS ASSOCIATION TOURNAMENT ENTRY FORM

Name	Address	City & Zip Code	Average	Law Enforcer (Y/N)
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2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____
4. _____	_____	_____	_____	_____

Position order for Doubles Event:

1. _____	1. _____
2. _____	2. _____

Singles Event: January 19, 1991 @ 10:00

Doubles Event: January 19, 1991 @ 2:00

Team Event: January 20, 1991 @ 10:00

Position order for Team Event:

1. _____	Team Captain: _____
2. _____	Name and contact telephone number + area code.
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# SPORTS



by Dennis Bianchi

**L**ike a highly trained, talented runner, 1990 flew by me as if I had been running in mud three feet deep. Where in blazes did it go? Those older than myself (they're becoming fewer), and those wiser than myself (they're more plentiful), tell me that the coming years will go even faster. How can this be? It seems I'm moving more slowly every race I run. I have this unsettling feeling that I'm being left behind. The same two above-described groups also assure me that this is most likely true. I really love those folks.

The racing scene ended on a particularly dismal note. For the first time in many years the S.F.P.D. was not represented by even one team at the Christmas Relays this December. The competitive officers at Mission Station tried their best to put together a team, but they were forced out of the competition when they invited me to join the team and I sprained an ankle four days before the event. It was only two years ago that this Department took first and second place in the law enforcement division, breaking the record for that division. It has become very apparent that without Lou Perez the running team disintegrates and drifts apart. It appears that Lou's autumn injury and surgery took the steam out of the whole team.

All year long I have hunted for a few women distance runners, to little avail. Pam Hofsass came forward and ran a very good S.F. Marathon but where are some more? To quote Madonna, "Something's better than nothing, but nothing is better than more!"

We need more: sprinters, milers, long distance runners; cyclist, swimmers (especially distance swimmers), jumpers and throwers; shooters, rowers, pullers and lifters; grapplers, kickers, riders and sailors; drivers, hitters, fielders and archers. The 1991 California Police Summer Games is being held just across the pond in Oakland. Every year the Games have been held in the southern part of the State, the LAPD and LASO have saturated every event. Now it's our turn. The games won't take place until August this year, which gives all of us plenty of time to safely get into shape and sharpen our skills. Let's just go do it!

Congratulations to all of you participants in all the athletic events that took place in 1990. Since aerobic-type exercise is what I do and write about, I would especially like to congratulate all the runners, cyclists and triathletes. Stan Buscovich ran hard all year

long, wearing the S.F.P.D. colors, proudly, at every event. Lou Perez, as usual, brought home plenty of first-place prizes for the Department, and Jeff Brosch, who brought home more medals from the Summer Games than any other Department member, deserve a healthy dose of recognition and praise.

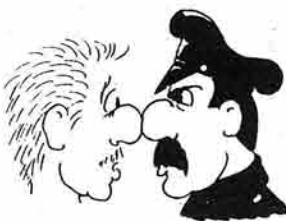
Thanks, also, to the women's track team led by Ava Garrick and Willa Brown, who can truly pick 'em up and put 'em down. Congratulations to the many triathletes who gave it their all in Sacramento this year. Lou may lead the way but he didn't work any harder than John Newlin, Steve Venters, Bill Cooke, and Gary Jiminez. This year saw the return of Jerrol Bell to the Games to pick up more medals and lead what appears to be a blossoming and growing men's track team. Nice going, Howard, Mark, Charles and Jerroll.

In addition, our D.A.'s Office contributed to the impressive list of medals garnered by this Department. Karen Hibbit, Nancy Stretch and David Moon were out in the competitive arena, doing it and doing it right. Last, congratulations to all of you who I have not included in this list. My memory is not what it should be, but I know that all of you gave it your best and deserve proper recognition. I promise to be more attentive in the future year (New Year's Resolution #1), especially at the Summer Games in Oakland.

I hope that those of you who read the sports section of the paper have enjoyed what you read this past year. I have enjoyed trying to get together something interesting to read and I want to thank the many people who gave me ideas and submitted articles. The aforementioned Lou Perez and Nick Shihadeh were most generous and I thank them in particular. Armand Pellisetti and Duane Otis were not only entertaining but informative. The ski season would never get reported without Bob Gillespie, the tennis without assistance from our competitors. We even had Lou Calabro leaving behind his political views to share some inside tennis reporting.

Every time I begin a list such as this I miss listing at least one or more important contributors and I'm sure this time is no exception. I apologize in advance for missing you personally, but you and I know that the sports section would have been poorer without your contributions. Thank you to all. A very special thank you to Tom Flippin who has put up with me all year and been most supportive. Most members don't have any idea how hard Tom works at putting together this paper and how difficult it can be at times, especially for a conscientious person like Tom.

Happy New Year to everyone. I'll be looking for you out on the training trails.



## International Police Winter Games Heavenly Valley & Kirkwood Resorts

February 24-28, 1991

by Duane Otis, Robbery

Once again the IPWG has returned to Tahoe. So far we have about 250 skiers signed up. For those of you not familiar with the format, all skiers take one or two runs down a wide open slalom course, usually held on the bottom of the World Cup course. That is the run directly below the Tram at Heavenly. No folks, you will not be starting from the top of the tram. The seeding race will be from the small chair to the left of the tram. The course will not be difficult. Some of the hot skiers will be able to go through it in about 25 seconds. The rest of us may motor down in maybe 30-40 seconds. And some, not quite so sure of their skills, may take over one minute. If you like your run, you can go with the time given. If you want to try to improve your time you will be able to make a second run. The best time counts. This is called a seeding race. The sole purpose is to put you in a group of skiers of the same time range. If any of you have seen a typical NASTAR course, you will realize what it is like.

The times and ages of the racers are then examined, and man hours are then spent placing you in a group. The groups are set by your age and your time. You will wind up being in a group of about 12 skiers. We give medals down to 5th place in each event for each group so there is a chance of bringing home some medals.

Every year we have folks showing up who have never skied down a hill around the poles. In fact, we have had racers who had never even seen snow. They are usually from Miami. They always come back.

For the Alpine skiers we have three races. The Slalom, Giant Slalom, and the Modified Super 6. As the courses get longer, the demands pick up, as to the speeds and skills involved. The answer is to always ski in control, maintain some degree of speed, and FINISH the course. There are some basic rules about racing, which will be explained at the mandatory Racers Meetings.

Sunday, February 24, 1991

Registration/Check-in: 0800-1200 and 1530-2000 at Horizon Casino (formally known as the High Sierra) in the Sequoia Ballroom.

Mandatory Racer's Meeting: 1900 at Sequoia Ballroom. Mon., Feb. 25, Alpine Seeding Race; Tues., Feb. 26, Giant Slalom; Wed., Feb. 27, Slalom; Thurs., Feb. 28, Modified Super G.

The Cross Country Events will be held at Kirkwood. Mon., Feb. 25, 5K and Biathlon (with handguns); Thurs., Feb. 28, 10K.

For registration form: Call toll-free number 800-366-4794.

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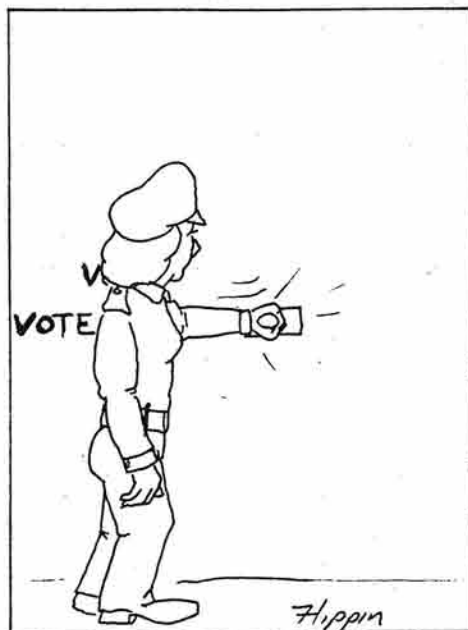
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# ON THE STREET/Tom Flippin



## Funny...But True

by Tom Flippin, Editor



**IT'S ON GERALDO:** Kathleen Meka, 19, was arrested in Florida after a bank robbery that netted her and an at-large boyfriend \$2,215. Meka told police that she and her boyfriend were inspired to commit the robbery after watching a Geraldo Rivera show on which all the guests were thieves. Meka's lawyer, Joel Remland, said "She is a victim," and called Rivera's program "sensational yellow journalism."

If it was **really** sensational it probably would have shown them how to get away with it.

**YOU CAN'T FOOL ME:** Lawrence Smith, of Hartford, Conn., was doing very nicely for himself by selling stolen cars. He didn't do quite so well at his recent trial after being arrested in a police "sting" operation. The main reason for his poor showing was probably his unique (uniquely stupid, that is) defense. He told the judge that he knew all along that the "buyers" were cops and that he thought selling the cars to police officers was the best way of getting stolen vehicles back to their legal owners. Rrrright!

**OR WERE YOU JUST GLAD TO SEE ME?** A New York appeals court overturned the drug conviction of Bienvenido Taveras on grounds that the search of his trousers' pockets was illegal. At the original trial the arresting officer testified that he observed "a huge lump" in the groin area of Taveras' pants and that the officer feared for his safety because the lump "looked hard and could have been a weapon."

**HE'S NOT HOUSEBROKEN YET:** Samuel Santiago served a year in prison, then was released to an Illinois home monitoring program. The program involves fitting participants with an unremovable electronic ankle bracelet that monitors his location. Santiago's was set to alert authorities if he went further than 100 feet from a telephone receiver-monitor in his apartment. An excellent program that keeps the prison population down and allows people in the program to stay at home and begin to rehabilitate themselves.

Police say Santiago's rehabilitation had incurred a setback when they arrested him in connection with a homicide and a robbery. They say that Santiago lured one victim into a passageway by his apartment on pretense of selling him cocaine. He and an accomplice then robbed the victim and shot him to death. Police suspected him

## CONVERT

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SIG, Beretta, Ruger, and SW). They ALL feel different in each person's hand. How the gun feels in YOUR hand will determine how well you like to shoot it. If you're going to pay \$300-\$500 of your own money for a gun, why not get one that feels good to you? The only way to do that is to try them first. Talk to friends who already own the gun you are interested in, and get them to let you try holding the gun, and aiming it. You'll find out if the grip is too large or too small, if the gun is too heavy, too light, or too slippery for you. Can the gun be a practical off-duty weapon? Size & weight are a factor here. Dry-fire it — after making it safe! — to see if the trigger pull is to your liking, in both single and double-action modes (see **Trigger Pull**, below). And, stay open-minded. Don't just take one person's word for what is best. Try them ALL, if possible.

**Price:** Let's get this one out of the way right now. Don't let price be the primary consideration in choosing your gun. Saving \$50 or \$100 and buying a pistol that is uncomfortable or impractical for you is a poor type of economy. This doesn't mean that the more expensive gun is necessarily

better, either. Prices vary with the model and options, but here are some estimates (don't forget to include cost of leather gear & extra magazines the Department requires): S&W \$400-525, Ruger \$325, Beretta \$400-525, Glock \$380-440, SIG \$425. However, keep reading to find out about the things that should mean more to you than price.

**Operating Features:** There are significant differences between some makes. The GLOCK has no external safety or decocking lever, the SIG has only a decocking lever, the Smith and Beretta have a backslide safety that is also a decocker, and the Ruger has an ambidextrous safety. There are also double-action-only models from SIG, Beretta, & S&W, and decocker models from Beretta & S&W. Which model you choose makes a big difference when you learn to shoot, because if you buy a gun with a safety lever, you must learn to flip it off EVERY time you unholster the gun to shoot it. If you don't, the gun won't fire, and you will miss your shot. On the range, it means losing a point or two. On the street, it might mean your life. This is true even if the Department changes the policy to allow you to carry your auto with the safety off. The safety can be accidentally pushed on, either in the holster, or as is common with the Beretta, when racking the slide back during normal charging of the weapon and when clearing malfunctions. In fact, some Beretta holsters are DESIGNED to put the safety on whenever you insert the gun. Know where all the working parts are (safety, decocker, magazine release, slide lock) and what they do BEFORE you buy the gun.

**Trigger Pull:** The trigger pull of autos is different from revolvers. Revolvers fired according to Department policy are always fired double-action. For each shot fired, the trigger pull is about 14 pounds through a distance of 3/4 inch. On most autos, the pull is double action for the first shot, and then single action for all others. What this means is that you will need to get used to TWO very different trigger pulls on your auto (except for the Glock, which by virtue of its design, has the same short 5, 8, or 10-pound pull for every shot, depending on configuration.)

**Sights:** The sight picture of each gun is different, with some being easier to acquire than others. Beretta is a half moon, Smith is a circle and post. Glock has 3 dots with night sights and a U-post without. Some sights are adjustable, most are not. Generally, the adjustable sights are bulkier, and catch more easily on clothing. Many feel that adjustable sights are unnecessary for police work since you will be shooting only one kind of ammo for which the gun is already sighted-in. This is not entirely true, as each gun will shoot somewhat differently for each shooter. Once adjusted for a particular cartridge, sights don't usually need much adjustment. Some models (SIG, Glock & SW) have different front and rear sight combination to choose from. After-market sources for sights also exist. At present, Glock is the only one with night sights available. Night sights make it possible to aim the gun in total darkness — yours, not the suspect's. The Department requires that you see what you're shooting at, but at least YOU don't have to be illuminated unnecessarily.

**Magazines** make loading much faster than speed loaders, but you must inspect

them regularly. Magazine lips can become bent, the sides can become dented, the floorplate can become warped, spring tension gets too low, and dirt and lint can get inside. Magazines should be inspected monthly (this is also covered in the course.)

**Magazine Releases:** Most guns have a button to push in on the left side of the grip. Ruger has a button on both sides that slides forward and so is ambidextrous. SIG & Beretta can be made left-handed, by reversing the location of the button on the grip. Be careful not to use older magazines in such "left-handed" Berettas because they won't stay in place. Without such easy alteration, a "right-handed" gun worn left-handed will place the magazine release to the outside of the body, where it can accidentally be pressed, resulting in your carrying a "one-shot pistol".

**Cleaning & Maintenance:** Some guns are easier to maintain than others. Smith requires parts to be fitted individually, and according to one range instructor, requires the shooter to have three hands in order to disassemble it for cleaning. In contrast, Glock and SIG parts are interchangeable amongst guns of the same type, and require no machining when replaced. I think Glock has the fewest parts of all, and is easiest to maintain, since so much of the gun is plastic. Some of you may think plastic is the mark of cheapness, but the facts about durability and strength indicate it is actually a superior material for many gun parts. The issue military rifle, the M-16, has been made with a plastic stock for years. It has proven itself in all weather conditions as a lightweight design of superior quality. In the sixties, the use of aluminum alloys in guns was regarded with scepticism. Now aluminum is used commonly in guns, and plastic is next.

**Recalls and Warnings:** The Ruger P85 has a recall regarding broken firing pins that may fire on decocking. Sig-Sauer has a page of warnings and a suggested maintenance schedule to be performed at 5,000, 10,000 and 15,000 rounds (see the range for a copy of this list).

**Should You Convert?** If you're willing to learn and practice more, do the required maintenance scrupulously, and you're in a unit where the extra bullets and quick reloading might come in handy, the auto is hard to beat. Insp. Otis thinks that 9mm is better in tactical situations with multiple suspects, depending on the individual's sensitivity to recoil, while the .45 would be better in one-on-one shootouts. Alternatively, if you don't think you need all that firepower, the revolver might be better for you — especially after the back-ordered .357 magnum ammo arrives at the range. You should be aware that if you choose and qualify with an auto-pistol, you will no longer be permitted to carry your service revolver. I have met more than one person who doubted their own confidence in the auto-pistol, even after finishing the conversion course. In the end, the Department has left the choice up to you. Where most other departments have only one or two guns to choose, you get five guns and two calibers — or you can stay with the issue revolver. With all these choices, you should be able to find something to suit your needs.

If you have something to share regarding semi-auto pistols and their use in the SFPD, call me at x1105. You can leave a message on the machine if I'm not in.